

London Borough of Richmond upon Thames

Third Local Implementation Plan (LIP3)
Equalities Impact Needs Assessment (EINA)

November 2018

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1. Introduction

This document sets out the Council's objectives regarding the Local Implementation Plan (LIP) and equalities issues and summarises the Equality Impact Needs Assessment (EINA) exercises carried out to assess the LIP.

Under the requirements of the LIP process, and more specifically the duties of the Race Relations (Amendment) Act 2000, Disability Discrimination Act 2005, Equality Act 2006 and Equality Act 2010 the Council is required to consider potential equality impacts of the London Borough of Richmond upon Thames LIP.

Paragraph 1.33 of the Guidance for Borough Officers on Developing the Third Local Implementation Plan states that it is recommended that an Equalities Impact Assessment is carried out which addresses the borough's Public Sector Equality Duty.

2. Policy Background

The London Borough of Richmond upon Thames (LBRuT) positively welcomes and aims to support the growing diversity of the community we serve and the people we employ. Our diversity is our strength and we are committed to providing services to our many different communities, by a workforce that reflects the diversity of society.

The Council of the LBRuT believes that equality of opportunity and freedom from discrimination are fundamental human rights. We actively oppose all forms of discrimination and are committed to the principle that no person shall face discrimination by being treated unfairly or being denied access to services or employment opportunities.

The Council recognises its responsibilities under existing equalities legislation and related Codes of Practice.

The Council believes that the implementation of the Borough's current and planned transport policies has and will continue to have a progressive impact upon reducing inequalities within the Borough, and that the development of both programmes via the LIP process will further enhance that impact.

The Equality Act 2010 replaces previous legislation (such as the Race Relations Act 1976 and the Disability Discrimination Act 1995).

The 2010 Equality Act covers the same groups that were protected by existing equality legislation – age, disability, gender reassignment, race, religion or belief,

sex, sexual orientation, marriage and civil partnership and pregnancy and maternity – but extends some protections to groups not previously covered, and also strengthens particular aspects of equality law.

3. Transport and social exclusion

Recent years have seen a growing recognition that transport problems can be a significant barrier to social inclusion. Poor transport accessibility may prevent people from accessing key local services or activities, such as jobs, learning, healthcare, food shopping or leisure. Problems can vary for different groups of people, such as disabled people, older people or families with children.

It should be noted, however, that accessibility is not just about transport but can be influenced by decisions on the location, design and delivery of other services and by people's perceptions of personal safety.

4. The purpose of the LIP3

The third LIP (LIP3) identifies and outlines the measures by which the LBRuT will meet the objectives set in the third Mayor's Transport Strategy. The headline target for the Mayor's Transport Strategy is for 80% of trips to be undertaken by walking, cycling and public transport by 2041. This target is supported by nine additional outcomes that can be grouped as followed –

1. Supporting Healthy Streets and active travel
2. Improving public transport
3. Good growth

The LIP3 includes a range of objectives detailing how the borough will achieve the nine outcomes to 2041, supported by a detailed delivery plan for 2019 to 2022.

The LIP3 will replace the second LIP, which in turn set out how the borough would support the objectives of the second Mayor's Transport Strategy. There are many similarities between the documents, however the third Mayor's Transport Strategy has a stronger focus on reducing car use and improving conditions for walking, cycling and public transport.

As part of the preparation of the LIP, the Borough is recommended to undertake an EINA, which assess the needs of equality groups. For the LIP3, which is a high-level plan, these needs are assessed at correspondingly strategic level. Many of the

schemes outlined in the LIP3 will require a direct consultation with different groups in the community including equalities groups.

In some cases, the level of detail is reasonably defined, primarily for the first three years of the plan, where the projects are reasonably defined. Beyond the initial three years, there is more ambiguity within the delivery plan for the LIP. The delivery plan will be updated every three years within the lifetime of the plan.

5. Beneficiaries of the EINA

The main stakeholders/ beneficiaries of the highways and transport services of LBRuT involve all sections of the community and make no discrimination, directly or indirectly. However, care is taken to safeguard the interests of vulnerable groups, particularly those with mobility impairment and from an economically deprived background.

In this regard, there are policies and programmes to improve transport provision to overcome social exclusion and improve access to employment. Equality and diversity are major issues which concern the whole community.

