

Appendix 5

H&F Equality Impact Analysis

Conducting an Equality Impact Analysis

An EqIA is an improvement process which helps to determine whether our policies, practices, or new proposals will impact on, or affect different groups or communities. It enables officers to assess whether the impacts are positive, negative, or unlikely to have a significant impact on each of the protected characteristic groups.

The tool has been updated to reflect the new public sector equality duty (PSED). The Duty highlights three areas in which public bodies must show compliance. It states that a public authority must, in the exercise of its functions, have due regard to the need to:

1. **Eliminate discrimination, harassment, victimisation, and any other conduct that is prohibited under this Act;**
2. **Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;**
3. **Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.**

Whilst working on your Equality Impact Assessment, you must analyse your proposal against the three tenets of the Equality Duty.

General points

1. In the case of matters such as service closures or reductions, considerable thought will need to be given to any potential equality impacts. Case law has established that due regard cannot be demonstrated after the decision has been taken. Your EIA should be considered at the outset and throughout the development of your proposal, it should demonstrably inform the decision, and be made available when the decision is recommended.
2. Wherever appropriate, the outcome of the EIA should be summarised in the Cabinet/Cabinet Member report and equalities issues dealt with and cross referenced as appropriate within the report.
3. Equalities duties are fertile ground for litigation and a failure to deal with them properly can result in considerable delay, expense, and reputational damage.
4. Where dealing with obvious equalities issues e.g. changing services to disabled people/children, take care not to lose sight of other less obvious issues for other protected groups.
5. If you already know that your decision is likely to be of high relevance to equality and/or be of high public interest, you should contact the Equality Officer for support.
6. Further advice and guidance can be accessed from the separate guidance document (on the intranet) or [ACAS - EIA](#).
Or you can contact the relevant officer



H&F Equality Impact Analysis Tool

Overall Information	Details of Full Equality Impact Analysis
Financial Year and Quarter	Quarter 4 - 2022-23 (1 st March 2023)
Name and details of policy, strategy, function, project, activity, or programme	<p data-bbox="383 387 1435 419">Title of EQIA: Cycle Lanes on King Street and Hammersmith Gyratory</p> <p data-bbox="383 459 1861 643">The public health emergency resulting from the Covid-19 pandemic transformed the context for transport and brought into focus some of the inherent limitations in the way space is allocated on the public highway and in public spaces generally.</p> <p data-bbox="383 683 2159 826">The way people travel to access employment, education, leisure and retail facilities needs to be different in the future. Public transport facilities such as tube and bus services are likely to reach capacity from growth over time and the need to enable more sustainable journeys and greater choice for travel is paramount to support local businesses, the community and the economy.</p> <p data-bbox="383 866 2159 978">Reduced congestion and improved air quality were demonstrated during lockdown and the need to maintain provision for more sustainable journeys for the long term evident. Cycle lanes continue to play a key part in enabling sustainable journeys and will play a key role in the future to address climate change and sustainable future living.</p> <p data-bbox="383 1018 786 1050">Background to Cycle Lanes</p> <ol data-bbox="383 1050 2159 1385" style="list-style-type: none"> 1. The coronavirus (COVID-19) crisis has had a terrible impact on the lives and health of many UK citizens, as well as severe economic consequences. But it has also resulted in cleaner air and quieter streets, transforming the environment in our borough. 2. Levels of walking and cycling increased during the COVID-19 pandemic, after the government directed people to avoid public transport and stay at home to control the spread of the virus. 3. On 9th May 2020 the Government announced that councils should reallocate road space to accommodate “significantly increased numbers” of cyclists and pedestrians.

Some of the first measures in London to be implemented were the new temporary segregated cycle lanes that opened in Hammersmith on the 18th of May 2020 as part of plans to adapt public spaces in the borough. In Hammersmith these measures:

- ☐ Made it easier and safer for people to maintain social distancing
- ☐ Avoided a sharp increase in car use. If people switched even a fraction of their previous journeys to cars, congestion would return impacting on essential deliveries and emergency services
- ☐ Made the air as clean as possible to protect everyone's health and to reduce carbon emissions
- ☐ Supported those who are less mobile or could not walk or cycle by limiting the demand on public transport

3.2 kms of pop-up cycle lanes were initially marked out with water filled barriers from King Street at the border with Hounslow, around Hammersmith Gyratory and down Hammersmith Road to Olympia, using more than 3,500 barriers.

In April 2020, pavements in the busy shopping area of King Street and Uxbridge Road were temporarily widened to help pedestrians queue safely outside shops and to pass each other while social distancing.

In December 2021 the council declared a Climate Emergency which set out clear targets for the borough to reach zero carbon emissions by 2030.

