

## Equality Impact Assessment

### Stage 1: The proposed change that is being assessed and responsibility for the EQIA

Name of the proposed change	<b>Local Implementation Plan (LIP) Delivery Plan 2025/26 to 2027/28</b>
Purpose of proposed change	<p>Section 159 of the Greater London Authority Act 1999 allows for Transport for London (TfL) to provide financial assistance to support the delivery of safe, integrated, efficient and economic transport facilities or services. This provision is used to provide grant funding for London's local highway authorities to deliver transport measures that support delivery of the Mayor of London's Transport Strategy (MTS).</p> <p>The overarching aim of the MTS is for 80% of all journeys in London to be made by sustainable means (namely on foot, by cycle or public transport) by 2041. TfL estimates that Croydon needs to reach a 63% sustainable mode share by 2041 if the London-wide target is to be achieved. A significant amount of this shift will need to occur for trips into and around Croydon's town centre growth zone.</p> <p>As required by Transport for London (TfL) guidance, London's local authorities must prepare and agree a Local Implementation Plan (LIP). The LIP sets out an evidence base for an overarching longer term programme and informs the preparation of more detailed periodic submissions including delivery plans covering three year periods. There are then annual submissions setting out details of schemes for each year.</p>
Is this a change to a policy, practice or service?	Yes
Who has senior level responsibility for the proposed change?	Nick Hibberd / Heather Cheeseborough
Who is completing this assessment?	Dominic Millen
Indicate where your EQIA will be submitted to including date where known:	Cabinet, 20 November 2024

### Stage 2: Deciding what relevance the proposed change has for equality

<p>Is the proposed change likely to impact on any of the following? <i>If there is no equality relevance for either go to Stage 7 and get sign off</i></p>	<p><input checked="" type="checkbox"/> Communities <input type="checkbox"/> Employees</p>
<p>Is the impact on equality low, medium or high?</p>	<p>Decision significantly impacts on communities living or working in an area comprising two or more Wards.</p>
<p>Summary of EQIA outcome:</p>	<p>The EQIA found that the LIP programme has the potential to significantly advance equality of opportunity by improving transport access for all groups, particularly vulnerable populations such as the elderly, disabled, and economically disadvantaged. The shift to sustainable modes of transport (walking, cycling, public transport) is expected to benefit all groups by reducing air pollution, improving public health, and creating safer streets. This aligns with fostering good relations and advancing equality. Implementing measures such as step-free access, widened cycle lanes, and safer pedestrian crossings promotes inclusion and benefits vulnerable groups, such as those with disabilities or parents with young children. However, care must be taken to address any negative impacts on those who rely on private vehicles or public transport, ensuring that the programme's benefits are equitable and inclusive. If not properly managed, changes in road layout, reduced parking, or reallocation of space for sustainable transport could disproportionately affect older people or those with disabilities who rely on private vehicles. Bus route changes or service cuts may disproportionately affect low-income households, women, and ethnic minorities who are more reliant on public transport.</p> <p>To mitigate negative impacts:</p> <ul style="list-style-type: none"> <li>- Engagement and consultation: Ongoing dialogue with communities, especially those with protected characteristics, should inform the planning and implementation stages.</li> <li>- Targeted interventions: Specific enhancements, such as additional cycle training for disabled individuals or improved pedestrian crossings near schools, should be integrated.</li> </ul>

	<p>- Regular monitoring: TfL and the Council should monitor the implementation of LIP-funded projects to ensure that the benefits are equally distributed and that any emerging inequalities are promptly addressed.</p> <p>Further assessments will be conducted at each stage of individual projects to safeguard equality and mitigate adverse impacts.</p> <p>By considering the protected characteristics throughout the planning and delivery of LIP-funded projects, the Council can ensure compliance with its statutory duties under the Equality Act 2010 while promoting a more inclusive and accessible transport network across Croydon. It should be noted that this is a long term, ongoing process with TfL LIP funding supporting local authorities for a number of years to deliver significant transport improvements.</p> <p>In addition, where applicable, individual programme elements will be subject to further assessments to ensure that any equality and diversity impacts are identified and, as far as is reasonably possible, are addressed.</p>
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**Stage 3: Describe how the proposed change might impact on the council’s ability to undertake the Public Sector Equality Duty and commitment to anti-racism (N.B. this can be both positive or negative):**

