

# Appendix F

## London Borough of Hackney Equality Impact Assessment Form

The Equality Impact Assessment Form is a public document which the Council uses to demonstrate that it has complied with Equality Duty when making and implementing decisions which affect the way the Council works.

The form collates and summarises information which has been used to inform the planning and decision making process.

**All the information needed in this form should have already been considered and should be included in the documentation supporting the decision or initiative, e.g. the delegate powers report, saving template, business case etc.**

Equality Impact Assessments are public documents: remember to use at least 12 point Arial font and plain English.

**Title of this Equality Impact Assessment:**

Equalities Impact Assessment for Local Implementation Plan 3 (2019-22)
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**Purpose of this Equality Impact Assessment:**

The purpose of this draft Equality Impact Assessment is to assess the impact of Hackney's Local Implementation Plan 2019 - 2022 on the nine protected characteristics identified in the Public Sector Equality Duty. The Equality Duty requires public bodies to consider equalities and good community relations at every stage of the decision making process in order that the Council's policies and practices eliminate unlawful discrimination; advance equality of opportunity; and, foster good relations.
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**Officer Responsible**

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## 1. Summarise why you are having to make a new decision

The Mayor of London's Transport Strategy (MTS) was published in April 2017. Under the GLA Act (1999) London boroughs are required to produce a new Local Implementation Plan for Transport (LIP) saying how each borough will assist the Mayor in achieving his transport objectives in the MTS with the overarching aim being a shift towards sustainable transport use in London so that 80% of all London journeys are by walking, cycling or public transport by 2041.

The LIP also aims to support other Hackney Council policies, strategies and initiatives to contribute to addressing the overall aim to reduce inequality and social exclusion within communities and between Hackney and the rest of the country.

It explains the relationship between Hackney's transport objectives and practices within the borough's current Sustainable Community Strategy and proposed Local Plan 33. It also demonstrates our commitment to promote sustainable modes of travel and the integration of transportation into the Council's key services and delivery areas.

The LIP must contain three distinct sections

- A list of 'Borough Transport Objectives' which are informed by data and reflect the priorities identified in other local plans and strategies and covering the period 2019 to 2022 and a longer term perspective looking forward to 2041 reflecting the timeframe of the MTS. Hackney has been assisted in this process by the fact that, unlike many other boroughs, it has relatively recently produced its own Hackney Transport Strategy (2015-2025) which covers the period of the LIP.
- A Delivery Plan detailing how these objectives will be achieved, and in particular how TfL funding will be allocated. The delivery plan sets out schemes and initiatives to be taken forward by the council over the next three years using core LIP funding from TfL as well as but also how alternative sources of funding from a variety of funding bids; non-core TfL funding and developer contributions. In addition currently unfunded and aspirational schemes are described for the medium and long term. Details of this are given in **Chapter Three** of the LIP.
- A Performance Monitoring Plan illustrating how progress towards achieving the objectives will be measured. This includes targets for a number of mandatory performance indicators set by TfL, alongside Hackney's local indicators and targets. **Table 6** on pages 104-113 of the LIP shows a full table of MTS and borough performance indicators

## **Borough transport objectives**

A key local source for Hackney's new LIP was the Hackney Transport Strategy (2015-2025) whose outcomes and targets have been reviewed and refreshed in the light of newly available data. The Hackney Transport Strategy contains six plans including a Liveable Neighbourhoods Plan; a Walking Plan; a Cycling Plan; a Road Safety Plan; a Public Transport Plan and a Sustainable Development SPD. Development management guidelines contained in draft Hackney Local Plan 33 have also been drawn on extensively. On a London level as well as the MTS reference has been made to the draft London Plan as well as a variety of other London Mayoral strategies.

This chapter of the LIP is structured along the lines of the nine broad outcomes put forward in the MTS along with a section on the modal shift required to meet the overarching 80% sustainable transport aim. The Hackney response to each is outlined below.

## **Changing the Transport Mix**

This section sets a 91% sustainable transport mode share for Hackney in 2041 and includes a variety of medium term walking and cycling targets needed to achieve this as well as a couple of engineering/travel demand management approaches that might be used to achieve this - road space reallocation and road user charging.

### **1. London's streets will be healthy and more Londoners will travel actively**

Outlines how Hackney will create Liveable Neighbourhoods and increase levels of physical activity through encouraging walking, cycling and public transport. It will shape all of its proposals for the street environment and public realm using the Healthy Streets criteria<sup>1</sup>. Key initiatives discussed include improving air quality; 'filtering'; on-street cycle parking; car-free streets; timed road closures to help children to travel to schools safely and to play on local streets. To do this it will be necessary to reduce levels of motor traffic and on-street car parking in order to address some the problems created by car traffic such as traffic accidents, congestion and poor air quality.

### **2. London's streets will be safe and secure**

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<sup>1</sup> Healthy Streets audits involve a thorough quantitative assessment of ten key metrics of street design and the resultant use of the street including clean air; easy to cross; shade and shelter; used by pedestrians from all walks of life; places to stop; not too noisy; people choose to walk and cycle; people feel safe; things to see and do and people feel relaxed.

Describes how Hackney is working to reduce road danger and traffic collisions through adopting a Vision Zero approach. Building on Hackney's existing road safety targets, it charts a path to completely eliminating deaths and injuries from road accidents by 2041. Protecting vulnerable road users (pedestrians, cyclists and riders of mopeds and motorbikes) is one of its key priorities. It also addresses reducing crime and the fear of crime on Hackney's streets and its transport network and the link between these issues and promoting sustainable transport choices.

### **3. London's streets will be used more efficiently and have less traffic on them**

Expands on how Hackney will tackle traffic congestion in the borough through reducing the volume of motor traffic on its streets by reducing unnecessary trips and ensuring that those journeys that do take place use space efficient forms of transport such as buses, bicycles and car sharing vehicles as far as possible. Measures proposed include the strong management of parking and tackling rat running traffic passing through residential areas as well as reducing the level of private ownership of cars by individuals. Part of this work stream involves looking at reducing, retiming and consolidating freight deliveries.