Quality means equality in the services we plan and provide, and in the staff we employ to provide these services. We cannot achieve our aim of providing good quality, well managed services unless we take into consideration the diverse needs of all sections of our communities and aim to become an organisation with a well-developed workforce, which is able to respond to those diverse needs at all levels of the workforce.

We aim to be a borough which values the diversity of all its communities and enables all its residents to become full and active citizens with a shared sense of belonging.

We will build on the strengths of diversity and aim to be a borough where all of Richmond's diverse communities feel safe, included, respected and valued.

This is key to all people who live, visit and work in the borough feeling safe and being able to take pride in a borough which values and respects its growing diversity and promotes positive attitudes and good relations between all sections of its communities.

We intend to promote equality, value diversity and prevent discrimination through our roles as service provider, employer and community leader.

Richmond have and will continue to refine an Equalities Scheme and equality action plans detailing how we intend to progressively achieve equality through three action

plan cycles of assessment, review, actions and outcomes. This will be undertaken as part of a programme of continuous development and mainstreaming of equality/ diversity considerations throughout the whole business of the Council. Our general commitments will be translated through each one of our responsibilities in relation to service delivery and employment areas.

6. Possible impact on equality targets

Some of the principal impacts on equality groups of the development of transport infrastructure are detailed in the following paragraphs.

Impact on women (gender)

Women generally have lower levels of access to cars than men and are more likely to travel by bus, where men are more likely to travel by train, underground or by car. Personal security concerns, particularly whilst travelling after dark, are an important aspect for women using public transport or are considering walking or cycling.

Women will benefit from the elements of the plan that will lead to improved reliability of public transport, particularly improvements to the bus network. Women are also likely to benefit from the elements of the plan that will improve facilities for pedestrians and accessibility to stations as these will improve access, safety and security. The Council will promote and facilitate safer travel options at night as part of its access to stations programme and widespread adoption of the Healthy Streets Approach, which gives consideration to lighting levels.

Women who are pregnant will also benefit from all these programmes.

Impact on black and minority ethnics (BAME) (Race/ ethnicity)

People from BAME backgrounds make up 14% of the boroughs population. This includes 7.3% defining themselves as Asian, 1.5% as black, 1.6% as other and 3.6% from mixed backgrounds. This is an increase from 9% recorded in 2001.

Minority ethnic groups are less likely to have access to a car, less likely to cycle and more likely to be involved in a collision as a pedestrian. They are more likely to work unsociable hours when the level and frequency of public transport services are less than during peak hours. All BAME groups should benefit from the policies in the LIP that promote improvements to public transport and those elements that will improve safety, security and reliability.

The following objectives of the LIP3 will have a positive benefit on this target group:

- Provide safe and sustainable transport choices for all people, including those with disabilities and limited mobility
- Reduce the number of people killed or seriously injured through collisions in LBRuT
- Encourage improvements in public transport, including quality and connectivity of transport interchanges
- Seek to improve bus journey times, particularly along key corridors and through town centres

Impact on people with disabilities

People with disabilities can face a range of barriers to using all types of transport, and there is no single set of barriers or solutions. The primary objective of the LIP is to provide safe and sustainable transport choices for all people, including those with disabilities and limited mobility.

Providing access to a choice of transport should be made as easy as possible for all users, and should include improvements to the street environment, access to public transport, provision of supporting services and access to information.

In addition to the primary objective, the LIP3 will aim to improve accessibility to public transport, including step-free access to platforms, and improve accessibility of local bus stops. The borough will actively review walking routes against the Healthy Streets Indicators to identify where improvements can be made, such as introducing dropped kerbs, reducing street clutter and the introduction of more seating.

Impact on the LGBTQ+ community (sexual orientation & gender reassignment)

Safety and security while travelling, including as a pedestrian, on trains, on buses and at stations, is known to be of concern to people from this group, who are often more vulnerable to attack than other groups. Many of the same situations that apply to women, faith groups and BAME groups also apply to those from the LGBTQ+ community.

The LIP3 includes provision for improving safety and security and includes a programme to review access to stations and review streets against Healthy Streets Indicators, which includes ensuring people feel safe in the street environment.

