

## Appendix 2 - H&F Equality Impact Analysis Tool



### Conducting an Equality Impact Analysis

An EIA 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 is informed by the [public sector equality duty](#) which came into force in April 2011. 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 the Equality Act 2010**
- 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 these three tenets.

## 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 Strategy & Communities team for support.

Further advice and guidance can be accessed online and on the intranet:

<https://www.gov.uk/government/publications/public-sector-equality-duty>

<https://officesharedservice.sharepoint.com/sites/Governance/SitePages/Reports.aspx>

## H&F Equality Impact Analysis Tool

Overall Information	Details of Full Equality Impact Analysis
<b>Financial Year and Quarter</b>	2023 / 2024 – Quarter 4
<b>Name and details of policy, strategy, function, project, activity, or programme</b>	<p>Title of EIA: Proposed Junction Improvements at Wood Lane, Depot Road and South Africa Road</p> <p>Short summary: The proposed scheme is located in the London Borough of Hammersmith and Fulham, within the College Park and Old Oak ward, and forms part of a wider scheme to introduce a new cycleway along Wood Lane. The junction improvements at Wood Lane, Depot Road and South Africa Road are being undertaken as part of the associated S106 development of Eighty Eight Wood Lane, in partnership with Imperial College. The proposed development is a 34-storey building comprising of 192 residential apartments, available to both university staff and private renters. The surrounding area of the junction consists of retail, social, commercial, residential, and academic spaces, including Imperial College’s White City Campus, Westfield Shopping Centre, Hammersmith Park and Queens Park Rangers Football Club. As well as this, several tube stations and bus stops are located within the area, including White City and Wood Lane bringing commuters to the area to several of the key commercial hubs such as White City Place and BBC and ITV Studios. The development at Eighty-Eight Wood Lane is expected to generate significant additional footfall to the area.</p> <p>Given that the proposed works are located within a mostly academic and commercial district, with easy access to public transport, it is anticipated that those most likely to be affected by the proposals are pedestrians and cyclists. These users are likely to be of the working population commuting to and from their homes and places of work. Several other trip generators within the area which will attract users will also be affected by the proposed works. These include places of worship and schools.</p> <p>The site location and surrounding area are easily accessible by public transport, scoring a high Public Transport Accessibility Level of 6a<sup>1</sup>, and provides good links to accessing central London. The proposed improvements focus on introducing cycle infrastructure and upgrading existing pedestrian facilities that will support walking, wheeling and cycling. The development itself includes secure underground bike storage facilities for residents.</p> <p>The proposed works currently consist of:</p> <ul style="list-style-type: none"> <li>• Two-way segregated cycling facility on Wood Lane, with separate stage for cyclists at the signal-controlled</li> </ul>

<sup>1</sup> <https://tfl.gov.uk/info-for/urban-planning-and-construction/planning-with-webcat/webcat?Input=Depot%20Road%2C%20London%2C%20UK&locationId=EhZEZXBvdCBSb2FkLCBMb25kb24slFVLIi4qLAoUChIJZUvpi9cPdkgR9Mw8MSR9H38SFAoSCfPzF7dbG3ZIEQqyADI5LpFJ&scenario=Base%20Year&type=Ptal>

	junction <ul style="list-style-type: none"> <li>• Pedestrian crossing points across the segregated cycle lanes to access bus stops and crossings</li> <li>• Widened footways at crossing points providing shorter crossing distances</li> <li>• Inclusion of tactile paving at all crossing locations</li> <li>• Inclusion of tactile paving where cycle tracks terminate at crossing points</li> <li>• Introduction of a cycle lane traveling westbound on South Africa Road</li> <li>• Widened pedestrian islands on South Africa Road</li> <li>• Reintroduction of existing bus lane to suit new kerb line</li> <li>• Proposed planting</li> </ul>
<b>Lead Officer</b>	Name: Michael Masella Position: Lead Engineer – Environment Department Email: Michael.Masella@lbhf.gov.uk Telephone No: 07795 127316
<b>Date of completion of final EIA</b>	04/03/2024

