

Croydon Council Equality Analysis Form

Stage 1 Initial Risk Assessment - Decide whether a full equality analysis is needed

At this stage, you will review existing information such as national or local research, surveys, feedback from customers, monitoring information and also use the local knowledge that you, your team and staff delivering a service have to identify if the proposed change could affect service users from equality groups that share a “protected characteristic” differently. You will also need to assess if the proposed change will have a broader impact in relation to promoting social inclusion, community cohesion and integration and opportunities to deliver “social value”.

Please note that the term ‘change’ is used here as shorthand for what requires an equality analysis. In practice, the term “change” needs to be understood broadly to embrace the following:

- Policies, strategies and plans
- Projects and programmes
- Commissioning (including re-commissioning and de-commissioning)
- Service Review
- Budgets
- Staff structures (including outsourcing)
- Business transformation programmes
- Organisational change programmes
- Processes (for example thresholds, eligibility, entitlements, and access criteria)

You will also have to consider whether the proposed change will promote equality of opportunity; eliminate discrimination or foster good relations between different groups or lead to inequality and disadvantage. These are the requirements that are set out in the Equality Act 2010.

1.1 Analysing the proposed change

1.1.1 What is the name of the change?

A23/A232 Fiveways Design Proposals

1.1.2 Why are you carrying out this change?

Please describe the broad aims and objectives of the change. For example, why are you considering a change to a policy or cutting a service etc.

The Council previously entered into a Transport Infrastructure Agreement with TfL to develop, fund and implement improvement on the A23. TfL has developed two design proposals for the intersection of the A23/A232 at Fiveways which have been consulted on and assessed. The decision to be taken is which of the design options should be taken forward through detailed design to implementation.

1.1.3 What stage is your change at now?

Report to informal cabinet

Please note that an equality analysis must be completed before any decisions are made. If you are not at the beginning stage of your decision making process, you must inform your Director that you have not yet completed an equality analysis.

1.2 Who could be affected by the change and how

1.2.1 Who are your internal and external stakeholders?

External Stakeholders: TfL; those travelling (including walking, cycling, public transport) through Fiveways junction; Cycle Forum; Mobility Forum; community living in Waddon around the area of the proposals; and users of Duppas Hill Park. These all include those from protected groups

Internal Stakeholders: Place Making Team

1.2.2 What will be the main outcomes or benefits from making this change for customers / residents, staff, the wider community and other stakeholders?

The proposals seek to relieve congestion and hence support growth in the Croydon Opportunity Area and wider south London. Both sets of proposals also seek to improve the conditions for those cycling and walking and the quality of public realm at Fiveways.

1.2.3 Does your proposed change relate to a service area where there are known or potential equalities issues?

Please answer either "Yes", "Don't know" or "No" and give a brief reason for your response
If you don't know, you may be able to find more information on the Croydon Observatory (<http://www.croydonobservatory.org/>)

No.

There are inequalities relating to access to the car. However, the decision is not one about whether to take action to improve driving conditions at the junction of the A23/A232, rather it is a choice between two proposals to improve driving conditions.

1.2.4 Does your proposed change relate to a service area where there are already local or national equality indicators?

You can find out from the Equality Strategy (<http://intranet.croydon.net/corpdept/equalities-cohesion/equalities/docs/equalitiesstrategy12-16.pdf>). Please answer either "Yes", "Don't know" or "No" and give a brief reason for your response

No.

The proposed change does not relate to a service area where there are already local or national equality indicators'

1.2.5 Analyse and identify the likely advantage or disadvantage associated with the change that will be delivered for stakeholders (customers, residents, staff etc.) from different groups that share a “protected characteristic”

Please see Appendix 2 (section 1) for a full description of groups.