Impact on older people

The 2011 Census data suggests that 13.5% of the borough's population is aged 65 and over. This is similar to many other Outer London boroughs. Older people tend to

make fewer journeys and travel shorter distances as they tend to drive less and walk more. The bus is their preferred choice of public transport. This group would benefit from those proposals outlined in the plan that will improve accessibility to public transport and the street environment and improve security.

Impact on younger people

Younger people are more likely to be reliant on walking, cycling and buses. Proposals to improve access to stations and review streets using the Healthy Streets Indicators should improve conditions for younger people using these modes. The school travel planning programme will assist those young people who are at school.

Impact on faith groups

The impact on faith groups of anti-social behaviour tends to relate to visible signs of a person's faith and is often linked to ethnic minority groups. Schemes and proposals in the LIP3 are likely to benefit different faith groups in much the same way as other target groups.

7. Richmond upon Thames Equality and Diversity Strategy

The Council's Equality and Diversity Strategy document and action plan details how the Council will promote equality, value diversity and prevent discrimination through its roles as a service provider, employer and community leader. This will be achieved through a programme of audit, review, impact/ needs assessment, development of equality objectives and outcomes, monitoring, consultation, scrutiny and changes to the way in which the Council operates. This will be undertaken as part of a programme of continuous development and mainstreaming of equality/ diversity considerations throughout the whole business of the Council.

8. Classifying the impact upon equality groups

The assessment of impacts has looked at whether the LIP3 objectives and projects will have a positive or negative impact on protected groups according to standard definitions. In most instances, the LIP3 is expected to have a positive impact on equality groups and this impact is expected to be minor.

This process will be reviewed after the consultation process to reflect any comments received from stakeholders or members of the public, or to reflect any changes made in the content of the LIP3.

9. Diversity in Richmond

Population

The 2011 census indicates that there are 191,400 people living in the borough, with the ONS estimating this has grown to 195,700 in 2017. The community is becoming increasingly diverse, with more disabled people and more ethnic diversity (although there is a lower than London average proportion of residents from BAME groups).

Deprivation

Deprivation levels are lower in Richmond than other London boroughs. Nearly 58% of households are not deprived in any dimension, compared to an Outer London average of 41%. While overall deprivation levels are low, there are still pockets of relative deprivation around Castlenau, Ham, Hampton Nursery Lands, Heathfield, Mortlake and Whitton.

Housing

The borough's housing is mainly in owner-occupation (64% according to the 2011 Census), with 22% rented privately and 13% socially rented. A key issue for the borough is the lack of affordable housing, with median house prices the highest of any Outer London borough (£535,176 in 2014). The lack of affordable housing makes it difficult for first time buyers and affordability can have an impact in terms of overcrowding and poor-quality housing.

Education

There are 52 schools in LBRuT plus several other academic and vocational courses are also provided through Richmond College, Richmond Adult College, St Mary's University and other providers including the provision of training for those in or seeking employment.

There is a high number of independent schools in LBRuT, which attract many pupils from outside the borough. Demand is very high for places in the borough's schools, in particular the primary schools which are consistently at the top of the national league tables.

10. Summary and conclusion

The borough takes the interests of the different equality groups seriously and believes that, together with other agencies such as TfL and local rail operators, that it is implementing many changes throughout the borough which are enhancing the

ability of equality groups to move about safely and with relative ease. Notwithstanding this it is considered that the borough needs to keep working with other agencies to ensure that equality groups are treated with respect and dignity.

The programme of applying the Healthy Streets Approach, improving access to stations, and road safety programme, to name a few, are all contributing incrementally to improving the situation for those equality groups identified.

The impact on each of the considered protected groups is summarised in the table below. The impact of each of the LIP3 objectives is considered in Appendix 1, and impact of each of the LIP3 delivery plan programmes is considered in Appendix 2.