### **4. London's streets will be clean and green**

Hackney is focused on tackling the urgent issue of poor air quality on its streets (caused by emissions of NOx, CO2 and particulates and 50% of which comes from transport) which is now believed to kill more people than car crashes. The use of electric vehicles is being encouraged through the installation of charging points on the streets including rapid charging points and facilities which allow EVs to be charged from lamp columns. The shift to low emission vehicles is also being accelerated by making the drivers of polluting vehicles pay a fee for the harm they cause. The borough has been successful in its lobbying to extend the Ultra Low Emission Zone (ULEZ) to cover the whole of Inner London including all of Hackney. The borough and has now introduced even stricter emission controls in Shoreditch and the City Fringe area. Greening and the planting of trees is also a key part of creating Healthy Streets and Liveable Neighbourhoods and Hackney is committing to increasing its tree canopy coverage; introduce sustainable drainage to prevent floods and improve links between parks and open spaces.

### **5. The public transport network will meet the needs of a growing London**

Hackney will continue to push to improve its public transport services to support its growing population. It will continue to work to support the development of Crossrail 2 including a new transport hub at Dalston and an eastern branch to the project to serve Hackney Central and Hackney Wick.

## **6. Public transport will be safe, affordable and accessible to all**

Describes the borough's commitment to make the transport system accessible to all whether this is in the physical sense of accessibility, of having access to train stations that do not require passengers to climb stairs or the economic sense of the word: affordability. Have completed its bus stop accessibility programme, Hackney now aims to have make all of its train stations Step Free beginning with Hackney Downs and Dalston Kingsland. The borough also commits to improving the transport services available to the mobility impaired through Dial-a-Ride and other Community Transport Services.

## **7. Journeys by public transport will be pleasant, fast and reliable**

In this section the desire to increase local public transport usage is described with particular emphasis on improving and protecting the bus network through improving bus speeds including extending the use of bus priority where appropriate. The borough will also continue to support capacity upgrades for the London Overground. The borough will also work to extend the effective area served by its local stations by installing and improving cycle parking hubs.

## **8. Active, efficient and sustainable travel will be the best option in new developments**

Hackney's is focused on the need to ensure that new housing, commercial and industrial development does not add to problems on the congested road network and that the design of new developments works to enable this. At the core of this is that no new (non-disabled) car parking will be provided on new residential developments. Minimising the impacts of freight deliveries to new developments is another key aim of the plan including deliveries during the construction phase.

## **9. Transport investment will unlock the delivery of new homes and jobs**

This section looks at the links between new development and transport infrastructure in a broader strategic sense that new high trip-generating development needs to be located in areas of high public transport accessibility. Growth areas outlined in Hackney's Local Plan (such as Dalston, Hackney Central and the City Fringe) are linked to the borough's transport aspirations. A key consideration is how Crossrail 2 will enable densification and sustainable transport-oriented development in station catchment areas.

### **Statutory context**

The **Local Implementation Plan (LIP)** is a statutory document prepared under Section 145 of the GLA Act and sets out how the borough proposes to deliver the 2018 **Mayor's Transport Strategy (MTS)** in its area, transport elements of the draft **London Plan**,

and other relevant Mayoral and local policies. The document sets out long terms goals and transport objectives for the London Borough of Hackney for the next 20 years, and includes delivery proposals for the period 2019/20 - 2021/22 and the targets and outcomes the borough are seeking to achieve. A more detailed delivery plan is provided for the financial year 2019/20.

**Hackney's Transport Strategy** was adopted in 2015 and covers a 10 year period 2015-2025 and has as its overarching vision

*“By 2025, Hackney’s transport system will be an exemplar for sustainable urban living in London. It will be fair, safe, accessible, equitable, sustainable and responsive to the needs of its resident, visitors and businesses, facilitating the highest quality of life standards for a borough in the Capital and leading London in its approach to tackling its urban transport challenges of the 21<sup>st</sup> Century”*

Objectives from the Hackney’s Transport Strategy, which predates the MTS but largely aligns with it due to Hackney being a leading borough in sustainable transport, are extensively referenced throughout.

This LIP identifies how the London Borough of Hackney will work towards achieving the MTS goal of achieving an 80% walking, cycling and public transport mode share across London by 2041 by developing local priorities and targets to assist with this aim.

### **Local approval process**

The Hackney Transport Strategy was approved by Cabinet in October 2015 following full public consultation in 2014. This document covers the period between 2015 and 2025 and therefore has been drawn from for the development of LIP3 and policies stated in Hackney Transport Strategy are evident in this document.

Full public consultation on the Local Implementation Plan will take place between November and December 2018. The results from this will be used to update the plan and a full consultation report will be produced and published on the council’s website.

It is proposed that the Final LIP will be considered by the Cabinet in March 2019.

### **Statutory consultation**

The GLA Act 1999 places a duty on boroughs, when preparing a LIP, to consult with the following organisations:

- The relevant Commissioner or Commissioners of Police for the City of London and the Metropolis
- TfL
- Such organisations representing disabled people as the boroughs consider appropriate
- Other London boroughs whose area is, in the opinion of the council preparing the LIP, likely to be affected by the plan
- Any other body or person required to be consulted by the direction of the Mayor

The borough plans to undertake a public consultation exercise between November and December 2018. The consultation will appear on the borough's website, and will be available for any member of the public to respond to.

### **Stakeholder organisations**

In addition, Hackney plans to consult directly with a variety of representative bodies. The council will write to each organization drawing attention to the consultation, where it can be found on the borough's website and the closing date for responses.

These organisations fall in the following categories:

- Statutory consultees (listed above)
- Policy bodies
- Non-statutory consultees
- National agencies
- Transport and environment groups
- Business groups
- Community groups
- Residents' groups and associations

## Statutory duties

As well as meeting its statutory duties the borough is commissioning a strategic environmental assessment (SEA) and, as recommended, is producing an equality impact assessment (EQIA) on the proposals contained in its LIP. These assessments will consider the impact of the LIP outcomes and programmes on the environment and demographic and social groups in the borough and may recommend changes and mitigations where appropriate.