Eliminating discrimination, harassment, victimisation	There is possible impact and will need to be assessed at scheme level; Ensuring that transport policies and schemes do not disadvantage individuals based on their protected characteristics.
Advancing equality of opportunity	There is possible impact and will need to be assessed at scheme level; Removing barriers and providing targeted support to ensure equitable access to transport.
Fostering good relations	There is possible impact and will need to be assessed at scheme level; Promoting positive interactions and reducing inequalities between those who share a protected characteristic and those who do not.
Embedding anti-racism	This will need to be assessed at scheme level

**Stage 4: What evidence has been considered and what consultation has been carried out?**

Data collection	<p>It is noted that the London Borough of Croydon's third LIP was consulted and approved in April 2019. The LIP is still in effect so provides the framework for ongoing TfL LIP funding submissions. TfL provide 'Strategic Data Set' for Councils to plan measures subject to further development and agreement.</p> <p>Engagement and consultation: Ongoing dialogue with communities, especially those with protected characteristics, should inform the planning and implementation stages.</p> <p>Regular monitoring: TfL and the Council should monitor the implementation of LIP-funded projects to ensure that the benefits are equally distributed and that any emerging inequalities are promptly addressed.</p>
Consultation	<p>In developing the Plan there has been engagement with:</p> <ul style="list-style-type: none"> <li>• The Elected Mayor of Croydon and the Cabinet Member Streets and Environment.</li> <li>• The Croydon Advisory Forum on Active, Sustainable and Accessible Transport.</li> <li>• Internal stakeholders including Finance, Highways and Parking, Spatial Planning and Strategic Procurement.</li> </ul> <p>As part of the development of specific infrastructure schemes there will be both targeted engagement with businesses and residents as well as statutory consultation prior to implementation.</p>

**Stage 5: Identify any adverse or positive impact and mitigation steps that can be or have been taken**

**Guidance on Impact Scores:** Consider the impact of your proposal by giving a numerical score to both the likelihood of an impact and the severity of an impact against each characteristic. This should draw upon the evidence you cited at Stage 3.

Use the key below to <b>score</b> the <b>likelihood</b> of the proposed change impacting each of the protected groups, by inserting either 1, 2, or 3 against each protected group.	<p><b>1 = Unlikely to impact</b>  <b>2 = Likely to impact</b>  <b>3 = Certain to impact</b></p>
Use the key below to <b>score</b> the <b>severity</b> of impact of the proposed change on each of the protected groups, by inserting either 1, 2, or 3 against each protected group.	<p><b>1 = Low</b>  <b>2 = Medium</b>  <b>3 = High</b></p>
The score for likelihood and severity are then multiplied.	<p><b>e.g. Unlikely to impact =1, Low impact =1, total score =1</b></p>

Characteristics		Likelihood of impact	Severity of impact	Impact score	Summary of impact (positive, negative, no impact or unknown)*	If negative or unknown, what can be or has been done to mitigate this? Please provide clear actions and timelines.**
Protected Characteristics (Equality Act 2010)	Age	2	2	4	<p>The Equality Analysis has identified a number of potential negative effects including on those with an essential need to use a car for access.</p> <p>If not properly managed, changes in road layout, reduced parking, or reallocation of space for sustainable transport could disproportionately affect older people or those with disabilities who rely on private vehicles.</p> <p>Bus route changes or service cuts may disproportionately affect low-income households, women, and ethnic minorities who are more reliant on public transport.</p>	<p>Additional consideration will be needed to ensure that proposals within the Delivery Plan recognize the role the private car plays in providing access.</p> <p>Helping those that can to walk, wheel, cycle, and take public transport is intended to free up road space to help those who have an essential need to use a car, and to improve journey time and reliability for bus users, dial-a-ride users etc.</p> <p>Further engagement needed to understand impacts, particularly where they can be localized.</p>
	Disability	2	2	4	<p>The Equality Analysis has identified a number of potential negative effects including on those with an essential need to use a car for access.</p>	<p>Additional consideration will be needed to ensure that proposals within the Delivery Plan recognize the role the private car plays in providing access.</p> <p>Helping those that can to walk, wheel, cycle, and take public transport is intended to free up road space to help</p>