Protected group	Findings
Women & pregnancy	Predominantly positive impact, with support for workplaces, pedestrian environment, improved safety and access to public transport
BAME	Predominantly positive impact, with focus on improved safety and access to public transport
Disability	Predominantly positive impact, with focus on improved accessibility to public transport and improvements to pedestrian environment
LGBTQ+	Predominantly positive impact, with focus on improved safety
Older people	Predominantly positive impact, with improved safety, better access to public transport and improvements to the pedestrian environment
Young people	Predominantly positive impact, with focus on promoting modes other than the car and work with schools
Faith groups	Predominantly positive impact, with focus on improved safety

Appendix 1: Impacts of LBRuT LIP3 objectives on protected groups

MTS Outcomes	LBRuT LIP3 Objectives		Group adversely affected	Group positively affected	How affected
Overarching: Mode Shift	MS1	Provide safe and sustainable transport choices for all people, including those with disabilities and limited mobility	None	All, especially people with disabilities	Most equality target groups are more reliant on travel by modes other than private car. People with disabilities often have fewer travel options and will benefit the most
	MS2	Encourage and enable higher rates of walking and cycling through the development and improvement of high-quality, comprehensive walking and cycling corridors and supporting measures, thereby increasing physical activity levels amongst residents	None	All	Most equality target groups are more reliant on travel by modes other than the private car, and while many are less likely to cycle, all will benefit from improvements to the pedestrian environment
	MS3	Create attractive and pleasant environments and spaces that promote active and healthy lifestyles, including recognising their benefits to residents' social life and their economic benefits to the borough's centres. Locations will be assessed against the Healthy Streets Indicators	None	All	Most equality target groups are more reliant on travel by modes other than the private car, and while many are less likely to cycle, all will benefit from improvements to the pedestrian environment

MTS Outcomes	LBRuT LIP3 Objectives		Group adversely affected	Group positively affected	How affected
	MS4	Work closely with school and major employers to decrease car use and encourage and enable the uptake of active modes	None	All, especially young people	Will support and enable people to choose how they travel
	MS5	Make better use of the kerbside in town centres, with a focus on reducing conflict between different road users, encouraging active travel and improving bus speeds	None	All	Most equality groups are more reliant on travel by modes other than the private car and will benefit from improved bus speeds
	MS6	Reduce the number of people killed or seriously injured through collisions in LBRuT, with the long-term aim of achieving Vision Zero by 2041, by lowering speed limits on local roads, working with TfL to lower speeds on the TLRN, addressing collision hotspots and through education and training	None	All	Pedestrians and cyclists are more likely to be killed or seriously injured through collisions than car users. Most equality groups are less likely to be car users.

MTS Outcomes	LBRuT LIP3 Objectives		Group adversely affected	Group positively affected	How affected
	MS7	Reduce the environmental impacts and pollution levels due to transport, and encourage improvements in air quality, particularly along major roads and areas that already exceed acceptable air quality standards. This will include supporting the ULEZ expansion to the South Circular and improving access to electric vehicle charging points	None	All	Everyone will benefit from reduced pollution levels
	MS8	Encourage improvements in public transport, including quality and connectivity of transport interchanges, and support the use of Smart City technology and practices	None	All	Most equality groups are more reliant on travel by modes other than the private car and will benefit from improvements to public transport
	MS9	Improve accessibility to rail stations, including step-free access to platforms, by working with partners, including the operating companies	None	All, especially people with disabilities	Most equality groups are more reliant on travel by modes other than the private care. Those with limited mobility will particularly benefit from access improvements
	MS10	Seek to improve bus journey times, particularly along key corridors and through town centres	None	All	Most equality groups are more reliant on travel by modes other than the private car and will benefit from improved bus speeds

MTS Outcomes	LBRuT LIP3 Objectives		Group adversely affected	Group positively affected	How affected
	MS11	Support good growth by allowing development that may provide fewer parking spaces, including car free schemes, where they can demonstrate that there would be no unacceptable adverse impact on the surrounding area	None	All (minimal)	Housing growth should help with housing affordability
	MS12	Ensure that major developments are concentrated in areas of high public transport accessibility, enabling new residents the best opportunity to use active, efficient and sustainable travel	None	All	Most equality groups are more reliant on travel by modes other than the private car and will benefit from living in locations with a wide range of non-car travel options
	MS13	Work in partnership to promote safe, sustainable and accessible transport solutions, which minimise the impacts of development including in relation to congestion, air pollution and carbon dioxide emissions, and maximise opportunities including for health benefits and providing access to services, facilities and employment	None	All	Most equality groups are more reliant on travel by modes other than the private car and will benefit from living in locations with a wide range of non-car travel options