The draft EQIA and a SEA Scoping Report will be available on the borough's website during the consultation period. The EQIA will be amended in the light of responses received during the consultation in early 2019 when the full Environmental Report will also become available along with a post adoption statement.

## LIP approval

Hackney will submit its final LIP to the Mayor in March 2019 and expects approval at the end of the month.

### 2. Who are the main people that will be affected?

It is considered that because the scope of the document is borough-wide; all members of the public, residents, workers and visitors of the Borough as well as business and partner organisations could be potentially affected.

How relevant is the LIP to the following equality strands?

	Age	Disability	Gender	Gender identity	Race	Religion / Belief	Sexual Orientation	Pregnancy & Maternity
Relevance	High	High	High	Medium	Medium	Medium	Medium	Medium



## Demographic context and transport issues

### Age

Hackney's population is growing rapidly; at the present rate of growth the population will reach 317,000, a growth of 43,000, by 2033. Hackney is a young borough. The 43% of Hackney's population in their 20s and 30s is one of the highest in the country and compares to just 24% in this age group nationally and 40% in Inner London. A further 25% of the population is under 20. And there are fewer older people; with the 7% of Hackney's population aged over 65 being just one-third of the national figure of 21% (9% in Inner London).<sup>2</sup> The proportion of older people in the borough is expected to rise.

The health of young and old are impacted disproportionately from the effects of poor air quality. The LIP3's objectives to improve air quality through expanding electric vehicle charging infrastructure; timed street closures and prioritising sustainable travel over private motor travel will particularly benefit these groups. Schemes that target improved footway improvements, crossing facilities are also important to both young and old, while improving accessibility to bus services and other forms of public transport are equally important to older people and parents with young children. The LIP's focus on Vision Zero (working to eliminate deaths and serious injuries from road traffic collisions by 2041) should help to reduce the number and severity of road traffic accidents for young and old.

Older people are more likely to feel vulnerable and suffer from mobility issues so measures outlined in the LIP3 for Healthy Streets incorporating improved crossings; less traffic dominated streets; footway improvements and better lighting are likely to benefit this group as are the installation of accessible stations.

Younger people are also more likely to walk or cycle than other groups, so measures that aim to improve walking and cycling for the wider community will particularly benefit this group. The school travel plan and School Streets programmes will assist those young people who are at school and encourage them to travel more healthily. Outside of the educational environment, Play Streets will be of benefit to this group.

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<sup>2</sup> <https://www.hackney.gov.uk/media/2664/Facts-and-figures/pdf/facts-and-figures>, ONS 2016 Mid-Year Estimates, ONS, June 2017 and also London's Population by Age <https://www.trustforlondon.org.uk/data/londons-population-age/> citing ONS 2016 Mid-Year Estimates.

## Disability

In November 2017, 4.1% of the local population (11,234 people) were claiming Disability Living Allowance or Attendance Allowance. In the 2011 Census, 14.6% of Hackney respondents said they a long-term illness that limited their daily activities in some way, compared with 13.6% for London and 17.9% for England and Wales.

There are an estimated 12,102 disabled children (aged 0-19) in Hackney and the City of London.<sup>3</sup> Estimates suggest that 2.4% of adults in City and Hackney have a learning disability (ranging from 2.6% in those aged under 45, to 1.8% in those aged 85+) - this equates to 4,937 people in Hackney.<sup>4</sup>

Hackney's lower than average rates for disability and long-term illness are likely to be due to its relatively young population, as disability rates tend to increase with age. Some 7% of Hackney's residents provide at least one hour's unpaid care and support each week to a friend, neighbour or relative because of illness or old age.<sup>5</sup> This is a smaller proportion than for London or in England and Wales. Again, this is likely to be because Hackney has a much lower older age population than on average.

The main modes of transport used by disabled Londoners at least once a week are walking (78%), bus (55%), car as a passenger (44%) and car as a driver (24%). Disabled Londoners are most likely to use public transport for the purposes of shopping, personal business and leisure. They are considerably less likely to commute than non-disabled Londoners due to lower rates of employment (partly due to the older age profile of disabled people).

While barriers to public transport use are dependent upon their physical impairment the most commonly raised issues include; varying levels of physical accessibility of the transport system, over-crowding; concerns over anti-social behaviour and crime and accessibility of public transport information.

Within Hackney, common barriers to travel raised by groups representing disabled people include; obstructions to movement caused by cars parked on the pavement, off-carriageway cycle parking and poorly located advertising boards, accessibility to the

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<sup>3</sup> LB Hackney, Disabled Children's Needs Assessment for London Borough of Hackney and the City of London, 2017

<sup>4</sup> LB Hackney, Adult Learning Disability Needs Assessment, 2015

<sup>5</sup> ONS Census, 2011

Overground network and bus stops; difficulties with pedestrian crossings and dropped kerbs; lack of street seating and concerns with shared surface schemes. There are also some concerns raised about the reliability of Dial-a-ride, Community Transport and Taxicard services and fears over the loss of ticket hall staff at public transport stations. Those that use cars have called for more parking bays dedicated to disabled people. Similarly, the needs of non-cohabiting carers parking permits may be an issue.

It is important to ensure that the street environment within the borough is suitable for all users through the removal of unnecessary barriers to movement. Disabled people will particularly benefit from those elements of the plan that improve the accessibility of public transport and the overall public realm and efforts to reduce conflicts between pedestrians and cyclists. The LIP must also look to balance the needs between discouraging the use of private car journeys in the borough and facilitating the travel requirements for vulnerable residents including carers.

