

# Full Equalities Analysis Assessment

## 1. Proposal Summary Information

EAA Title	<b>CCM Ealing Broadway Station – public realm improvements</b>
Please describe your proposal?	<b>Scheme</b>
Is it HR Related?	<b>No</b>
Corporate Purpose	<b>Officer decision</b>

### 1. What is the Scheme looking to achieve? Who will be affected?

The Proposed Scheme consists of pedestrian footpath widening; improved pedestrian crossings; repositioning of bus stops; removal of a taxi rank; and public realm improvements to The Broadway (a road which intersects Ealing Broadway Station and Haven Green). The proposed improvements to the street scene and public realm include dropped and transition kerbs, a ramp, and a green area.

The Broadway includes restaurants, local shops and several bus stops. The entrance to the Ealing Broadway station is also situated at The Broadway and is a major interchange station served by the London Underground and National Rail, used by over 20 million passengers per annum.

The Proposed Scheme aims to achieve better connectivity for pedestrians and an enhanced street scene. The opportunity to re-purpose and redefine the Ealing Broadway station entrance has considered the following design considerations:

- Current and proposed site opportunities/constraints;
- Requirement for hostile vehicular mitigation measures;
- Cycle storage and maintenance;
- Seating with backrests and armrests;
- Wayfinding;
- Improved pedestrian movement;
- Requirement to improve existing surrounding commercial activity;
- Accommodate local community and business requirements; and
- Respond to existing site materials and current use of space.

### 2. What will the impact of your proposal be?

Ealing Broadway Station is one of West London's major transport hubs providing an interchange between the local rail services out of Paddington on the Great Western main line, and the terminus of the District and Central lines. The station is due to be rebuilt and upgraded under proposals from Crossrail.

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The immediate environment surrounding the station is widely recognised as being of poor quality and lacking in a cohesive structure and function. It is noted that improvements in wayfinding, pedestrian crossings, urban realm, and public seating provision are essential in the immediate environment of Ealing Broadway station. As part of the station improvement works, the improvements to the public realm including an uplift in pedestrian numbers, standing space, seating space, vehicular and transport movement, cycle parking and delivery.

Specific physical changes proposed include:

- Widen footway wherever possible, to safely accommodate the pedestrian flows in the area (even at existing usage, this operates below optimal conditions)
- Provide new signalised crossing to taxi rank area
- Provide new cycle storage
- Provide new planting
- Remove street clutter and obstructions to movement, particularly in immediate forecourt environment
- Relocate one existing bus stop
- Remove on-street parking and loading spaces on The Broadway, to provide more space for pedestrian movement and required street furniture

The station itself has over 20 million uses per year, with over 40,000 entries and exits at street level on a typical weekday. Train and Tube services operate from the station to points all across London and beyond, and local bus services and taxis provide an additional layer of transport options. Therefore the impact of any changes to the station frontage will be felt by users from not just within LB Ealing but across the entirety of Greater London and even outside.

## 2. Impact on Groups having a Protected Characteristic

**AGE:** *A person of a particular age or being within an age group.*

**Positive and negative impact**

**Describe the Impact**

Overall, there is potential for adverse impacts during construction and operation, and also potential for beneficial impacts during operation.

### **CONSTRUCTION**

Construction is likely to generate a **low negative impact** for many school aged children, an unknown number of older people, and children with special needs in the short term during construction due to the potential temporary closure and diversion of footways and cycle path, reduced access to the station entrance, and temporary bus stops closure.

### **OPERATION**

Operation of the finished scheme may generate a **low negative impact** for an unknown number of older people or parents with young children, due to removal of car parking spaces on The Broadway.

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Operation of the finished scheme is likely to generate a **medium positive impact** due to the improved pedestrian crossings and public realm (i.e. seating), especially the additional crossing at The Broadway and the additional traffic controlled crossing at Haven Green.

### Alternatives and mitigating actions which have been considered in order to reduce negative effect:

#### Describe the Mitigating Action

All construction works will be required to provide safe temporary walkways that are as convenient as possible. Any closure of bus stops will be for as short a duration as possible, with alternative stops located as close as possible, to minimise impact of closure.

Removal of car parking spaces on The Broadway is mitigated by: the proximity of several bus routes (all bus routes in London are served by fully accessible buses); provision of new cycle parking, closer to the station entrance than existing cycle parking; an improved footway experience, making it easier and safer to walk to and from the station; a safer route to the existing taxi rank; and the presence of alternative parking spaces available for informal drop-off or pick-up via private vehicle.

**DISABILITY:** *A person has a disability if s/he has a physical or mental impairment which has a substantial and long term adverse effect on their ability to carry out normal day to day activities<sup>1</sup>.*

### Positive, negative and neutral impacts

#### Describe the Impact

Overall, there is potential for adverse impacts during construction and operation, and also potential for beneficial impacts during operation.

