

# Equality Analysis Assessment

## 1. Proposal Summary Information

EAA Title	Southall Active Travel Project
Please describe your proposal?	It is a: <b>Project</b>
Is it HR Related?	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Corporate Purpose	To deliver active travel improvements in Southall. This project will deliver against the following Council priorities: <ol style="list-style-type: none"><li>1. Climate Action</li><li>2. Good Growth</li><li>3. Healthy Lives</li></ol>

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

This project sits under the Southall Reset Programme, In July 2022, Ealing Council initiated the [Southall Reset Programme](#). This programme is tasked with enabling a community-led approach to regeneration and investment for the Southall town centre and its surrounding neighbourhoods located in the wards of Lady Margaret, Dormers Wells, Southall Broadway, Southall West, Southall Green and Norwood Green. The programme will be focused on tackling deep-rooted challenges specific to Southall to support its residents and businesses to become part of a thriving Southall community and benefit from a more inclusive economy.

As a key part of the Southall Reset, is the Southall Active Travel project. The project aims to encourage and enable active travel, which means walking or cycling, and the use of public transport as a means of transport. It can benefit health and wellbeing by incorporating physical activity into everyday routine and can reduce the number of vehicles on the road and improve air quality. This should also contribute to delivering a more attractive, and prosperous town centre.

The high-level proposals envisage active travel interventions being delivered across the following wards: Lady Margaret, Dormers Wells, Norwood Green, Southall Broadway, Southall West, Southall Green. Those that live, work and visit these following wards will likely be affected by the proposals.

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

There are likely to be a mixture of positive and negative impacts on protected groups resulting from the proposed scheme. Until the design is developed in more detail it is an initial screen of these impacts that is required, however it is currently thought that the impacts are likely to be felt on the following protected groups:

- Age;
- Disability;
- Sex; and
- Pregnancy and maternity

## 2. Impact on Groups having a Protected Characteristic

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

### Description

Old or young people are more vulnerable to road collisions and may face physical barriers when using active travel routes or public spaces. Challenges include level changes, lack of resting places and poorly lit, narrow, obstructed or poorly surfaced routes. Perceived risk to personal safety can also act as a barrier, for example, in poorly lit areas.

### Impact - positive

Benefits are likely to be felt by school age children who should be able to more safely walk and cycle to school.

Benefits are likely to be felt by elderly people on account of improvements to public transport and improvements to walking routes, such as wider footways and safer crossings.

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

#### Describe the Mitigating Action

Prepare intervention specific equalities impact assessments once the proposals have been formalised.

Facilitate early and on-going engagement with end users to ensure their needs and priorities are embedded within design proposals.

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

### Description

Individuals may face physical barriers, harassment and threatening behaviour when using active travel routes or public spaces. Challenges include boarding and alighting public transport, level changes, lack of resting places and poorly lit, narrow, obstructed or poorly surfaced routes.

### Impact - positive

Disabled people should benefit from safer crossings, wider footpaths and improved surfacing of routes.

Any proposed cycleways would be at least 1.5m in width, which will support the use of inclusive / adaptive bicycles which may be used by disabled users.

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

#### Describe the Mitigating Action

Prepare intervention specific equalities impact assessments once the proposals have been formalised.

Facilitate early and on-going engagement with end users to ensure their needs and priorities are embedded within design proposals.

**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.*

**State whether the impact is positive, negative, a combination of both, or neutral:**

<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.

<b>Description</b>
No impact predicted. There is no evidence or data to show that this group would be directly adversely impacted by the proposed project.
<b>Impact</b>
No impact predicted. There is no evidence or data to show that this group would be directly adversely impacted by the proposed project.
<b>Alternatives and mitigating actions which have been considered in order to reduce negative effect:</b>
<b>Describe the Mitigating Action</b>
N/A

<b>RACE: <i>A group of people defined by their colour, nationality (including citizenship), ethnic or national origins or race.</i></b>
<b>State whether the impact is positive, negative, a combination of both, or neutral:</b>
<b>Description</b>
No impact predicted. There is no evidence or data to show that this group would be directly adversely impacted by the proposed project.
<b>Impact</b>
No impact predicted. There is no evidence or data to show that this group would be directly adversely impacted by the proposed project.
<b>Alternatives and mitigating actions which have been considered in order to reduce negative effect:</b>
<b>Describe the Mitigating Action</b>
N/A

<b>RELIGION &amp; BELIEF: <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>
<b>State whether the impact is positive, negative, a combination of both, or neutral:</b>
<b>Description</b>
No impact predicted. There is no evidence or data to show that this group would be directly adversely impacted by the proposed project.
<b>Impact</b>
No impact predicted. There is no evidence or data to show that this group would be directly adversely impacted by the proposed project.
<b>Alternatives and mitigating actions which have been considered in order to reduce negative effect:</b>
<b>Describe the Mitigating Action</b>
N/A

<b>SEX: <i>Someone being a man or a woman.</i></b>
<b>State whether the impact is positive, negative, a combination of both, or neutral:</b>
<b>Description</b>

Women are more likely to be undertaking childcare duties, including using a pushchair. Associated with this, women may experience greater challenges due to level changes, lack of resting places and poorly lit, narrow, obstructed or poorly surfaced routes, when undertaking active travel.
<b>Impact</b>
Women undertaking childcare duties should disproportionately benefit from safer crossings, wider footpaths and improved surfacing of routes.
<b>Alternatives and mitigating actions which have been considered in order to reduce negative effect:</b>
<b>Describe the Mitigating Action</b>
Prepare intervention specific equalities impact assessments once the proposals have been formalised. Facilitate early and on-going engagement with end users to ensure their needs and priorities are embedded within design proposals.