### **Race and Ethnicity**

Just over a third (36%) of respondents to the 2011 Census in Hackney described themselves as White British. The remainder was made up of Black and minority ethnic groups, with the largest group Other White, followed by Black African, 11.4%. The number of Black Caribbean people fell slightly in the first decade of the century. They made up 7.8% of Hackney's population, as opposed to 10.3% in 2001.

Hackney is home to a number of smaller national and cultural communities. Hackney has the largest group of Charedi Jewish people in Europe who predominately live in the North East of the borough and represent an estimated 7.4% of the borough's overall population<sup>6</sup>.

Hackney also has a well-established Turkish and Kurdish community; At least 5.6% of the Hackney population describe themselves as Turkish, Turkish Cypriot or Kurdish (according to the 2011 Census). These populations are often captured in the White British/Other White, Other Ethnic Group or, for Turkish people, Arab. Other significant communities in Hackney include Chinese, Vietnamese and Eastern Europeans especially Polish, Western Europeans particularly Spanish and French people, Australasians and residents from North, and Latin America.

### *Ethnic Breakdown of Hackney's Population (Census 2011)*

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<sup>6</sup> Mayhew population estimate, 2011

<b>Ethnic Group</b>	<b>Hackney %</b>	<b>London %</b>	<b>England %</b>
White: English/Welsh/Scottish/Northern Irish/British	36.2	44.9	79.8
White: Irish	2.1	2.2	1.0
White: Gypsy or Irish Traveller	0.2	0.1	0.1
White: Other White	16.2	12.6	4.6
Mixed/multiple ethnic group: White and Black Caribbean	2.0	1.5	0.8
Mixed/multiple ethnic group: White and Black African	1.2	0.8	0.3
Mixed/multiple ethnic group: White and Asian	1.2	1.2	0.6
Mixed/multiple ethnic group: Other Mixed	2.0	1.5	0.5
Asian/Asian British: Indian	3.1	6.6	2.6
Asian/Asian British: Pakistani	0.8	2.7	2.1
Asian/Asian British: Bangladeshi	2.5	2.7	0.8
Asian/Asian British: Chinese	1.4	1.5	0.7
Asian/Asian British: Other	2.7	4.9	1.5
Black/African/Caribbean/Black British: African	11.4	7.0	1.8
Black/African/Caribbean/Black British: Caribbean	7.8	4.2	1.1
Black/African/Caribbean/Black British: Other Black	3.9	2.1	0.5
Other ethnic group: Arab	0.7	1.3	0.4
Other ethnic group: any other ethnic group	4.6	2.1	0.6

Minority ethnic groups have relatively low access to cars and generally are more likely to work unsociable hours when the level and frequency of public transport services are less than during peak periods. The use of cars is higher amongst Asian Londoners

compared to other minority ethnic groups (38% of Asian Londoners drive a car at least once a week compared to 25% of black Londoners). The use of cars amongst all ethnic minority groups is lower than for white Londoners

Some black and minority ethnic (BAME) groups tend to have lower levels of active travel and suffer disproportionately from obesity and being overweight. BAME groups will generally benefit from the policies in the LIP that promote improvements to public transport and those elements that will improve service reliability, safety and security.

People from the BAME backgrounds want to be able to feel safe from harassment and abuse when accessing public transport or as pedestrians on the street. General improvements to safety, such as improved street lighting and a well- frequented quality public realm will help to achieve this. The LIP's emphasis on walking and cycling will also help in addressing low levels of active travel by the group.

### **Gender**

There are slightly more females than males currently living in the borough. Some 137,235 residents are female, 50.2% of the population, and 136,291 residents are male, 49.8%<sup>7</sup>

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 car. Personal safety in public spaces and on public transport is often felt to be an issue particularly for women. Poor design of street lighting or bus shelters may increase feelings of vulnerability and result in a reduced sense of personal security. Objectives and actions in our LIP that have help address personal security concerns, particularly whilst travelling after dark, are an important aspect for this group. These may include the provision of taxi-ranks, mini-cabs and safe public transport options at night and from busy areas of our night time economy.

### **Gender re-assignment**

Data on the transgender population is not available at a borough level. The Gender Identity Research and Education Society GIRES, currently estimate there are 650,000 (1% of the population) whose gender identity is incongruent with their assigned

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<sup>7</sup> ONS, Mid-Year Population Estimates 2017

gender. This equates to around 2,700 people in Hackney. According to NHS England data, numbers seeking medical support are lower, although increasing by 20% each year.<sup>8</sup>

Within this group will be people who do not identify with a specific gender. The Practical Androgyny website estimates that around 0.4% of the UK population, 1 in 250 people in the UK is Non-Binary.<sup>9</sup> This equates to around 1,200 people in Hackney.

Safety and security on trains, buses and stations is known to be of concern to people from this group who often feel vulnerable to attack. An online government survey on transgender issues highlighted that respondents feared most for their safety on the streets and using public transport.

[https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/85499/transgender-survey.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/85499/transgender-survey.pdf)

Many of the same situations that apply to women, faith groups and minority ethnic groups will also therefore apply to this group.

### **Religion and belief**

Hackney's communities represent a diversity of religions and beliefs. Nearly 40% say that they are Christian, 28% say they have no religious belief, 14% say they are Muslim and 6% say they are Jewish. Hackney has significantly more people of the Jewish and Muslim faiths and a higher proportion of people with no religion and those who did not state a religion than London and the UK.

#### *Religion and Belief (Census 2011)*

Religion	Hackney %	London %	England %
Christian	38.6	48.4	59.4
Buddhist	1.2	1.0	0.5
Hindu	0.6	5.0	1.5
Jewish	6.3	1.8	0.5
Muslim	14.1	12.4	5.0
Sikh	0.8	1.5	0.6
Other religion	0.5	0.6	0.4

<sup>8</sup> GIRES, Written Evidence to the Women and Equality Parliamentary Select Committee, 2015

<sup>9</sup> Practical Androgyny, How Many People in the United Kingdom are Non-Binary, 2014

No religion	28.2	20.7	24.7
Religion not stated	9.6	8.5	7.2

The impact of anti-social behaviour on faith groups tends to relate to visible signs of a person's faith and is often linked to ethnic minority groups. While in many cases, the objectives and proposals outlined in the LIP are likely to benefit different faith groups in much the same way as other target groups in many cases this will vary dependant on faith and customs of the individual and groups involved.