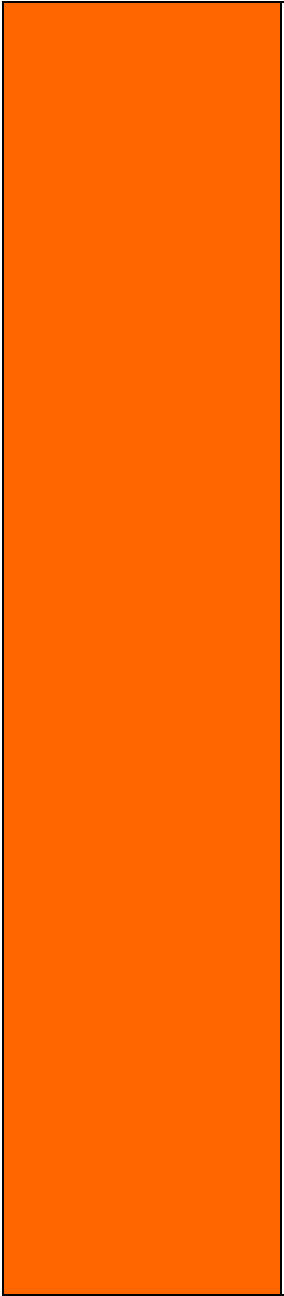
One of the main targets identified was to reduce emissions from all vehicles in the borough and to develop alternative means of residents both travelling and making the last mile trips.

Temporary to interim

In December 2021 the council converted the temporary cycle scheme to an interim cycle scheme with the use of semi-permanent materials such as rubber kerbs, wands and build outs for bus stop bypasses. All crossings were upgraded.

Consideration for Permanent

This EQiA considers making the current interim cycle scheme permanent.



Implementation

As part of post COVID-19 recovery measures, the Council introduced provisional 'with-traffic-flow' segregated cycle lanes made up of water filled barriers on King Street, Hammersmith Road and around the Gyratory in March 2020 with the intention of supporting the local economy and to help people walk and cycle safely, as capacity was reduced on public transport due to social distancing measures.

The lanes ran the length of King Street, Hammersmith Road and around the Gyratory and were intended ultimately to connect to similar facilities at the borough's boundaries with the London Borough of Kensington and Chelsea and Hounslow.

The Council was not required to undertake consultation on the temporary cycle lanes - prior to implementation, due to the Government's guidance note making clear that it expected major changes to roads that would support social distancing and that plans should be delivered urgently: "Measures should be taken as swiftly as possible, and in any event within weeks, given the urgent need to change travel habits before the restart takes full effect". The implementation was done under emergency powers agreed by the DfT. During implementation feedback from members of the public was taken on board and changes made to the emergency scheme to address concerns from road users.

Scope of the Interim Safer Cycle Pathway

The Interim Safer Cycle Pathway (SCP) was developed between the junction with Goldhawk Road, eastwards to Kensington Olympia and connecting local services and residential areas as a transition scheme from temporary, to interim with a view towards implementing a permanent scheme. The interim scheme was installed via an ETRO for the section between Goldhawk Road and Lyric Square and with a permanent traffic order for the Hammersmith Gyratory section.

The key scope requirements of the interim scheme were:

- Segregated cycle tracks along the A315 (Goldhawk Road junction of King Street to Lyric Square, the Gyratory and Hammersmith Road)
- Transformation of junctions to separate cyclists from general traffic
- Five improved pedestrian crossings and increased width footways
- Introduction of new signal technologies to enable more flexible management of traffic signals for the benefit of all road users

- New bus stop bypasses to remove conflicts between cyclists and buses and new bus shelters to improve the bus passenger experience
- Retention of all pavement space for pedestrians with no net footway space loss along the corridor – There is scope for the Goldhawk Road permanent scheme and opportunities for mitigation and neutralising loss / along the length of the corridor there will be a net gain in footway space).

Aims / objectives of the Programme / Strategic Context

With a population of 8.7 million, London is now larger than it has ever been and is forecast to grow to 10.8 million by 2041. This growth is expected to generate about 6 million additional trips each day. Latest population projection forecasts indicate London's population has reduced by 300,000-600,000 people in 2020. Overall this has not resulted in fewer journeys.