<b>Section 02</b>	<b>Scoping of Full EIA</b>		
<b>Plan for completion</b>	Timing: The scheme was delivered over a period of 12 to 14 months and completed in September 2025. EQIA has been updated during the design and construction phase of the project.  Resources: Project team.		
<b>Analyse the impact of the policy, strategy, function, project, activity, or programme</b>	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.		
	<b>Protected characteristic</b>	<b>Analysis</b>	<b>Impact:</b> Positive, Negative, Neutral
	Age	<b>Background information on age and transport choices:</b> The Office for National Statistics (ONS) 2021 <sup>2</sup> population estimates for Hammersmith and Fulham states a total population of 183,200. Of this 5% are	Positive for young people

<sup>2</sup> <https://www.ons.gov.uk/visualisations/censusareachanges/E09000013/>

		<p>under 5 years, 10.6% are 5 to 15 years, 12.9% are 16 to 24 years, 61.2% are 25 to 64 years and 10.4% are over 65 years. This is comparable with the age breakdown for the whole of London which has 6% under 5 years, 13.2% of 5 to 15% years, 11.1% of 16 to 24 years, 57.7% of 25 to 64 years and 11.9% of over 65 years, which shows that overall Hammersmith and Fulham has a slightly higher population of working age. Although, it should be noted that this is not representative of people likely to be affected by the proposed scheme given the large number of commuters and visitors regularly travelling to the area.</p> <p>Walking is the most frequently used mode of transport used in London, accounting for an estimated 39% of all trips by London residents. Among the age groups, those aged between 25 to 44 years have the highest walking trip rates, followed by those aged 5 to 16 years and 45 to 64 years<sup>3</sup>. Research has shown that walking is the most frequently used mode of transport by older people aged 65 and over, with 87% walking at least once a week<sup>4</sup>. Public transport is the next most frequently used mode of travel, with buses being the most used type of transport. Statistics show that Londoners aged over 65 use the tube less than other groups on a weekly basis (28% of Londoners over the age of 65, compared to 41% of all Londoners)<sup>4</sup>. Cycling makes up 4.5% of trips among London residents, with 30% of those aged 5 to 16 cycled once in the last year (2022/23). Followed by 28% of those aged 25 to 44, 24% of those aged 45 to 64 and 7% of those aged 65 and over<sup>5</sup>.</p> <p>There are several sensitive receptors within the area where higher proportions of children and young people are likely to be travelling to and from. These include Harmony Neighbourhood Nursery, Ark White City Primary Academy, Pupil Parent Partnership, Harrow Youth Club, West Youth Zone, Imperial College London, and the Royal College of Art. There are no known facilities that may be more frequented by the elderly population, although Hammersmith Hospital is nearby, and there are Boots stores in close proximity which provide pharmacies and hearing care.</p> <p>The proposed scheme introduces widened footways leading to shorter crossing</p>	<p>Neutral for elderly people</p>

<sup>3</sup> <https://content.tfl.gov.uk/travel-in-london-2023-annual-overview-acc.pdf>

<sup>4</sup> <https://content.tfl.gov.uk/travel-in-london-understanding-our-diverse-communities-2019.pdf>

<sup>5</sup> <https://content.tfl.gov.uk/travel-in-london-2023-active-travel-trends-acc.pdf>

		<p>distances, with dropped kerbs and flush surfaces. This will benefit users of all ages, especially those who are elderly and young.</p> <p>For example, wider footways and shorter crossing distances will be of particular benefit to those who are travelling with young children and pushchairs and elderly users who are more likely to have limited mobility and stamina, as research indicates that 52% of those aged over 65 are disabled compared to 9% of those under 65<sup>6</sup>. In addition to this, the wider pedestrian islands on South Africa Road will also benefit all users, including the elderly and young, as it provides a safer crossing point for pedestrians. Providing wider footways, reducing crossing distances and improving crossing safety is paramount to encouraging safer, more accessible active travel, particularly for the elderly and young. For example, with regards to road safety, per thousand people, young adults aged between 16 and 30 are more frequently killed or seriously injured, and slightly injured, than any other age group<sup>7</sup>.</p> <p>The proposed segregated cycle lane will provide improved safety and accessibility for all those cycling, which will be of particular benefit to those aged 5 to 16 whom had the highest proportion of having cycled at least once within the last year<sup>4</sup>.</p> <p>Children and young people attending local education establishments are likely to benefit from the improved pedestrian environment and more accessible cycling infrastructure, on their journeys to and from school.</p> <p><b>Issues:</b></p> <ul style="list-style-type: none"> <li>• The introduction of the segregated cycle track could negatively affect those who are elderly or use mobility aids or are traveling with young children and pushchairs, as they may find this layout challenging and difficult to navigate, especially considering there is a need to cross twice.</li> <li>• Pinch points are created on the footway through the implementation of a segregated cycle track, as this reduces the available footway space, mostly around the crossing points. This could lead to pedestrians including vulnerable road users having to step into the cycle track to pass</li> </ul>	