Trips where a large number of people travel to other destinations, including sites of worship, can have a significant impact on travel movements. Other factors to consider may include; the times that services are held -often these will be outside the peak 'rush hour' timings which may mean that public transport is less crowded, but also it may run less frequently, making alternatives to the car potentially less attractive/viable compared to people travelling to their place of work; the size of the groups travelling (typically a family as opposed to an individual) and cultural and religious customs e.g. in some interpretations of Jewish law, operating a motor vehicle constitutes multiple violations of the prohibited activities on Shabbat (the Jewish holy day). Such issues are very much on a case-by-case basis and may need to be researched and discussed with the relevant groups involved e.g. through a site or faith-specific Travel Plan.

### **Sexual orientation**

The July 2017 GP patient survey indicated that, in Hackney there were comparatively high numbers of people who identify as gay or lesbian (5%), bisexual (1%), other (3%). In addition a further 11% preferred not to say. These figures may also under-represent the size of this population, given the problems involved in disclosure of sexual orientation. Some 2.7% of respondents to the Office for National Statistics Household Survey for the year to December 2016 from London identified as Lesbian, Gay or Bisexual.

Safety and security on trains, buses and stations is known to be of concern to people from this group who cite fear of intimidation and/or abuse as a potential barrier to travel (TfL, 2012, p9). Many of the same situations that apply to women, faith groups, and minority ethnic groups will also therefore apply to people in this community.

### **Pregnancy and maternity**

There were 4,447 live births to women in Hackney in 2016. The fertility rate for Hackney is 59.7 live births per 1,000 women of child-bearing age compared to 55.1 in London and 62.5 in England.<sup>10</sup> In some parts of Hackney fertility rates are amongst the highest in London, particularly in certain wards in the north-east of the borough.<sup>11</sup>

Many of the issues raised earlier about public transport and the public realm that impact on woman, disabled people and older people are relevant here. Research undertaken by TfL before the launch of the Baby on Board badge schemes in 2006 showed that pregnant women often felt awkward - even intimidated - having to ask if they could sit down on public transport. Given that women are often the primary care givers for young children, projects that promote more accessibility and ease of movement will have a positive impact on the general population including pregnant women and parents with young children. Improvements such as dropped kerbs, new paving, reduced gradients and the installation of Equality Act 2010 - compliant infrastructure at bus stops and rail stations will improve accessibility for parents travelling with young children in pushchairs.

### **Key transport issues relating to EIA groups.**

The key transport issues relating to this EIA include; improving accessibility for all to employment, essential services and leisure facilities, road safety, personal security and environmental concerns such as public realm and air quality improvements. The table below provides a summary of the expected impacts of the LIP (2019-2022).

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<sup>10</sup> ONS, Live Births by Area of Usual Residence, 2016

<sup>11</sup> ONS, Births and Deaths by Ward, 2015



## **ANALYSING THE ISSUES**

### **3. What research or consultation(s) have been carried out?**

The draft LIP has been informed through a thorough analysis of past, previous and predicted transport trends, through analysis of Census data and review of national, regional and sub-regional policy and guidance that were in themselves, subject to EIAs for example, the Mayor of London's Transport Strategy (MTS) and the Council's Transport Strategy [2015-2025].

### **4 (a) What positive impact could there be overall, on different equality groups, and on cohesion and good relations?**

The LIP prioritises walking, cycling and public transport in addition to improving road safety, our public realm and reducing pollution and harmful emissions suggesting that the overall equalities impact will be generally positive. The overall impact of the Strategy should result in a more accessible borough for all groups to move around easily through a choice of transport modes. The LIP will build on the progress that the Transport Strategy [2015-2025] and LIP 1 and 2 made in the borough, through supporting the growth of Hackney by prioritising sustainable transport. The LIP has a strong emphasis on walking, cycling, improved public transport and road safety (which differentially affects various ethnic groups) alongside new initiatives to reduce the environmental impact of motor traffic.

Examples of how some of the LIP's policies and proposals are expected to impact on specific EIA groups can be summarised as follows:

**Assessment of the LIP's objectives on equality groups.**

Key: P - Positive Impact N – Neutral Impact: A – Adverse Impact

Objective	Age	Disability	Gender	Gender Reassignment	Race	Religion and beliefs	Sexuality	Pregnancy and maternity	Commentary
<b>1. Reallocation of Road Space</b> The council will continue to reallocate carriageway road space from private motor vehicles to cycle route provision or cycle parking, walking or bus infrastructure. (C08)	P	P	P	P	P	P	P	P	Pedestrian, Cycle and bus infrastructure improvements should benefit all groups but particularly older persons, parents with young children and those with mobility impairments
<b>2. To increase walking levels in Hackney for journeys to work, recreation and education and to our town centres by promoting modal shift from private vehicles and buses. (W)</b>	P	P	P	P	P	P	P	P	Increased walking has health benefits and contributes to fewer motorised journeys. All sectors of the community would benefit from better air quality and safer roads arising from less traffic