MTS Outcomes	LBRuT LIP3 Objectives		Group adversely affected	Group positively affected	How affected
Outcome 1: Healthy Streets	HS1	Develop a comprehensive cycle network through continued development of cycle corridors, including Quietways, the introduction of new strategic and local routes, and improving level of service on existing routes, including the adoption of London Cycle Design Standards for cycle route quality for new routes	None	All, especially young people	Most equality groups are more reliant on travel by modes other than the private car. Young people in particular are more likely to cycle.
	HS2	Prioritising permeability for non-car modes through the introduction of contra-flow cycle lanes and filtered permeability	None	All, especially young people	Most equality groups are more reliant on travel by modes other than the private car. Young people are more likely to cycle.
	HS3	Examining existing public rights of way to formalise cycle access, where appropriate	None	Young people	Young people are more likely to cycle and will benefit from access away from roads. Formalised cycle access won't be pursued if has adverse impact on other groups
	HS4	Continue to add more cycle parking throughout the borough, while also reviewing the location and quality of existing cycle parking spaces in town centres, schools, at stations and other key trip destinations, including examining the provision of spaces for larger cycles	None	All, especially young people	Most equality groups are more reliant on travel by modes other than the private car. Young people are more likely to cycle.

MTS Outcomes	LBRuT LIP3 Objectives		Group adversely affected	Group positively affected	How affected
	HS5	Improving signage on existing and any new cycle routes	None	All, especially young people	Most equality groups are more reliant on travel by modes other than the private car. Young people are more likely to cycle.
	HS6	Healthy Routes to schools will be developed, as well as improved pedestrian connectivity to and between town centres. This programme will focus on the introduction of School Streets, improving crossing facilities, including dropped-kerbs and Copenhagen crossings at side roads, but will also look at site lines, lighting and address issues of severance	None	All, especially young people	Most equality groups are more reliant on travel by modes other than the private car. Young people will benefit from improved access to schools
	HS7	Wayfinding will be improved through the introduction of more 'Legible London' maps	None	All	Most equality groups are more reliant on travel by modes other than the private car.
	HS8	Review existing walking routes against the Healthy Streets Indicators to identify where improvements can be made, such as reducing street clutter or the introduction of more seating, with a focus on access to stations, town centres and other major trip attractors	None	All	Most equality groups are more reliant on travel by modes other than the private car.

MTS Outcomes	LBRuT LIP3 Objectives		Group adversely affected	Group positively affected	How affected
	HS9	Request reviews of traffic signals with an aim of providing additional priority to pedestrians, where appropriate	None	All	Most equality groups are more reliant on travel by modes other than the private car.
Outcome 2: Safe & secure	SS1	Reducing vehicle speeds through the introduction of a 20mph speed limit on local roads, and by supporting TfL in the introduction of a 20mph speed limit on portions of the TLRN within the borough	None	All	Pedestrians and cyclists are more likely to be killed or seriously injured through collisions than car users. Most equality groups are less likely to be car users.
	SS2	Regularly assessing and addressing collision hotspots through infrastructure improvements, including junction design. This will include using a road danger reduction approach to design, completing Road Safety Audits and formal evaluation of schemes using the Traffic Accident Diary System (TADS)	None	All	Pedestrians and cyclists are more likely to be killed or seriously injured through collisions than car users. Most equality groups are less likely to be car users.
	SS3	Seek to minimise the impact of level crossings on pedestrians and cyclists	None	All	Pedestrians and cyclists are more likely to be killed or seriously injured through collisions than car users. Most equality groups are less likely to be car users.

MTS Outcomes	LBRuT LIP3 Objectives		Group adversely affected	Group positively affected	How affected
	SS4	Working with residents and cycling groups to gather additional information on 'near misses' and locations with perceived safety issues so that improvements can be made	None	All	Pedestrians and cyclists are more likely to be killed or seriously injured through collisions than car users. Most equality groups are less likely to be car users.
	SS5	Empowering residents and local employees with the skills they need so they can make safe decisions while travelling, including working with schools and offering cycle and motorcycle training	None	All	Pedestrians and cyclists are more likely to be killed or seriously injured through collisions than car users. Most equality groups are less likely to be car users.
Outcome 3: Efficient streets	ES1	Improve access to town centres, schools and other major trip attractors by non-car modes, ensuring they are effective, reliable and attractive	None	All	Most equality groups are more reliant on travel by modes other than the private car.
	ES2	Introduce filtered permeability to reduce rat-running and improve conditions for walking and cycling, where supported by residents	None	All	Most equality groups are more reliant on travel by modes other than the private car.
	ES3	Continue to work with schools on developing and implementing their travel plans, focusing on reducing travel by car	None	Younger people	Will support and enable people to choose how they travel