London's future must be planned around active and inter-connected lives with a new approach to reducing car dependency and increasing sustainable travel. TfL's £1.82bn Surface Transport investment in the Healthy Streets Portfolio over five years aims to deliver a safe, healthy, resource and space-efficient transport system through investment in walking, cycling and public transport. Cycleways fall under the £0.5bn Cycling Programme within this portfolio. The Mayor of London, Sadiq Khan, pledged his firm commitment to the continuation of investment in cycling from the outset, with pre-election manifesto pledges to "make London a byword for cycling around the world" and "make cycling and walking safer and easier in the capital". He backed the London Cycling Campaign's aspiration for triple the amount of protected facilities for cyclists and specifically committed to "press ahead with more Cycle Superhighways...learning lessons from the construction of previous tracks

Healthy Streets Approach

TfL's 'Healthy Streets for London' (February 2017) announced that TfL's Business Plan would include 'double the average annual spend on cycling seen under the last Mayor, taking London's spend per head to the same levels as Denmark and the Netherlands'. In this vein, the Mayor's Transport Strategy (MTS, March 2018) sets an ambitious target for 80 per cent of all trips in London to be made on foot, by cycle or using public transport by 2041 (currently 63 per cent). This is to be delivered under the new 'Healthy Streets Approach' with a focus on being active, safe, green and efficient. The Healthy Streets approach prioritises health and wellbeing, with the overall objective of delivering a transport system where everyone can travel safely by the healthiest and most resource and space-efficient modes, specifically walking, cycling and public transport.

	<p>The programme contributes specifically to achieving a number of measures such as reducing the number of people killed and seriously injured on London's roads, 2 x 10 minutes of active travel per day and sustainable mode share targets. In addition to attracting more cyclists and making more efficient use of road space, they also provide valuable connections to other cycle routes, contributing to the new Mayor's aim for 70 per cent of Londoners to live within 400 metres of the strategic cycle network by 2041. As such Cycleways are a cornerstone of the Healthy Streets Approach and will continue to deliver these benefits going forward.</p> <p>This EQIA reviews the impact of the interim cycle lane that has been implemented, and the measures that will be implemented for a permanent cycle scheme.</p>
Lead Officer	Richard Duffill Borough Cycling Officer Richard.Duffill@lbhf.gov.uk
Date of completion of final EIA	On going

Section 02	Scoping of Full EIA		
Plan for completion	Timing: The scheme was delivered over a period of six months and completed in December 2022. EQIA has been updated during the design and construction phase of the project. Resources: Project team.		
Analyse the impact of the policy, strategy, function, project, activity, or programme	Analyse the impact of the policy on the protected characteristics (including where people / groups may appear in more than one protected characteristic). You should use this to determine whether the policy will have a positive, neutral, or negative impact on equality, giving due regard to relevance and proportionality.		
	Protected characteristic	Analysis	Impact: Positive, Negative, Neutral