<b>3. Ensure that the needs of older people and those with visual and mobility impairments are considered in all plans and proposals to upgrade the public realm. (W)</b>	P	P	N	N	N	N	N	P	The benefit to older and disabled people is clear from this objective, but many of the benefits will extend to all groups.
<b>4. To make Hackney's roads the most attractive and safest roads for cycling in the UK, and a place where it is second nature for everyone to cycle, no matter what their age, background or ethnicity.</b>	P	P	P	P	P	P	P	P	Increased cycling has health and congestion reduction benefits - these include improved air quality and a safer environment. This will be of benefit to all groups.
<b>5. Reduce the dominance of vehicles to support more sustainable transport options. Hackney will explore the use of road user charging with the Mayor of London and neighbouring boroughs. (LN23)</b>	P	P	P	P	P	P	P	P	Reducing the dominance of vehicles is a key enabler for sustainable transport, however as above it is accepted some mobility impaired people may continue to be dependent on motorised modes to an extent and their needs would need to be taken into account through discounts and exemptions for any proposed scheme. This would enable them to fully benefit from the air quality and decongestion benefits which would be the key aim of any road user charging scheme. In addition behaviour change which road charging is designed to achieve may be more difficult among groups with large families such as the Charedi Jewish population who in some cases are currently quite car dependent.
<b>6. Transport will play an important role in improved resident's health and wellbeing as well</b>	P	P	P	P	P	P	P	P	Improved health through active travel will have positive impacts for all EQIA groups

<p><b>as tackling obesity levels through higher rates of active travel</b> <i>(HTS)</i></p>									<p>particularly those groups in Hackney that have been identified has having particular issues with Type 2 diabetes and obesity.</p>
<p><b>7. Hackney will continue to support timed closures to support school streets and play streets and encourage greater adoption of the initiative in areas of high deprivation and childhood obesity. We will introduce at least 12 School Streets by 2022.</b> <i>(LN20, MC)</i></p>	P	P	P	P	P	P	P	P	<p>While children enabled to travel by active and sustainable modes to school will be the primary beneficiaries of this objective, These schemes will have positive impacts for parents and children in particular. Playstreets are also beneficial for social cohesion and community spirit which benefits all groups. In addition as the school run has such a large influence on peak traffic flows with their attendant negative consequences. So the benefits of this should extend to all EQIA groups. However consideration has to be given to disabled residents who need access to their properties.</p>
<p><b>8. All roads in Hackney need to be suitable for cycling with the exception of the A12</b> <i>(C16)</i></p>	P	P	P	P	P	P	P	P	<p>Increased cycling has health and congestion reduction benefits - these include improved air quality and a safer environment. This will be of benefit to all groups.</p>
<p><b>9. Hackney will have the most liveable and sustainable neighbourhoods and streets in London and residents will not need to own a private car because of the ease of using sustainable modes of transport</b> <i>(LN)</i></p>	P	P	P	P	P	P	P	P	<p>Liveable and sustainable neighbourhoods enabled by reduced car ownership will have positive impacts on all equality groups in terms of congestion, air quality and health. The</p>

									<p>majority of Hackney's households (65%) do not own cars. Any measures to provide alternatives to private ownership will benefit them.</p> <p>It is recognised that some residents including disabled and older people and carers that will require the use of a car particularly where the use of Community Transport or Dial A Ride cars or car clubs are unsuitable. These considerations will be taken into account in applications for car free housing, planning applications generally and through the consultation process for changes to street design. Behaviour change may be more difficult among groups with large families such as the Charedi Jewish population who in some cases are currently quite car dependent.</p>
<p><b>10. The council will continue to implement smarter travel programmes to support the uptake of active travel work</b> (C42, C45, W23, W24)</p>	P	N	P	P	P	P	P	P	<p>Increased walking and cycling and public transport use has health and congestion reduction benefits - these include improved air quality and a safer environment.</p> <p>However as above it is accepted that cycling and walking may not be appropriate for some groups reliant on</p>

									motorised transport and their needs will need to be assessed on a case by case basis and through the flexible customised approaches encapsulated in the Smarter Travel engagement method.
<b>11. Reducing road danger for all our residents but particularly more vulnerable groups such as the older people and children, cyclists, pedestrians and motorcyclists. (HTS)</b>	P	P	P	P	P	P	P	P	This objective will benefit all residents in the borough. Schoolchildren, older people and BAME groups have been identified as being most at risk of being injured on our roads. Measures will be targeted to particularly benefit these equality groups.
<b>12. Hackney is a place where people feel they get on well with others of different backgrounds. We plan to build on this strength and, in the context of population growth and development, to foster a greater sense of living in a socially cohesive place. (HTS)</b>	P	P	P	P	P	P	P	P	The goal should help to improve interaction and promote social cohesion between all groups.
<b>13. Continue to work with partners to reduce crime and the fear of crime on the bus network (PT22)</b>	P	P	P	P	P	P	P	P	The LIP should help reduce crime and the fear of crime on buses and improve the safety for all groups. Measures to be considered could include improved lighting and in some instances the installation of CCTV.
<b>14. Every household in the borough will have access to secure cycle parking (C)</b>	P	P	P	P	P	P	P	P	Secure cycle parking helps to enable Increased cycling which has health and congestion reduction benefits - these include improved air quality and a safer environment. This will be of benefit to all

									groups.
<b>15. To work with the local policing team to enforce 20mph limits on Hackney roads</b> (C51-c)	P	P	P	P	P	P	P	P	Reduced speeds are a measure proven to reduce the frequency and injury severity of road traffic collisions. This objective will benefit all residents in the borough. Schoolchildren, older people and BAME groups have been identified as being most at risk of being injured on our roads.
<b>16. Cycle training will continue to be available to everyone in Hackney</b> (C, C47)	P	P	P	P	P	P	P	P	Cycle training can help give people the confidence to begin cycling and improves levels of safety amongst cyclists. Increased cycling has health and congestion reduction benefits - these include improved air quality and a safer environment. This will be of benefit to all groups.
<b>17. Pedestrians and cyclists will co-exist harmoniously, cyclists will adhere to road rules and be considerate to pedestrians</b> (C13)	P	P	P	P	P	P	P	P	Managing pedestrian cycle conflict through engagement activities will mean that improving facilities for cycling will not come at the expense of making walking more difficult. Hence active travel with all of its health and decongestion benefits can be maximised to benefit of all groups
<b>18. Reduce the level of motor traffic in Hackney</b> (HTS, MTS, LN)	P	P	P	P	P	P	P	P	Reducing the level of motor traffic can bring health and traffic decongestion and improved public realm benefits to all groups when they are encouraged to