#### CONSTRUCTION

Construction is likely to generate a **low negative impact** for an unknown number of people with disabilities due to the potential temporary closure and diversion of footways and cycle path, reduced access to the station entrance, temporary bus stops closure, and potential difficulties in gaining access to Ealing ShopMobility and ESCAN in the short term.

#### OPERATION

Operation of the finished scheme may generate a **low negative impact** for an unknown number of visually impaired people if uplighters are installed due to the possible glare and reduced visibility of shades from light fittings.

Operation of the finished scheme may generate a **low negative impact** for an unknown number of people with mobility-related disabilities, due to removal of car parking spaces on The Broadway.

Operation of the finished scheme is likely to generate a **medium positive impact** due to the improved pedestrian crossings and public realm (i.e. seating), especially the additional crossing at The Broadway and the additional traffic controlled crossing at Haven Green.

<sup>1</sup> Due regard to meeting the needs of people with disabilities involves taking steps to take account of their disabilities and may involve making reasonable adjustments and prioritizing certain groups of disabled people on the basis that they are particularly affected by the proposal.

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Operation of the finished scheme is likely to generate a **medium positive impact** due to the improved pedestrian crossings, especially the additional crossing and tactile paving at The Broadway; the additional traffic controlled crossing at Haven Green; and the provision of seating on The Broadway.

Operation of the finished scheme is likely to generate a **neutral impact** on an unknown number of cyclists with mobility issues due to the provision of cycle storage proposed outside Ealing Broadway station.

**Alternatives and mitigating actions which have been considered in order to reduce negative effect:**

**Describe the Mitigating Action**

All construction works will be required to provide safe temporary walkways that are as convenient as possible. Any closure of bus stops will be for as short a duration as possible, with alternative stops located as close as possible, to minimise impact of closure.

Removal of car parking spaces on The Broadway is mitigated by: the proximity of several bus routes (all bus routes in London are served by fully accessible buses); provision of new cycle parking, closer to the station entrance than existing cycle parking; an improved footway experience, making it easier and safer to walk to and from the station; a safer route to the existing taxi rank; and the presence of alternative parking spaces available for informal drop-off or pick-up via private vehicle.

**GENDER REASSIGNMENT:** *This is the process of transitioning from one sex to another. This includes persons who consider themselves to be trans, transgender and transsexual.*

**Neutral impact**

**Describe the Impact**

There is no clear evidence, data or rationale to expect that these works will have a differential impact on people with this characteristic.

**Alternatives and mitigating actions which have been considered in order to reduce negative effect:**

**Describe the Mitigating Action**

Not applicable.

**RACE:** *A group of people defined by their colour, nationality (including citizenship), ethnic or national origins or race.*

**Neutral Impact**

**Describe the Impact**

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There is no clear evidence, data or rationale to expect that these works will have a differential impact on people with this characteristic.
<b>Alternatives and mitigating actions which have been considered in order to reduce negative effect:</b>
<b>Describe the Mitigating Action</b>
Not applicable.

<b>RELIGION &amp; BELIEF:</b> <i>Religion means any religion. Belief includes religious and philosophical beliefs including lack of belief (for example, Atheism). Generally, a belief should affect a person's life choices or the way you live for it to be included.</i>
<b>Neutral impact</b>
<b>Describe the Impact</b>
There is no clear evidence, data or rationale to expect that these works will have a differential impact on people with this characteristic.
<b>Alternatives and mitigating actions which have been considered in order to reduce negative effect:</b>
<b>Describe the Mitigating Action</b>
Not applicable.

<b>SEX:</b> <i>Someone being a man or a woman.</i>
<b>Neutral impact</b>
<b>Describe the Impact</b>
There is no clear evidence, data or rationale to expect that these works will have a differential impact on people with this characteristic.
<b>Alternatives and mitigating actions which have been considered in order to reduce negative effect:</b>
<b>Describe the Mitigating Action</b>
Not applicable.

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<b>SEXUAL ORIENTATION:</b> <i>A person's sexual attraction towards his or her own sex, the opposite sex or to both sexes.</i>
<b>Neutral impact</b>
<b>Describe the Impact</b>
There is no clear evidence, data or rationale to expect that these works will have a differential impact on people with this characteristic.
<b>Alternatives and mitigating actions which have been considered in order to reduce negative effect:</b>
<b>Describe the Mitigating Action</b>
Not applicable.