		Age	<p>Background information on age and transport choices</p> <p>Walking is the most common form of public transport for all Londoners. Almost all Londoners walk every week (95 per cent). Disabled Londoners are less likely to walk at least weekly (81 per cent); almost all younger Londoners walk at least once a week (97 per cent). The bus is the next most commonly used type of transport in the Capital: 59 per cent of Londoners use the bus at least once a week.</p> <p>Only 4 per cent of Londoners aged 65 and over sometimes use a bike to get around London however, younger Londoners are just as likely as all Londoners to use a bike (17 per cent). The proportion of Londoners aged 65 and over who can ride a bike (74 per cent) is lower than the total population of Londoners (81 per cent). The proportion of younger Londoners who can ride a bike is higher at 82 per cent.</p> <p>Londoners in lower income households are the most likely equality group to use the bus at least weekly; seven in 10 Londoners in households with an annual income of less than £20,000 do so (69 per cent). Men and white Londoners are slightly less likely than average to use the bus once a week (56 per cent in both cases), compared to 65 per cent of BAME Londoners and 62 per cent of women. Women are more likely than men to be travelling with buggies and/or shopping, and this can affect transport choices.</p> <p>Disabled Londoners and Londoners aged over 65 use the Tube less than other groups on a weekly basis (21 per cent of disabled Londoners and 28 per cent of Londoners over 65; compared with 41 per cent of all Londoners) Eighty-four per cent of disabled Londoners report that their disability limits their ability to travel, reflecting that disabled Londoners travel less often than non-disabled Londoners (1.9 compared with 2.4 trips on an average weekday)</p> <p>Low income Londoners also tend to travel less frequently than Londoners overall – 2.2 trips per weekday on average compared to 2.4 among all Londoners. Among this group, a greater proportion of journeys are completed for the purposes of shopping and personal business: 31 per cent for Londoners with household income of less than £20,000 compared with 22 per cent all Londoners (in line with 31 per cent and 22 per cent observed in 2013/14) [11].</p> <p>From the data it is likely to positively impact on younger people who are more likely to use the cycling lane. Older Londoners are less likely to ride a bike etc. It is also more likely that older people will be negatively impacted by the limited kerbside areas where they would be able to be dropped off or picked up. Less confident and older cyclists will overall benefit from these lanes and also increased physical</p>	<p>Negative for Older People</p> <p>Positive for younger people</p>
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		<p>activity via cycling helps reduce incidences of obesity related diseases such as Type 2 diabetes and promotes overall wellbeing.</p> <p>Issues</p> <ul style="list-style-type: none">• The nature of segregated cycle lanes means that, for long sections of the street vehicles are physically unable to pull into the kerb as they had previously (notwithstanding legal restrictions on parking and loading). There are implications for older people using private hire, taxis or private vehicles to visit the street as they may not have been able to be dropped off or picked up immediately outside of their preferred destination and therefore needed to walk (or use a wheelchair) further than they would otherwise have needed to do. <p>Mitigation</p> <p><i>The design will incorporate where possible bays that can be used by elderly residents as well as investigate the creation of additional parking bays on adjacent streets.</i></p> <p><i>Existing loading areas can be used for use as drop-off and pick-up points as well as goods delivery, either from locations further along or from new single yellow line pick-up/drop-off facilities provided on side roads as part of the scheme.</i></p> <p><i>Update: The experimental scheme was introduced without the loss of any previous existing loading bays. Following review of the scheme so far, additional parking spaces on adjacent streets are being designed and the current loading spaces and operating times for all parking along the route is being reviewed. Implementation of these amendments will be dependent on the decision to continue with the scheme.</i></p>	
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	Disability	Background information on disability and transport choices Fourteen per cent of Londoners consider themselves to have a disability that impacts their day-to-day activities 'a lot' or 'a little'. Eighty-five per cent of disabled Londoners say they never use a bike to get around London, a slightly smaller proportion than among non-disabled Londoners (82 per cent). Disabled Londoners are more likely to say that they cannot ride a bike than non-disabled Londoners (22 per cent compared to 15 per cent) and 73 per cent say they have never thought about cycling or have thought about cycling but decided not to. Sixty-four per cent of disabled Londoners are aware of Cycleways compared to 61 per cent of non-disabled Londoners and 20 per cent say they probably or definitely expect to use Cycleways in future compare with 23 per cent of non-disabled Londoners.	Negative for disabled people
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		<p>The most commonly used types of transport by Londoners with disabilities are walking (81 per cent walk at least once a week), the bus (58 per cent) and car as a passenger (47% per cent) or driver (24 per cent). Disabled Londoners use transport less frequently than non-disabled Londoners. With the exception of private hire vehicles, a lower proportion of disabled Londoners use each type of transport at least once a week than non-disabled Londoners. Some people with disabilities are heavily reliant on taxi services.</p> <p>Co-Production with the Disabled Residents Team in Hammersmith and Fulham.</p> <p>The Disabled Residents Team (DRT) has been set up in Hammersmith and Fulham to deliver the co-production of projects taking into account all aspects for disabled groups. The DRT includes pedestrians with a physical impairment, older disabled people, deaf or hard of hearing people, blind and visually impaired people, people with a learning disability, mental health or neurodiversity issues as well as pedestrians living with long term illness. There are increasing numbers of disabled cyclists who use adapted cycles etc. The Civic Campus has also made provision on cycle parking for adapted cycles.</p> <p>DRT's top priority is safe and inclusive access for all along the SCP, whether it be Temporary or Permanent and includes safe and inclusive access to the new Civic Campus:</p> <ul style="list-style-type: none">• For visitors, residents including children; disabled and older people: staff, Councilors, cyclists and contractors working on site.• For vehicles such as contractors, emergency access, deliveries, blue badge holders etc.• Inclusive, safe and legible pedestrian routes from bus stops, tube stations and pedestrian crossings. <p>Access requirements raised by disabled residents for the Temporary Cycle Route.</p> <p>Issues.</p>	
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Bus stop bypasses: pedestrians including blind and visually impaired pedestrians need to know :

- **when** their bus is arriving so they can leave the bus shelter and pavement in time to find the crossing to the bus stop bypass. Particular issue when several buses use the same bus stop.
- **where** to cross the cycle lane to get to the central island at the bus stop bypass.
- **when** it is safe to cross cycle lanes both ways:
- **which way** to turn getting from the pavement or bus shelter, across the cycle lane and to the right place at the bus stop bypass to get onto the bus.
- **the island space** on the bus stop bypass is wide enough plus 1500x1500 space for wheelchair users
- **the bus stop bypass has a kerb** (60mm) so a cane user can feel the edge of the island and not step into the road.
- **which way** to turn when they get off the bus: how to navigate their way to the right place to cross cycle lanes to the pavement.

Mitigation:

Using the experience gained from Transport for London engineers who have been designing numerous other cycling schemes, the SCP project team will review all designs and ensure that Safety Audits are carried out to meet all the requirements of disabled groups.