									travel actively and/or by public transport. Those elderly or disabled people who remain dependent on cars for some trips can benefit from decreased journey times in the road space that has been freed up.
<b>19. Reduce the dominance of cars by reducing car parking to support more sustainable modes of transport</b> (LN17)	P	P	P	P	P	P	P	P	Reducing the supply of parking is a proven effective measure to encourage sustainable travel and can bring health and traffic decongestion and improved public realm benefits to all groups when they are encouraged to travel actively and/or by public transport. Those elderly or disabled people who remain dependent on cars for some trips can benefit from decreased journey times in the road space that has been freed up. Some designated parking for disabled people should be retained on or off street to prevent an unfair impact on these groups.
<b>20. Improve the efficiency of our streets with the continued reduction of motorised vehicles. This will include a restriction of the levels of external vehicular traffic entering and exiting the borough and using it as a rat-run to get elsewhere</b> (LN14, LN15, LN23)	P	P	P	P	P	P	P	P	A reduction in through traffic will result in less congestion and better air quality for all residents. BAME groups tend to live nearer busy arterial roads – therefore a reduction in traffic should benefit this group in particular.
<b>21. Hackney will work with partners and stakeholders to develop a Freight Action Plan for the borough to reduce the impacts of</b>	P	P	P	P	P	P	P	P	Reducing the impact of freight on the road network will help encourage active and sustainable transport use through



<b>deliveries and servicing on our road network by 2019 and progress trials. (MC, LN26)</b>									reducing road traffic domination and create healthier and safer streets for all groups.
<b>22. Hackney will work with partners to facilitate and promote ultra low or zero emission deliveries and last mile deliveries in the borough (LN6)</b>	P	P	P	P	P	P	P	P	Lower emission freight deliveries will help address poor air quality issues on local streets in Hackney. All groups should benefit.
<b>23. Work with businesses to promote Hackney's "Driving for Better Business" Policy with the aim of managing Work Related Road Risk WRRR and to encourage the adoption of the CLOCS scheme where relevant. (LN26)</b>	P	P	P	P	P	P	P	P	Reducing the road danger risk freight on the road network will help encourage active and sustainable transport use through reducing road traffic domination and create healthier and safer streets for all groups.
<b>24. Hackney will seek to reduce NO2 emissions to achieve the National Air Quality objective of 40mg/m3 or less and work with the Mayor of London to meet maintain compliance with the national air quality objective. Transport-related emissions of NO2, CO2, PM10 and PM2.5 will all be monitored as part of the delivery of this LIP. (LN3)</b>	P	P	P	P	P	P	P	P	Improved air quality should benefit all groups but especially children with asthma who are more at risk from the effects of pollution because of faster breathing rates and the fact that their lungs are still developing. Air pollution can also be particularly damaging to elderly people with chronic health conditions. BAME groups could also benefit more as there is a tendency for them to live nearer busy arterial roads which currently suffer from high levels of air pollution. Reducing CO2 emission will benefit all members of society as the risks of climate change are reduced.
<b>25. Hackney's neighbourhoods and streets will</b>	P	P	P	P	P	P	P	P	The benefit in terms of improved air

<p><b>be equipped to facilitate the transition to electric vehicle technology, and traffic based air pollution is no longer affecting the health of residents. (LN25)</b></p>									<p>quality and reduced CO2 emissions as described above benefit all groups. Care needs to be taken to so that electric vehicle charging infrastructure does not create footway obstructions.</p>
<p><b>26. We will support businesses to reduce their emissions through the City Fringe Low Emission Neighbourhood, create low emission town centres and continue to expand the Zero Emission Network for businesses across the borough (LN4)</b></p>	P	P	P	P	P	P	P	P	<p>Improved air quality should benefit all groups but especially children with asthma who are more at risk from the effects of pollution because of faster breathing rates and the fact that their lungs are still developing. Air pollution can also be particularly damaging to elderly people with chronic health conditions. . BAME groups could also benefit more as there is a tendency for them to live nearer busy arterial roads which currently suffer from high levels of air pollution. The City Fringe LEN maximises these benefits by focussing on an area of existing poor air quality.</p>
<p><b>27. Hackney’s neighbourhoods and streets will be prepared for the implications of climate change. (LN, MC)</b></p>	P	P	P	P	P	P	P	P	<p>This objective will benefit all equality groups particularly those that live near areas of localised flooding and heat stress.</p>
<p><b>28. We will develop a Public Realm Green Infrastructure Plan, with the aim of ensuring the selection and spatial distribution of our trees and plants is driven by the best available research to improve Hackney’s resilience to</b></p>	P	P	P	P	P	P	P	P	<p>This objective will benefit all equality groups particularly those that live near areas of localised flooding, heat stress and poor air quality</p>

<b>climate change-induced extreme weather events, such as floods and heatwaves, and contribute towards fighting the borough's poor air quality (MC)</b>									
<b>29. Hackney will better connect green spaces to each other and to the wider public realm, creating parks without borders (MC)</b>	P	P	P	P	P	P	P	P	The objective will benefit all equality groups
<b>30. Enhanced residents' access to jobs, training and essential services without increasing congestion on public transport or roads. (HTS)</b>	P	P	P	P	P	P	P	P	All residents of the borough should benefit through increased access to employment, goods and services which should reduce deprivation.
<b>31. Crossrail 2 proposals will be well advanced with an alignment through Hackney that maximises benefits to the borough. (PT)</b>	P	P	P	P	P	P	P	P	All residents of the borough should benefit through increased access to employment, goods and services which should reduce deprivation. Travel pattern of BAME and school children groups show high public transport trips. Therefore this objective should benefit these groups in particular. New stations will be required to be Equality Act 2010 - compliant thus benefiting older people, those with children and those with mobility impairments.
<b>32. The east of the borough will have seen a substantial improvement in public transport services. (PT)</b>	P	P	P	P	P	P	P	P	Eastern Hackney has higher levels of BAME and other low income groups than the rest of the borough and improving transport links here will help improve the access to jobs and services for these groups