<b>PREGNANCY &amp; MATERNITY:</b> <i>Description: Pregnancy: Being pregnant. Maternity: The period after giving birth - linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, including as a result of breastfeeding.</i>
<b>Neutral impact</b>
<b>Describe the Impact</b>
There is no clear evidence, data or rationale to expect that these works will have a differential impact on people with this characteristic.
<b>Alternatives and mitigating actions which have been considered in order to reduce negative effect:</b>
<b>Describe the Mitigating Action</b>
Not applicable.

<b>MARRIAGE &amp; CIVIL PARTNERSHIP:</b> <i>Marriage: A union between a man and a woman. or of the same sex, which is legally recognised in the UK as a marriage Civil partnership: Civil partners must be treated the same as married couples on a range of legal matters.</i>
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<b>Neutral impact</b>
<b>Describe the Impact</b>
There is no clear evidence, data or rationale to expect that these works will have a differential impact on people with this characteristic.
<b>Alternatives and mitigating actions which have been considered in order to reduce negative effect:</b>
<b>Describe the Mitigating Action</b>
Not applicable.

<b>3. Human Rights<sup>2</sup></b>
<b>4a. Does your proposal impact on Human Rights as defined by the Human Rights Act 1998?</b>
No
<b>4b. Does your proposal impact on the rights of children as defined by the UN Convention on the Rights of the Child?</b>
No
<b>4c. Does your proposal impact on the rights of persons with disabilities as defined by the UN Convention on the rights of persons with disabilities?</b>
No
(Not applicable)

<b>4. Conclusion</b>
This scheme is intended to upgrade the user experience for those using Ealing Broadway Station or the immediate station frontage. Construction is expected to generate potential negative impacts for certain people with protected characteristics, but this can be mitigated as far as possible through appropriate traffic management. Operation of the final scheme may also have some negative impacts, and the potential benefits of uplighters must be weighed against the possible impact on those with visual impairments. Otherwise, operation will largely provide benefits for the potentially affected people with protected characteristics.
<b>4a. What evidence, data sources and intelligence did you use to assess the potential impact/effect of your proposal? Please note the systems/processes you used to collect the</b>

<sup>2</sup> For further guidance please refer to the Human Rights & URNC Guidance on the Council Equalities [web page](#).

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**data that has helped inform your proposal. Please list the file paths and/or relevant web links to the information you have described.**

- Initial focus group meeting with Ealing Centre for Independent Living (ECIL) in February 2018
- Data available from Office of National Statistics

### **5. Action Planning: (What are the next steps for the proposal please list i.e. when it comes into effect, when mitigating actions<sup>3</sup> will take place, how you will measure impact etc.)**

<b>Action</b>	<b>Outcomes</b>	<b>Success Measures</b>	<b>Timescales/ Milestones</b>	<b>Lead Officer (Contact Details)</b>
Ensure traffic management plans during construction adequately provide for temporary walkways and any relocated bus stops	Access difficulties during construction will be mitigated as far as possible	No complaints received regarding access difficulties during construction	TBD	Lloyd Johnson
Taking into account the consultation responses, revision of the EAA with regards to any adverse impacts and further mitigating measures	More accurate assessment of impact. Final EAA produced as part of the Officer decision	Any further measures to reduce the adverse impact		

**Additional Comments:**

None.

### **6. Sign off: (All EAA's must be signed off once completed)**

<sup>3</sup> Linked to the protected characteristics above



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Completing Officer Sign Off:	Service Director Sign Off:	<i>HR related proposal (Signed off by directorate HR officer)</i>
Signed:	Signed:	Signed:
Name (Block Capitals): LLOYD JOHNSON	Name (Block Capitals): TONY SINGH	Name (Block Capitals):
Date:	Date:	Date:
For EA's relating to Cabinet decisions: received by Committee Section for publication by (date):		

### **Appendix 1: Legal obligations under Section 149 of the Equality Act 2010:**

- As a public authority we must have due regard to the need to:
  - a) Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;
  - b) Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
  - c) Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.
- The protected characteristics are: AGE, DISABILITY, GENDER REASSIGNMENT, RACE, RELIGION & BELIEF, SEX, SEXUAL ORIENTATION, PREGNANCY & MATERNITY, MARRIAGE & CIVIL PARTNERSHIP
- Having due regard to advancing equality of opportunity between those who share a protected characteristic and those who do not, involves considering the need to:
  - a) Remove or minimising disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic
  - b) Take steps to meet the needs of persons who share a relevant characteristic that are different from the needs of the persons who do not share it.
  - c) Encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.
- Having due regard to fostering good relations between persons who share a relevant protected characteristic and persons who do not, involves showing that you are tackling prejudice and promoting understanding.
- Complying with the duties may involve treating some people more favourably than others; but this should not be taken as permitting conduct that would be otherwise prohibited under the Act.