<sup>6</sup> <https://www.ageuk.org.uk/london/about-us/media-centre/facts-and-figures/>

<sup>7</sup> <https://content.tfl.gov.uk/inequalities-in-road-danger-in-london-2017-2021.pdf>

		<p>other pedestrians. This could negatively affect those who are elderly and those who use mobility aids or are traveling with young children and pushchairs. It should also be noted that the widened footways lead to some pinch points due to the positioning of the existing trees. This is particularly the case around the more cluttered areas such as the crossing points due to the traffic signals and around lamp columns and other street furniture.</p> <ul style="list-style-type: none"> <li>• Several of the existing trees are located within close proximity to the crossing points, which could obstruct pedestrians wishing to cross or reduce the visibility of the crossing.</li> </ul> <p><b>Mitigation:</b></p> <ul style="list-style-type: none"> <li>• Monitor the segregated cycle track where it interacts with the footway once constructed. Should issues arise, further mitigation may need to be considered.</li> <li>• It is recommended that where possible, street furniture is removed/relocated to reduce street clutter that creates pinch points, particularly around the existing trees.</li> <li>• Sufficient maintenance of trees and streets should also be considered to ensure leaf clearing in the Autumn, as leaves can become slippery when wet, and tree roots can become a trip hazard when protruding or cracking the pavement.</li> </ul>	
	Disability	<p><b>Background information on disability and transport choices:</b> The ONS population estimates for Hammersmith and Fulham state that 84.5% of residents identified as being not disabled, with 8.1% identifying as being disabled and limited a little with day-to-day life and 7.4% identified as being disabled and limited a lot with day-to-day life.</p> <p>This is comparable with all of London where 84.3% identified as being not disabled, 8.5% identified as being disabled and limited a little and 7.1% identified as being disabled and limited a lot. The data also shows that 53.8% of Hammersmith and Fulham residents described their health as “very good”, 29% described their health as “good”, 11.5% described their health as “fair”, 4.2% described their health as “bad” and 1.5% described their health as “very bad”<sup>2</sup>. As mentioned above, it should be noted that this data is not considered representative of the number of people likely to be affected by the proposed scheme given the large number of commuters and visitors regularly travelling to</p>	Positive

		<p>the area <small>Error! Bookmark not defined.</small></p> <p>The Royal National Institute of Blind People (RNIB) reports that walking is the main mode of travel for blind and partially sighted people, many of whom will have fewer transport options available to them than others<sup>8</sup>.</p> <p>Currently, 34% of the London Underground network is step-free, as well as 55% of the London Overground and 100% of the Elizabeth Line, DLR and Trams<sup>3</sup>. The proposed scheme is within the vicinity of White City and Wood Lane tube stations of which Wood Lane has step free access from the street to the platform and White City does not have step free access. Statistics show that disabled Londoners use the tube less than other groups on a weekly basis (21% of disabled Londoners, compared with 41% of all Londoners)<sup>4</sup>.</p> <p>Furthermore, approximately one in ten individuals are estimated to be neurodivergent in Greater London, equating to around 900,000 people, of which one tenth of those are possible autistic<sup>9</sup>.</p> <p>Close to the proposed works there is an SEN school, Pupil Parent Partnership, and Hammersmith Hospital is nearby, as well as Boots stores in close proximity which provide pharmacies and hearing care.</p> <p>The proposed scheme introduces widened footways leading to shorter crossing distances, with dropped kerbs and flush surfaces. This will be of particular benefit to those who use mobility aids or are visually impaired as clear, high-quality footways provide a more accessible walking environment. The wider pedestrian island on South Africa Road will also benefit all users providing a safer crossing point. The inclusion of tactile paving at all crossing points and tactile paving at the start/end of cycle lanes will benefit those with visual impairments.</p> <p><b>Issues:</b></p> <ul style="list-style-type: none"> <li>• The introduction of the segregated cycle track could negatively affect those who are visually impaired or use mobility aids as they may find this</li> </ul>	