Update: The interim scheme has been delivered in conjunction with the DRT and where possible items raised by the DRT members have been incorporated. Changes include:

- Bus operators have included an audible advance warning internally as a bus approaches a Bus Stop Bypass
- New short zebra crossings are included on all Bus Stop Bypass approaches to guide disabled residents.
- The width of the Bus Stop bypasses has been set at 2m to facilitate space for wheelchairs.
- Work is ongoing with engineers to clarify directions for disabled users on leaving the bus.
- Additional warning signage has been added to the cycle lane in advance of the

zebra crossings on the Bus Stop Bypasses.

Bus stop congestion

- King Street has several bus routes along its entire length. Sometimes a number of buses on different routes are close behind each other and stop in a long queue. Some bus stops are designed to accommodate only a single vehicle.
- Older, less mobile, disabled, blind or hard of hearing residents need to be able to find and catch their bus in time even when the bus waits some distance from the pedestrian waiting area.
- Seating or bus shelters with seating essential for some disabled and older residents
- Bus drivers need to have enough space to pull their buses up alongside the kerb to enable accessible boarding / disembarkation.

Mitigation.

The design team will engage with the Bus operators to resolve these issues relating to the Temporary cycle lanes and re-location of bus stops. There will also be ongoing liaison with TfL buses.

Update:

- Bus operators have included an audible advance warning internally as a Bus approaches a Bus Stop Bypass
- All new Bus stop shelters include seating for all residents.
- All new Bus Stop Bypasses are designed to ensure that the height of the Bus Stop meets that of the height of the Bus doors

Distances between bus stops

- There are two bus stops between the Broadway and Hammersmith town hall. 145 King Street is a fair distance from the M&S bus stop and the town hall bus stop, so may not be accessible to people with a mobility impairment who cannot walk far.
- Need to review distances between these bus stops.

Mitigation.

The design team will review the distances between the Bus stops along the route and discuss with the Bus companies to ensure that full accessibility is maintained.

Update: The design team have discussed the distance between each bus stop with TFL Buses and the scheme project engineers, and confirmed that the distances along King Street meet the TfL design standard.

Tactile paving:

- If tactile paving is also used on a cycle lane visually impaired people still need to know when it is safe to cross.
- Visually impaired people with diabetes need to know what to do if they cannot feel tactile paving.
- Good colour contrast high priority because 70% of visually impaired people can't see colours but can distinguish colour contrast.

Mitigation.

The design engineers will ensure that that such contrasts are clear for all users in the scheme design.

Update: All tactile paving was discussed with project engineers and a standard colour of red was agreed for all controlled crossings as well as dark gray for uncontrolled crossings along the route.

Controlled crossings e.g. pelican crossings

- rotating cones or audible signals essential at all controlled crossings because they inform blind and visually impaired people when it is safe to cross the road.
- Need traffic light pedestrian friendly crossing times.

Mitigation.

Design engineers will ensure that all crossings along the temporary route are designed to enable disabled users to access the control mechanisms of the crossing safely and have space to safely wait before a crossing.

Update: All crossings along the route have been audited and where further elements such as rotating cones are needed these have been added to the delivery programme.

Barriers for mobility impaired people

- Disabled people who cannot cycle, walk or use public transport need to be able to access King Street; be dropped off in taxis outside the shop or other destination.
- Blue badge holders who can only travel by car need to be able to park close to their destination.

Mitigation.

The design will incorporate where possible bays that can be used by disabled users as well as investigate the creation of additional parking bays on adjacent streets. Existing loading areas can be used for use as drop-off and pick-up points as well as goods delivery. either from locations further along or from new single yellow line pick-up/drop-off facilities provided on side roads as part of the scheme. Development in the vicinity can also consider improvements to accessibility.

Update: The experimental scheme was introduced without the loss of any previous existing loading bays. Following review of the scheme so far, the Council is working to design additional parking spaces on adjacent streets and review the current loading spaces and operating times for all parking along the route. Implementation of these amendments will be dependent on the decision to continue with the scheme.

Safety

- Converting a bus lane into a cycle lane on relatively narrow roads has an impact on bus users, pedestrians as well as motorists.
- Disabled users need every controlled, uncontrolled crossing and raised entry treatment on side streets to be safe for all pedestrians (including blind and visually impaired pedestrians).
- Consistency across the whole route is essential for everyone including neuro-diverse people.
- Need consistent, inclusive signage everyone understands.
- Need pavements wide enough to accommodate footfall
- Increased risk of collision and subsequent injury to some disabled people, especially the blind and partially sighted, due to bikes making little to no sound or not being clearly seen especially by those who are blind or visually

impaired. If they're not identified early enough, or a rider isn't aware of the pedestrian's disabilities it could lead to an increased risk of collision and the level of injury could be more significant as they weren't able to protect themselves ahead of the collision.