MTS Outcomes	LBRuT LIP3 Objectives		Group adversely affected	Group positively affected	How affected
	ES4	Work with major employers in the borough to develop and implement workplace travel plans	None	Women, BAME	Will support and enable people to choose how they travel, benefitting those in employment that may face additional challenges to walking and cycling
	ES5	Support the wider implementation of CPZs in the borough where they are proposed and supported by residents	None	All	Most equality groups are more reliant on travel by modes other than the private car and will benefit from fewer cars on the road
	ES6	<p>Increase the Council's knowledge of local freight and servicing activity, including kerbside activity, with the long term aim of developing a freight strategy containing a range of initiatives to reduce:</p> <ul style="list-style-type: none"> • The total amount of freight traffic in the borough • The impact of freight activity along major roads and in town centres • The environmental impact of freight activity within the borough, with a focus on town centres • The number of personal deliveries in residential areas 	None	All	Most equality groups are more reliant on travel by modes other than the private car and will benefit from fewer freight vehicles on the road

MTS Outcomes	LBRuT LIP3 Objectives		Group adversely affected	Group positively affected	How affected
Outcome 4: Clean & green	CG1	LBRuT will support the expansion of the U LEZ to the A205 South Circular in 2021 by working closely with TfL and neighbouring boroughs to introduce complementary measures within the zone and in adjacent areas.	None	All	Everyone will benefit from improve air quality
	CG2	The borough will focus on reducing the environmental impact of the Council vehicle fleet, and of those under contract with the Council, through the adoption of stricter vehicle standards.	None	All	Everyone will benefit from improve air quality
	CG3	The borough will continue to expand its electric vehicle charging infrastructure for residential use and rapid charging to support ZEC taxis and commercial vehicles, with a focus on minimising the impact on space on pavements for pedestrians.	None	All	Everyone will benefit from improve air quality. Care will be taken to ensure there is no adverse impact on pedestrians through loss of pavement space
	CG4	The borough will examine car parking permit charges with the aim of discouraging residents from owning diesel and other high-polluting vehicles	None	All	Everyone will benefit from improve air quality

MTS Outcomes	LBRuT LIP3 Objectives		Group adversely affected	Group positively affected	How affected
	CG5	The borough will work with TfL to support the introduction of low emission buses on local routes, where feasible.	None	All	Everyone will benefit from improve air quality
Outcome 5: Public transport network	PT1	The borough will work closely with Transport for London, Network Rail and local train operators to improve public transport across the borough, including the introduction of Crossrail 2 in the 2030s.	None	All	Most equality groups are more reliant on travel by modes other than the private car, and will benefit to improvements in public transport
	PT2	The borough will work in partnership with TfL to regularly review bus operations within the borough, with the aim of ensuring that the bus is a viable alternative to the car for as many trips as possible.	None	All	Most equality groups are more reliant on travel by modes other than the private car, and will benefit to improvements in public transport
	PT3	The borough will improve accessibility of local rail stations by investing in walking and cycling and continue to work with residents and employers to identify gaps in accessibility.	None	All	Most equality groups are more reliant on travel by modes other than the private car, and will benefit to improvements in public transport

MTS Outcomes	LBRuT LIP3 Objectives		Group adversely affected	Group positively affected	How affected
	PT4	The borough will improve accessibility to bus stops, with an aim of all bus stops being accessible by 2022. Routes to bus stops will also be assessed in areas without access to rail with an aim improving accessibility and encouraging cycle to bus trips.	None	All, especially people with disabilities	Most equality groups are more reliant on travel by modes other than the private car, and will benefit to improvements in public transport
	PT5	The borough will assess proposals for the introduction of demand-responsive transport on a case-by-case basis.	None	All	Most equality groups are more reliant on travel by modes other than the private car, and will benefit to improvements in public transport
Outcome 6: Accessible public transport	AP1	The borough will support the reduction of the travel time difference between using the full transport network and the step free network.	None	All, especially people with disabilities	Most equality groups are more reliant on travel by modes other than the private car. Those with limited mobility will benefit most from improvements to the step-free network
Outcome 7: Journey time by public transport	JT1	Improving walking and cycling routes to stations, as well as cycle parking facilities at stations, will be a key component in encouraging more local trips to be undertaken by public transport.	None	All	Most equality groups are more reliant on travel by modes other than the private car, and will benefit to improvements in public transport