<sup>8</sup> <https://www.rnib.org.uk/professionals/health-social-care-education-professionals/knowledge-and-research-hub/reports-and-insight/travel-transport-and-mobility/>

<sup>9</sup> <https://www.london.gov.uk/questions/2022/1716#:~:text=Andrew%20Boff%20AM%3A%20With%20approximately,900%2C000%20Londoners%20with%20neurodivergent%20conditions>



layout challenging and difficult to navigate, especially considering there is a need to cross twice.

- Pinch points are created on the footway through the implementation of a segregated cycle track, as this reduces the available footway space, mostly around the crossing points. This could lead to pedestrians including vulnerable road users having to step into the cycle track to pass other pedestrians. This could negatively affect those who are visually impaired and those who use mobility aids. It should also be noted that the widened footways lead to some pinch points due to the positioning of the existing trees. This is particularly the case around the more cluttered areas such as the crossing points due to the traffic signals and around the locations of lamp columns and other street furniture. Pavements cluttered by obstacles can be difficult to navigate for those with visual impairments and they can also be confusing and overwhelming for those who are neurodivergent.
- The design shows several instances where tactile paving is to be installed over utility covers. This can disrupt the layout of the tactile which can be confusing for visually impaired pedestrians.
- Several of the existing trees are located within close proximity to the crossing points, which could obstruct pedestrians wishing to cross or reduce the visibility of the crossing. This is a particular issue for those with mobility issues and those who are visually impaired.

**Mitigation:**

- Monitor the segregated cycle track where it interacts with the footway once constructed. Should issues arise, further mitigation may need to be considered.
- It is recommended that where possible, street furniture is removed/relocated to reduce street clutter that creates pinch points, particularly around the existing trees.
- Sufficient maintenance of trees and streets should also be considered to ensure leaf clearing in the Autumn, as leaves can become slippery when wet, and tree roots can become a trip hazard when protruding or cracking the pavement.
- It is recommended that where possible, tactile paving is installed away from utility covers. Alternatively, utility companies can upgrade covers to include a tactile paving inlay.

		<ul style="list-style-type: none"> <li>It is recommended that where possible, street furniture is removed/relocated to reduce street clutter that creates pinch points, particularly around the existing trees.</li> </ul>	
	Gender reassignment	<p><b>Background information on gender reassignment and transport choices:</b>  The ONS population estimates for Hammersmith and Fulham state that 91.5% of people identified their gender identity the same as their sex registered at birth, 0.34% identified as having a gender identity different from their sex registered at birth, 0.14% identified as a trans woman, 0.14% identified as a trans man, 0.07% identified as non-binary and 0.04% identified with another gender identity. This is comparable with all of London where 91.21% of people identified their gender identity the same as their sex registered at birth, 0.46% identified as having a gender identity different from their sex registered at birth, 0.16% identified as a trans woman, 0.16% identified as a trans man, 0.08% identified as non-binary and 0.05% identified with another gender identity<sup>10</sup>.</p> <p>There are no known sensitive receptors in proximity which are of relevance to gender reassignment.</p> <p>There is no clear evidence, data, or rationale that the proposed works would have a disproportionate effect on groups based on gender reassignment as a protected characteristic. It is acknowledged however that some groups are more at risk of hate crimes than others if the security measures associated with the proposed works are insufficient. This should be sufficiently managed through mitigation.</p> <p><b>Mitigation:</b></p> <ul style="list-style-type: none"> <li>With the new kerb line, existing lighting provisions should be reviewed to ensure that current lamp columns appropriately light the footway and to account for any blind spots. This is particularly important due to the presence of a number of large trees as lighting columns placed near trees can cause shadows and dark spots on the street.</li> </ul>	Neutral impact if managed through mitigation

<sup>10</sup> <https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/genderidentity/bulletins/genderidentityenglandandwales/census2021>