Mitigation.

The cycle lanes will be clearly segregated so that disabled people do not find themselves walking in the actual lanes themselves. Cyclists will be encouraged to use warning bells when appropriate and cycle with consideration of all users. The use of signage will be considered to help direct road users.

Update: The interim scheme has been designed so that existing kerb lines are retained so that the actual cycle lane is on what was the original road, and not on the footway used by pedestrians.

- Increased risk of collision and subsequent injury to some disabled people due to the speed of bikes. There is a perception that all cyclists ride quickly. Those that are visually impaired, blind or have restricted movement due to a disability may have slower reactions and are therefore more likely to suffer from collisions and possibly more significant injuries if they are unable to move out of the path of a cycle in time.

Mitigation.

The cycle lanes have been designed to encourage residents to use them who are casual cyclists rather than fast commuters. Additional routes are in early planning stages to take the faster cyclists away from this more leisurely route along the A4 corridor and usage monitored.

Update: The council's Active Travel team have been activated to remind and encourage all cyclists to cycle considerately.

- Increased fear of going out for some disabled people as a result of the introduction of new cycle lanes. Some may feel anxious and worried about the introduction of new dedicated cycle lanes. Blind or partially sighted people in particular are likely to be nervous and will possibly stay home to avoid interactions leading to isolation and loneliness. It is possible to expect this to affect others with disabilities too such as those with brittle bone disease, those with impaired movement and possibly autism.

Mitigation.

The promotion of the route will aim to dispel many of these issues by highlighting the opportunities that the route creates, as well as clarifying that the existing infrastructure and particularly pavement widths will remain as it is.

Update: The council's Active Travel team have been activated to work on the message to all residents.

- Disabled residents will not be able to cross to a Bus stop safely and therefore this will restrict their movement and accessibility.

Mitigation.

See response to Bus Stop Bypasses.

Using the experience gained from Transport for London engineers who have been designing numerous other cycling schemes, the SCP project team will review all designs and ensure that Safety Audits are carried out to meet all the requirements of disabled groups.

Update: Engineers have met with members of the DRT on site to explain the layout and demonstrate the use of a Bus Stop bypass. Future training sessions with other disabled residents are planned.

	Gender reassignment	<p>Women are more likely to use buses than men (65 per cent women compared with 58 per cent men). Women are more likely than men to be travelling with buggies and/or shopping, and this can affect transport choices.</p> <p>Concerns around crime and antisocial behaviour also have an impact upon women's frequency of public transport use: 61 per cent report that the frequency with which they travel is affected 'a lot' or 'a little' because of these concerns, compared with 43 per cent of men.</p> <p>Walking frequency is very similar for women and men however, women are less likely to cycle than men: 21 per cent of men cycle in London compared with 14 per cent of women and 10% of women cycle regularly (at least once a week) in London and a further 4% cycle occasionally, with the remaining 86 per cent never using bikes as a way of getting around the Capital.</p> <p>Women are less likely than men to be able to ride a bike. Seventy-nine per cent of women living in London can ride a bike, compared with 88 per cent of men. Fifty-three per cent of women are aware of Cycle Superhighways compared to 70 per cent of men. 14 per cent of men have used a Cycle Superhighway compared with seven per cent of women.</p> <p>Issues</p> <ul style="list-style-type: none"> Men may suffer an increased risk of a collision on bikes. Falls from bikes are expected partly due to the opportunity that this new temporary cycle lane will have. <p>Mitigation</p> <p><i>The council have introduced additional Adult cycle training sessions in the borough that train riders of all abilities so that residents have greater opportunity to cycle safely.</i></p> <p>Update: Adult cycle training has taken place across the borough throughout the year and over 500 residents have been newly trained in Bikeability safety.</p>	Neutral