MTS Outcomes	LBRuT LIP3 Objectives		Group adversely affected	Group positively affected	How affected
	JT2	Bus priority can play a pivotal role in improving bus speeds. The borough has an on-going programme aimed at improving journey times and this programme will continue, subject to available funding	None	All	Most equality groups are more reliant on travel by modes other than the private car, and will benefit to improvements in public transport
	JT3	The operational hours of the existing bus lanes will be regularly reviewed to ensure they are providing an optimal service	None	All	Most equality groups are more reliant on travel by modes other than the private car, and will benefit to improvements in public transport
	JT4	Data gathering will improve understanding of kerbside behaviour and will identify regular conflict points between buses and freight vehicles	None	All	Most equality groups are more reliant on travel by modes other than the private car, and will benefit to improvements in public transport
Outcome 8: Sustainable travel best for new developments	ND1	LBRuT will support employment growth and higher density developments in areas of high public transport accessibility. Consideration will be given to ensuring that larger developments are accessible by means other than the private car.	None	All	Most equality groups are more reliant on travel by modes other than the private car and will benefit from living in locations with a wide range of non-car travel options

MTS Outcomes	LBRuT LIP3 Objectives		Group adversely affected	Group positively affected	How affected
Outcome 9: Transport to unlock new homes	NH1	Work with TfL on the development of Crossrail 2 options within the borough, with a focus on understanding potential increases in public transport accessibility and the impact this could have on rates of development within the surrounding areas.	None	All	Most equality groups are more reliant on travel by modes other than the private car and will benefit from living in locations with a wide range of non-car travel options

Appendix 2: Impacts of LBRuT LIP3 projects and programmes on protected groups

Programme	Project		Group adversely affected	Group positively affected	How affected
1. Support of Vision Zero	1.1	Introduction of borough-wide 20mph	None	All	Will have positive safety impacts for all groups
	1.2	Safety schemes to address collision hotspots	None	All	Will have positive safety impacts for all groups
	1.3	Safety supporting measures – awareness campaigns, rotation of SIDS, collision investigation	None	All	Will have positive safety impacts for all groups
2. Healthy Streets & active travel	2.1	Cycle training (adults and school children)	None	All, especially young people	Will improve access to transport by providing skills for adults and young people to cycle
	2.2	Healthy Streets fund – allocations for cycle parking, cycle routes, pedestrian improvements and bus stop improvements	Disabled people	All	Most equality groups are more reliant on travel by modes other than the private car and will benefit from improvements to public realm and the pedestrian environment. There is a potential adverse impact on disabled people due to street clutter/obstructions from cycle parking. This can be overcome by ensuring designs take account of needs of disabled people

Programme	Project		Group adversely affected	Group positively affected	How affected
	2.3	Car parking & town centre improvements	None	All	Most equality groups are more reliant on travel by modes other than the private car and will benefit from reduced vehicle dominance in town centres
	2.4	Access to stations studies and implementation	None	All, especially people with disabilities	Most equality groups are more reliant on travel by modes other than the private car and will benefit from improvements to public realm, the pedestrian environment and better access to stations
3. Working with schools	3.1	Healthy Routes to Schools (linked to school travel plan)	None	Young people	Will have a positive impact on options for travel to school for young people in education
	3.2	School based programmes – training, safety education, Bikelt, Junior Road Safety Officers, Junior Citizen etc	None	Young people	Will have a positive impact on options for travel to school for young people in education
	3.3	Safe Routes to Schools (engineering measures to address road safety issues around schools)	None	Young people	Will have a positive impact on options for travel to school for young people in education

Programme	Project		Group adversely affected	Group positively affected	How affected
4. Improving air quality	4.1	Electric vehicle charge points, air quality monitoring and measures supporting the implementation of an expanded ULEZ	Disabled people	All	Everyone will benefit from improved air quality. There is a potential adverse impact on disabled people due to street clutter/obstructions from EVCP infrastructure. This can be overcome by ensuring designs take account of needs of disabled people