<b>33. Stations in Hackney will contribute positively to local character and distinctiveness and will be built to the highest standards of design offering a safe, secure and attractive environment at all times. (PT)</b>	P	P	P	P	P	P	P	P	Perceptions of security and safety at stations can be a strong influence on whether stations are used by women particularly after dark.
<b>34. The accessibility of Hackney's public transport will have been vastly improved with a fully accessible bus stop network, increased real-time service information, and step free access to the majority of stations in the borough. (PT)</b>	P	P	N	N	N	N	N	P	Improving accessibility of the public transport network will be particular benefit to elderly and disabled people as well as pregnant women and parents with young children.
<b>35. Hackney will have improved community transport services for those who find it hard to access public transport, to support independent living so that they can access jobs, education and essential services. (PT)</b>	P	P	N	N	N	N	N	N	This objective will benefit elderly and disabled people with mobility issues
<b>36. Hackney will work with TfL to halt and reverse the recent declines in public transport use in the borough. (MC)</b>	P	P	P	P	P	P	P	P	Increasing public transport patronage involves tackling the barriers to public transport use which includes addressing the reasons why particular groups use public transport less, so this objective should be positive for all groups.
<b>37. Hackney will work with TfL to develop and protect Hackney's bus network to serve the borough and ensure the bus speeds are maintained or improved. (MC)</b>	P	P	P	P	P	P	P	P	The bus network is currently the most accessible form of mass public transport both in terms of network extent, affordability and ease of use by the mobility impaired. This objective should be positive for all groups.
<b>38. The Overground network will have had</b>	P	P	P	P	P	P	P	P	Capacity improvements on the

<p><b>further improvements providing additional capacity on congested routes. (PT)</b></p>									<p>Overground should reduce overcrowding on the network helping make travel on these trains more pleasant for all groups.</p>
<p><b>39. The council will continue to review the level of cycle parking at stations and public transport interchanges in order to ensure that (wherever possible) supply meets demand (PT8)</b></p>	P	P	P	P	P	P	P	P	<p>There are numerous environmental, social and health benefits for all sectors. However cycling improvements may not have specific benefit for those with mobility impairments although parking for disability adapted bicycles can be included. In general, however, increased cycling has health, congestion and air quality benefits for young and old.</p>
<p><b>40. All new development must contribute to the Healthy Streets approach to improve air quality, reduce congestion and make Hackney's diverse communities become greener, healthier and more attractive places in which to live, play and do business. (LP33)</b></p>	P	P	P	P	P	P	P	P	<p>The Healthy Streets design check aims to make London's streets "welcoming places for everyone to walk, spend time in and engage in community life." So measuring the mix of people using and enjoying the street is a key metric which should mean that all groups benefit from changes to the street. The clean air objective will be of especial benefit to young people and those with chronic health conditions more prevalent among the elderly. The safety objective will benefit the several groups (based on religion, sexual identity and ethnicity) who currently sometimes feel threatened in public spaces. The places to stop and rest objective will be of particular benefit</p>

									to disabled and elderly people.
<b>41. All new residential development in the borough will be Car Free. (LP33)</b>	<b>P</b>	<b>N</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	Reducing the supply of parking is a proven effective measure to encourage sustainable travel and can bring health and traffic decongestion and improved public realm benefits to all groups when they are encouraged to travel actively and/or by public transport. Those elderly or disabled people who remain dependent on cars for some trips can benefit from decreased journey times in the road space that has been freed up. Some designated parking for disabled people should be retained on or off street to prevent an unfair impact on these groups.
<b>42. New development must provide cycling parking for building users and visitors in accordance with Hackney's cycle parking standards and will include provisions to support cycle usage. (LP33)</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	Secure cycle parking helps to enable Increased cycling which has health and congestion reduction benefits - these include improved air quality and a safer environment. This will be of benefit to all groups
<b>43. New development will only be permitted where it</b> <b>(a) reduces the need to travel by encouraging high-density and high trip generating development around transport nodes</b> <b>(b) encourages mixed use development;</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	Reducing the need to travel in particular by motor vehicle can bring health and traffic decongestion and improved public realm benefits to all groups when they are encouraged to travel actively and/or by public transport. Those elderly or disabled people who remain dependent

<b>compact growth and regeneration</b> (LP33)									on cars for some trips can benefit from decreased journey times in the road space that has been freed up. Mixed use development means that access to goods and services close to where people live is ensured without the need to travel.
<b>44. New development must fully mitigate any adverse impacts upon the capacity of transport infrastructure and public transport services including pavements and other walking routes, cycle routes, bus and rail services, rail stations and roads</b> (LP33)	N	N	N	N	N	N	N	N	The benefits of sustainable low trip generating development will not only be of benefit to the residents of the new developments but will also extend to existing residents in the borough including those from all EIA groups who will have any adverse effects on the transport network mitigated by the developer.

**4 (b) What negative impact could there be overall, on different equality groups, and on cohesion and good relations?**

No negative impacts have been identified. The vast majority of the 42 LIP objectives and schemes arising to support the delivery of these objectives offer a positive impact on the nine protected characteristics.

## DELIVERY – MAXIMISING BENEFITS AND MANAGING RISKS

No	Objective	Actions	Outcomes highlighting how these will be monitored	Timescales / Milestones	Lead Officer
1	Ensure that issues and concerns raised by EIA groups in the Strategy are addressed satisfactorily	The Council will continue to periodically arrange general liaison meetings with representatives of Age UK East London, Disability Back Up, Living Streets, Hackney Head teachers and other relevant stakeholders to discuss a range of issues - both location/scheme specific and strategic objectives.	The objectives and outcomes of the Transport Strategy will be monitored on a regular basis to identify if and where adverse impacts occur and mitigation measures will be proposed if required	On-going (meetings expected to continue 2 times a year)	Tobias Newland/ Kate Hart