	Likely Advantage 😊	Likely Disadvantage ☹️
Disability	<p>At a national level (National Travel Survey Table NTS0709 Travel by mobility status and main mode/mode: England, 2014), those describing themselves having mobility difficulties due to difficulties travelling on foot, by bus or both, travel less by car, bus, walking and cycling. Both of the Proposals aim to improve travel by each of these modes.</p> <p>The small difference in performance in general traffic and bus journey times between the two Proposals would not result in any disadvantage or advantage arising from the selection of one proposal over the other</p> <p>Each Proposal opens differing potential / opportunities for making Waddon Station accessible. However, making the station</p>	(see left)

	accessible is a matter for Network Rail and the DfT. It is not a part of this project.	
Race/ Ethnicity	National Travel Survey Table NTS0707 'Adult personal car access and trip rates by ethnic group: England, 2014' indicates that adults from Mixed / Multiple ethnic groups' Asian / Asian British' Black / African / Caribbean / Black British and other ethnic groups, all have lower levels of personal access to the car and lower car trip rates. However selecting one design proposal over the other would not have any particular advantage or disadvantage for any ethnic group.	(see left)
Gender	Travel in London report 7 states that <i>'In 2013/14, women made 10 per cent more trips per day than men (10.3 million trips versus 9.4 million), and it is clear from figure 2.21 that women's total travel 0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100% Leisure Shopping and personal business Mode share Rail LU/DLR Bus/tram Taxi/other Car driver Car passenger Motorcycle Cycle Walk 45 Travel in London, report 7 2. Travel in London tends to be somewhat more 'dynamic' than that of men This is particularly visible in the rate of recovery from the recession of 2008/09. Women make fewer National Rail and cycle trips than men, but more car passenger and walking trips, while the distinguishing feature for men is the growth in cycle trips over the period.'</i> Whilst there are gender differences in travel, selecting one design proposal over the other would not have any particular advantage or disadvantage to either gender.	(see left)
Transgender	None	None

Age	<p>Travel in London report 7 states <i>'Figure 2.31 shows London residents' trip rates (average day, seven-day week) by age, for each of the principal modes, for 2011 (only). All modes show a strong relationship between age and trip rates; for car driver trip rates, this represents the form of an inverted U-shaped curve, peaking in the 45-49 age group. Bus trip rates are highest among teenagers and people of retirement age, while rail-based trip rates peak for young adults in their late 20s and early 30s before a steady decline.'</i></p> <p>Whilst there is a difference transport mode used related to age, selecting one design proposal over the other would not have any particular advantage or disadvantage to any age group.</p>	(see left)
Religion /Belief	None	None
Sexual Orientation	None	None
Social inclusion issues	None	None
Community Cohesion Issues		
Delivering Social Value		

1.2.6	<p>In addition to the above are there any other factors that might shape the equality and inclusion outcomes that you need to consider?</p> <p>For example, geographical / area based issues, strengths or weaknesses in partnership working, programme planning or policy implementation</p>
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Not in recommending / deciding on one of the two design options

1.2.7 Would your proposed change affect any protected groups more significantly than non-protected groups?

Please answer either "Yes", "Don't know" or "No" and give a brief reason for your response. For a list of protected groups, see Appendix.....

No (see 1.2.5 above)

1.2.8 As set out in the Equality Act, is your proposed change likely to help or hinder the Council in advancing equality of opportunity between people who belong to any protected groups and those who do?

In practice, this means recognising that targeted work should be undertaken to address the needs of those groups that may have faced historic disadvantage. This could include a focus on addressing disproportionate experience of poor health, inadequate housing, vulnerability to crime or poor educational outcomes etc.

Please answer either "Yes", "Don't know" or "No" and give a brief reason for your response

No.

Whilst there are differences between people of different groups that share a "protected characteristic" (see 1.2.5 above) and those who do not share a 'protected characteristic' in terms of access to the car and modes used, recommending / selecting one design proposal over the other will neither help or hinder the Council in advancing equality of opportunity between people who belong to any protected groups and those who do not.

1.2.9 As set out in the Equality Act, is the proposed change likely to help or hinder the Council in eliminating unlawful discrimination, harassment and victimisation in relation to any of the groups that share a protected characteristic?