		<p>Some women may feel excluded from using a cycle due to the increased fear</p> <ul style="list-style-type: none"> • and risk of hate crime to some women riders <p>Mitigation</p> <p><i>The council are working with the Met Police as well as enhancing our own Neighbourhood Teams to ensure that the streets of Hammersmith are safe places for all residents</i></p> <p>Update: Work is ongoing with the Law Enforcement team to ensure that the streets are safe for all cyclists.</p> <ul style="list-style-type: none"> • Increased risk of Covid-19 to men from meeting other male cyclists on the route. The disease can be especially harmful to men who are more at risk of a serious illness <p>Mitigation</p> <p><i>The council has developed its own Covid testing programme that covers all residents. The roll out of Vaccines for all residents is also well under way and is expected to cover all residents by July 2021.</i></p> <p>Update: The Covid vaccine roll out is now complete as the pandemic is no longer as prominent as at the time of the route development.</p> <ul style="list-style-type: none"> • Increased risk of collision and subsequent injury to some pregnant women or those with prams due to the speed of bikes especially in shared space areas Pregnant women may have restricted movement and slower reactions and are therefore more likely to suffer from collisions and possibly more significant injuries if they are unable to move out of the path of a cycle in time and fall on their bump. Children in prams could also be injured if involved in a collision with a cycle due to its speed. <p>Mitigation</p> <p><i>The council will aim to make available information to all pregnant women highlighting possible risks and make them aware of the cycle lanes and crossings.</i></p>	
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		<p>Update: Provision of information is being made available on the council's website.</p> <ul style="list-style-type: none">Increased fear of going out for some pregnant women or those on maternity/paternity as a result of the introduction new safer cycle lanes as a new mode of transport, some feel anxious and worried about the location of new cycle lanes and how it could adversely affect them and their activities. <p>Mitigation <i>The council will engage with all groups to highlight the risks but also the opportunities that a new cycle lane gives.</i></p> <p>Update: Work is ongoing to engage with different groups as the cycle route becomes a more familiar feature.</p>	
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	Marriage and Civil Partnership	a Neutral impact		Neutral

	Pregnancy and maternity	<p>Issues</p> <ul style="list-style-type: none"> Pregnant women are likely to suffer from more significant injuries due to falls from cycles as a rider as they do not have enough awareness of how to use them. Pregnant women are more likely to suffer from more significant injuries if they fall from a bike whilst riding which could lead to harm of their baby as well as themselves. <p>Mitigation.</p> <p><i>Women and Pregnant women are being offered gender specific cycle training across the borough to develop skills that enable them to cycle safely.</i></p> <ul style="list-style-type: none"> Pregnant women are more risk of a severe injury if they fall whilst trying to avoid a cycle and fall on their bump. Men or women with prams are reliant on the pavement for safe mobility and are more likely to suffer if there are speeding cycles along the route. <p>Mitigation</p> <p><i>All adults and children are being offered additional cycle training to enable them to not only cycle safely but to also be aware of other users of the pavements.</i></p> <ul style="list-style-type: none"> There are a number of nursery schools along the route where parents congregate with prams and Buggies. These often spill out onto the pavements. <p>Mitigation</p> <p><i>Engineers have identified where the nurseries are along the route and are considering the space available along with how to ensure that the route is clearly identified to parents.</i></p>	Neutral
	Race	<p>Background information on race and transport choices</p> <p>BAME Londoners, both adults and children, are twice as likely as white Londoners to be injured on the roads. BAME Londoners are also less likely than white Londoners to say that they feel safe from road accidents when walking around London at night (60 per cent BAME compared with 74 per cent white). There is little difference between the frequency of walking among BAME and white Londoners. Ninety-seven per cent of BAME Londoners walk at least once a week, which is very similar to white Londoners where 95 per cent walk at least once a week.</p>	Neutral

	<p>Cycling levels of BAME Londoners and white Londoners are very similar. 18 per cent of BAME Londoners cycle in London at least sometimes compared to 17 per cent of white Londoners. There is also very little difference between BAME and white Londoners in frequency of cycling (at least once a week) in London (14 per cent BAME compared with 13 per cent white). There is little difference between BAME and white Londoners in their ability to ride a bike (83 per cent BAME compared with 84 per cent white).</p> <p>The same proportion of BAME Londoners and white Londoners report that they have used a Cycleway (10 per cent). BAME Londoners are more likely than white Londoners to say they will definitely/ probably use Cycleways in the future (28 per cent BAME compared with 21 per cent). BAME Londoners are however, less likely to be aware of Cycleways: 53 per cent are aware compared to 65 per cent of white Londoners Other – refugees, low income, homeless people</p> <p>Despite popular perceptions of cycling, BAME Londoners and white Londoners have very similar levels of cycling activity. Seventeen per cent of BAME Londoners cycle in London at least sometimes compared to 18 per cent of white Londoners.</p> <p>Issues.</p> <ul style="list-style-type: none">Increased risk of Covid-19 to BAME communities from use of the cycle lanes through greater accessibility. The disease can be especially harmful to BAME communities who are more at risk of a serious illness or death from the disease. <p>Mitigation</p> <p><i>BAME communities are being given advice on safe use of the cycleway and have full access to additional adult cycle training</i></p> <ul style="list-style-type: none">Some people from BAME communities may be disproportionately excluded from using the cycle lanes due to lower than average incomes that would not allow them to purchase a bike. <p>Mitigation</p> <p><i>The council is investigating schemes that enable communities to purchase used bikes at affordable levels. New suppliers of E-bike hire bikes are also being encouraged to offer all BAME communities and low-income residents subsidised hire rental charges.</i></p>	
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	Religion/belief (including non-belief)	<p>There is potential for changes in parking control times along the route that would require people attending places of worship to pay for parking where they do not currently.</p> <p>Free parking to faiths is biased to Christianity on the basis the main day of worship is a Sunday where traditional parking controls have not been in force. Saturday daytime and weekday evening religious observance would take place during hours of control. The overall strategy would to normalise any impacts to be the same for all faiths.</p> <p>The churches and religious buildings along King Street and Hammersmith road are not impacted by the route.</p>	Neutral/ Negative
	Sex	<p>Background information on sex and transport choices We have no formal data on demographics of people who used the cycle lanes, but Transport for London's Attitudes to Cycling report (2014) found that 'regular cyclists are more likely to be men with 20 per cent of men reporting being 'regular' cyclists compared with eight per cent of women.</p> <p>In England, men travel on average 86 miles per year by bike compared with the average of 21 for women. Women are more likely to use buses than men (63 per cent women compared with 56 per cent men) and women are more likely than men to be travelling with buggies and/or shopping, and this can affect transport choices.</p> <p>In a survey, sixty-seven per cent of women selected 'cycle lanes separated from traffic' as the number one thing that will get more women cycling (Sustrans, 2013), with just eight per cent of women as 'regular' cyclists compared with 20 per cent for men.</p>	Neutral/P ositive
	Sexual Orientation	<p>There is an increased fear and risk of hate crime to riders of some LGBT+ along the route. LGBT+ communities are at a higher risk of hate crime. The council is creating an extensive borough wide Neighbourhood team who will seek to support all communities and eliminate any hate crime.</p> <p>Mitigation</p> <p><i>The H&F neighbourhood and smarter transport team are working with the Police and community groups to raise awareness and encourage reporting of any behaviour or offence of this type. General communications on safer cycling will also consider how to engage and raise awareness of this concern through community groups.</i></p>	Neutral