Characteristics		Likelihood of impact	Severity of impact	Impact score	Summary of impact (positive, negative, no impact or unknown)*	If negative or unknown, what can be or has been done to mitigate this? Please provide clear actions and timelines.**
						those who have an essential need to use a car, and to improve journey time and reliability for bus users, dial-a-ride users etc.  Further engagement needed to understand impacts, particularly where they can be localized.
	Gender Reassignment	2	2	4	Measures to improve accessibility and access to safer public transport can improve safety, which is particularly important for women and people from the LGBTQ+ community, who may feel vulnerable in public spaces. Additional consideration will be needed to ensure that proposals within the Delivery Plan recognize the role the private car plays in providing access.	Continuing to implement safety-focused measures to ensure gender-equitable access to transport and public spaces.
	Marriage or Civil Partnership	1	1	1	No specific adverse or positive impacts related to marriage and civil partnership were identified in the policy analysis.	
	Pregnancy and Maternity	2	2	4	Measures to improve accessibility and access to safer public transport can	Continuing to implement safety-focused measures to improve access to transport

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					improve safety, which is particularly important for parents with prams or those who are pregnant.	for pregnant women and people with young children. .
	Race	2	2	4	Measures to improve accessibility and access to safer public transport can improve safety, which is particularly important for communities more reliant on public transport, addressing inequalities in transport access.	Further engagement needed to understand impacts, particularly where they can be localized.
	Religion or Belief	2	2	4	Measures to improve accessibility and access to safer public transport can improve safety, which is particularly important for religious community, particularly for worship-related travel.	Further engagement needed to understand impacts, particularly where they can be localized.
	Sex	2	2	4	The Equality Analysis has identified a number of potential negative effects including on those with an essential need to use a car for access.	Continuing to implement safety-focused measures to ensure gender-equitable access to transport and public spaces.
	Sexual Orientation	2	2	4	Measures to improve accessibility and access to safer public transport can	Further engagement needed to understand impacts, particularly where they can be localized.

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					improve safety, which is particularly important for women and people from the LGBTQ+ community, who may feel vulnerable in public spaces.	

\* *Unknown impact may only be used where there is no data or evidence available and must be accompanied by an action plan for how to collect this.*

\*\* *Mitigations must be referenced in the Equalities comments of the substantive report and in its recommendations.*



**Stage 6: What is the outcome of your assessment? Select one of these four options:**

Decision	Definition	Conclusion - Mark 'X' below
No major change	Our analysis demonstrates that the proposed change is robust. The evidence shows no potential for discrimination and we have taken all opportunities to advance equality and foster good relations, subject to continuing monitoring and review. <b>If you reach this conclusion, state your reasons and briefly outline the evidence used to support your decision.</b>	
Adjust the proposed change	We will take steps to lessen the impact of the proposed change should it adversely impact the Council's ability to meet any of the Public Sector Duties, remove barriers or better promote equality. We are going to take action to ensure these opportunities are realised. <b>If you reach this conclusion, ensure you have completed Section 5 above.</b>	<b>x</b>
Continue the proposed change despite potential for adverse impact	We will adopt or continue with the change, despite potential for adverse impact or opportunities to lessen the impact of discrimination, harassment or victimisation and better advance equality and foster good relations between groups through the change. However, there are justifiable reasons to continue as planned. <b>If you reach this conclusion, ensure you have completed Section 4 above, clearly setting out your justifications.</b>	
Stop or amend the proposed change	Our change would have adverse effects on one or more protected groups that are not justified and cannot be mitigated. Our proposed change must be stopped or amended.	

**Stage 7: EQIA Monitoring and Sign Off**

How will the EQIA be reviewed and monitored, including timescales?	<i>[EQIAs must be reviewed every 2 years or sooner if new data or impact is identified.]</i>		
Equalities advice received from:	<i>Ken Orlukwu Senior Equalities Officer</i>	Date:	18/09/2024
EQIA approved by:	<i>Heather Chessbrough, Director of Planning &amp; Regeneration</i>	Date:	