In practice, this means that the Council should give advance consideration to issues of potential discrimination before making any policy or funding decisions. This will require actively examining current and proposed policies and practices and taking mitigating actions to ensure that they are not discriminatory or otherwise unlawful under the Act

Please answer either "Yes", "Don't know" or "No" and give a brief reason for your response.

No

Selecting one of the proposals rather than the other will neither help nor hinder the Council in eliminating unlawful discrimination, harassment and victimisation in relation to any of the groups that share a protected characteristic.

1.2.10 As set out in the Equality Act, is your proposed change likely to help or hinder the Council in fostering good relations between people who belong to any protected groups and those who do not?

In practice, this means taking action to increase integration, reduce levels of admitted discrimination such as bullying and harassment, hate crime, increase diversity in civic and political participation etc.

Please answer either "Yes", "Don't know" or "No" and give a brief reason for your response

No

Selecting one of the proposals rather than the other will neither help nor hinder the Council in fostering good relations between people who belong to any protected groups and those who do not.

1.3 Decision on the equality analysis

If you answer "yes" or "don't know" to ANY of the questions in section 1.2, you should undertake a full equality analysis. This is because either you already know that your change or review could have a different / significant impact on groups that share a protected characteristic (compared to non-protected groups) or because you don't know whether it will (and it might).

Decision	Guidance	Response
<p>No, further equality analysis is not required</p>	<p>Please state why not and outline the information that you used to make this decision. Statements such as 'no relevance to equality' (without any supporting information) or 'no information is available' could leave the council vulnerable to legal challenge.</p> <p>You must include this statement in any report used in decision making, such as a Cabinet report</p>	<p>Whilst there are differences between people of different groups that share a "protected characteristic" (Disability, Race/ Ethnicity, Gender and Age) and those who do not share a 'protected characteristic' in terms of access to the car and travel modes used, recommending /</p>

Decision	Guidance	Response
		selecting one design proposal over the other will not affect any protected groups more significantly than non-protected groups. .
Yes, further equality analysis is required	<p>Please state why and outline the information that you used to make this decision. Also indicate</p> <ul style="list-style-type: none"> • When you expect to start your full equality analysis • The deadline by which it needs to be completed (for example, the date of submission to Cabinet) • Where and when you expect to publish this analysis (for example, on the council website). <p>You must include this statement in any report used in decision making, such as a Cabinet report.</p>	
Officers that must approve this decision	Name and position	Date
Report author	Ian Plowright, Head of Transport	24 Nov 2015
Director	Jo Negrini, Executive Director - Place	24 Nov 2015

1.4 Feedback on Equality Analysis (Stage 1)

Please seek feedback from the corporate equality and inclusion team and your departmental lead for equality (the Strategy and Planning Manager / Officer)

We have now had the opportunity to review the above cabinet report. Please find our comments below for you to consider.

Comments on equality section in the report

We recommend you amend the section 8.1 as below:

8.1 An Initial Equalities Analysis was undertaken to analyse any potential impact proposal 2 as the preferred design proposal for the A23/A232 intersection would have on protected groups compared to non-protected groups. This concluded that whilst there are differences between people of different groups that share a “protected characteristic”

(Disability, Race/ Ethnicity, Gender and Age) and those who do not share a 'protected characteristic' in terms of access to the car and travel modes used, the recommending / selecting one design proposal over the other will not affect any protected groups more significantly than non-protected groups.

Comments on equality analysis

1.1.3 - What stage are you at now?
report to informal cabinet

1.2.1 - External stakeholders - will this include those from protected groups?

1.2.4 we recommend you amend to 'the proposed change does not relate to a service area where there are already local or national equality indicators'

Name of Officer	Yvonne Okiyo	
Date received by Officer	19 Nov 2015	Please send an acknowledgement
Should a full equality analysis be carried out?	No	The recommending / selecting one design proposal over the other will not affect any protected groups more significantly than non-protected groups