	<p>Human Rights or Children's Rights</p> <p>We have no formal data on the age of people who use the cycle lanes, however, feedback and officer observations, suggested that more children - including very young children - cycle on the street now the temporary cycle lanes are in place on King Street and Hammersmith Road. Residents and visitors have used the temporary cycle lanes and said the protected nature of the lanes from motor traffic had enabled them to cycle as families. There was positive feedback received from schools on King Street that suggested that more of their children were cycling in the temporary lanes and as a result additional cycle storage facilities had been provided in the schools.</p>
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Section 03	<p>Analysis of relevant data</p> <p>Examples of data can range from census data to customer satisfaction surveys. Data should involve specialist data and information and where possible, be disaggregated by different equality strands.</p>
Documents and data reviewed	<p>There are a number of different affected groups. Broadly three main categories of affected groups exist, those that own cycles and ride in the borough and those that do not, and those that own and drive cars. The types of cycle owned and the ability of an individual to change their vehicle to a more eco-friendly type, such as a bike, is a function of their wealth and not to their particular equality strand, however the distribution of wealth across equality strands does play a factor in how each measure could positively or negatively affect a specific group.</p> <p>It is noted that the beneficiaries of cleaner air and the effects of climate change are the very young, the very old and those that are of poor health, especially those that are financially less secure.</p>
New research	<p>Data collection of vehicle movements across this area of the borough to determine the current levels of demand on the roads and the mix of vehicles that occupy space. New monitoring is being established along these routes.</p>

Section 04	Consultation
Consultation	<p>To be carried out at a later date when the scheme has settled in and residents and visitors can respond to the temporary layout</p> <p>The Experimental Traffic Order requires that any changes to the scheme are made in the first six months and that any comments from stakeholders are incorporated into the scheme if appropriate. No changes were made in the first six months of the scheme.</p> <p>During the development of the interim scheme, the Council worked with the DRT on the detailed scheme design and where possible, changes were made to the design.</p>

	Update: The Council initiated a wider consultation in October 2022 which lasted six weeks until the end of November 2022 and comments and suggestions were received from members of the public and businesses.
Analysis of consultation outcomes	The results of the consultation are available in the Consultation Report and Cabinet members report

Section 07	Action Plan
Action Plan	<p>There will be a need for bus and cycle surveys at several points along the route. This will formulate an ongoing long term monitoring strategy for the infrastructure.</p> <p>Actions identified have been stated within the body of the report.</p> <p>Further reviews of the infrastructure will be carried out on an ongoing basis as a permanent highways asset or when further improvements are made in the future.</p>

Section 08	Agreement, publication and monitoring
Chief Officers' sign-off	<p>Name: Bram Kainth</p> <p>Position: Strategic Director of Environment</p>
Key Decision Report (if relevant)	<p>Date of report to Cabinet/Cabinet Member: March 2023</p> <p>Key equalities issues have been included: Yes</p>