<b>SEXUAL ORIENTATION: <i>A person's sexual attraction towards his or her own sex, the opposite sex or to both sexes, covering including all LGBTQ+ groups.</i></b>
<b>State whether the impact is positive, negative, a combination of both, or neutral:</b>
<b>Description</b>
No impact predicted. There is no evidence or data to show that this group would be directly adversely impacted by the proposed project.
<b>Impact</b>
No impact predicted. There is no evidence or data to show that this group would be directly adversely impacted by the proposed project.
<b>Alternatives and mitigating actions which have been considered in order to reduce negative effect:</b>
<b>Describe the Mitigating Action</b>
N/A

<b>PREGNANCY &amp; MATERNITY: <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>
<b>State whether the impact is positive, negative, a combination of both, or neutral:</b>
<b>Description</b>
Those that are pregnant or undertaking childcare duties may experience greater challenges due to level changes, lack of resting places and poorly lit, narrow, obstructed or poorly surfaced routes, when undertaking active travel.
<b>Impact</b>
Those that are pregnant or undertaking childcare duties should disproportionately benefit from safer crossings, wider footpaths and improved surfacing of routes.
<b>Alternatives and mitigating actions which have been considered in order to reduce negative effect:</b>
<b>Describe the Mitigating Action</b>
Prepare intervention specific equalities impact assessments once the proposals have been formalised.

Facilitate early and on-going engagement with end users to ensure their needs and priorities are embedded within design proposals.

**MARRIAGE & CIVIL PARTNERSHIP:** *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.*

**State whether the impact is positive, negative, a combination of both, or neutral:**

**Description**

No impact predicted. There is no evidence or data to show that this group would be directly adversely impacted by the proposed project.

**Impact**

No impact predicted. There is no evidence or data to show that this group would be directly adversely impacted by the proposed project.

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

**Describe the Mitigating Action**

N/A

### 3. Human Rights<sup>2</sup>

**4a. Does your proposal impact on Human Rights as defined by the Human Rights Act 1998?**

Yes  No

*(If yes, please describe the effect and any mitigating action you have considered.)*

**4b. Does your proposal impact on the rights of children as defined by the UN Convention on the Rights of the Child?**

Yes  No

*(If yes, please describe the effect and any mitigating action you have considered.)*

**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?**

Yes  No

*(If yes, please describe the effect and any mitigating action you have considered.)*

### 4. Conclusion

*(Please provide a brief overview/summary of your analysis in light of the protected characteristics. Please describe the overall impact of your proposal where possible and mitigating actions undertaken by other areas of the Council or by local partners)*

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

This EAA has assessed that there would be no disproportionality negative impacts on groups with protected characteristics as a result of the Southall Active Travel Project.

Nevertheless, the project is in its early stages and the specific active travel interventions have not been identified, making it difficult to assess the impacts in detail. Therefore, the EAA will be reviewed once the proposals have been decided on and this will be used to help decide if the project should proceed.

-

**5. Action Planning: (What are the next steps for the proposal please list i.e. when it comes into effect, when mitigating actions linked to the protected characteristics above will take place, how you will measure impact etc.)**

Action	Outcomes	Success Measures	Timescales/ Milestones	Lead Officer (Contact Details)
Engagement	Identify issues affecting groups with protected characteristics	Engaged with a representative sample of the Southall population	Spring 2023	Kitty Eyre
Revise proposals	Finalised list of active travel interventions.	Agree on list of proposals that will best meet the aims and objectives of the project.	Summer 2023	Kitty Eyre
Statutory Consultation	Complete statutory duty to carry out engagement with local communities and other stakeholders	Comply with statutory duties.	End of 2023 into 2024	Kitty Eyre

**Additional Comments:**

The EAA will be reviewed at regular intervals, including when a finalised list of interventions has been identified.

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

Completing Officer Sign Off:	Service Director Sign Off:	HR related proposal (Signed off by directorate HR officer)
Signed:  Name (Block Capitals): Kitty Eyre  Date: 06/05/2023	Signed:  Name (Block Capitals): Connor McDonagh  Date: 04/05/2023	Signed:  Name (Block Capitals):  Date:

For EAA's relating to Cabinet decisions: received by Committee Section for publication by (date):



---

***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.