	Marriage and Civil Partnership	<p><b>Background information on marriage and civil partnership and transport choices:</b></p> <p>The ONS population estimates for Hammersmith and Fulham state that 56.5% of adults over the age of 16 had never been married or in a civil partnership, 30.9% said they were married or in a civil partnership, 2.2% are separated, 7.3% are divorced or civil partnership dissolved and 3.1% were widowed or are the surviving partner in a civil partnership. This is slightly different than all of London where 46.2% have never been married or in a civil partnership, 40% are married or in a civil partnership, 2.3% are separated, 7.3% are divorced or civil partnership dissolved and 4.2% are widowed or are the surviving partner in a civil partnership<sup>Error! Bookmark not defined.</sup>. As mentioned above, it should be noted that this data is not considered representative of the number of people likely to be affected by the proposed scheme given the large number of commuters and visitors regularly travelling to the area.</p> <p>There are several religious places of worship within close proximity where marriages and civil partnerships might take place, however there is no indication that the proposed works would have a disproportionate effect on marriage or civil partnership as a protected characteristic.</p>	Neutral impact
	Pregnancy and maternity	<p><b>Background information on pregnancy and maternity and transport choices:</b></p> <p>The ONS Conception Estimates for Hammersmith and Fulham in 2021 show the conception numbers were 2,874. This equates to a conception rate per 1000 women of 56.6<sup>11</sup>. In 2021, there were 2,146 live births. The Total Fertility Rate (TFR) in Hammersmith and Fulham was 1.19. This is the average number of live children that women in the group could bare if they experienced age specific fertility rate of the calendar year throughout their childbearing lifespan. This is lower than Inner London (1.28) and London as a whole (1.52)<sup>12</sup>. As mentioned above, it should be noted that this data is not considered representative of the number of people likely to be affected by the proposed scheme given the large number of commuters and visitors regularly travelling to the area.</p> <p>There are no known facilities within the immediate vicinity of the proposed</p>	Positive impact

<sup>11</sup> <https://www.ons.gov.uk/peoplepopulationandcommunity/birthsdeathsandmarriages/conceptionandfertilityrates/datasets/conceptionstatisticsenglandandwalesreferencetables>

<sup>12</sup> <https://www.ons.gov.uk/peoplepopulationandcommunity/birthsdeathsandmarriages/livebirths/datasets/birthsummarytables>

		<p>scheme that are most relevant to pregnant and maternity, however nearby Hammersmith Hospital is likely to provides services to those within this characteristic group.</p> <p>Pregnant women are known to have restricted mobility due to their pregnancy. The proposed works will provide safety and accessibility benefits to this group in a similar way as those mentioned above for disability. Parents with younger children and push chairs will also benefit from the improvements to the public realm environment.</p> <p>Issues:</p> <ul style="list-style-type: none"> <li>• It is possible that insufficient lighting could lead to people within this characteristic group feeling particularly vulnerable. This should be sufficiently managed through mitigation.</li> <li>• The introduction of the segregated cycle track could negatively affect those who are pregnant or traveling with young children and pushchairs as they may find this layout difficult to navigate and less safe, especially considering there is a need to cross twice, and pregnant women are more likely to suffer injury if involved in a collision with a cyclist.</li> <li>• Pinch points are created on the footway through the implementation of a segregated cycle track, as this reduces the available footway space, mostly around the crossing points. This could lead to pedestrians including vulnerable road users having to step into the cycle track to pass other pedestrians. This could negatively affect those who are pregnant or are traveling with young children and pushchairs. It should also be noted that the widened footways lead to some pinch points due to the positioning of the existing trees. This is particularly the case around the more cluttered areas such as the crossing points due to the traffic signals and around the locations of lamp columns and other street furniture.</li> <li>• Several of the existing trees are located within close proximity to the crossing points, which could obstruct pedestrians wishing to cross or reduce the visibility of the crossing.</li> </ul> <p>Mitigation:</p> <ul style="list-style-type: none"> <li>• Monitor the segregated cycle track where it interacts with the footway once constructed. Should issues arise, further mitigation may need to be considered.</li> </ul>	
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		<ul style="list-style-type: none"> <li>• With the new kerb line, existing lighting provisions should be reviewed to ensure that current lamp columns appropriately light the footway and to account for any blind spots. This is particularly important due to the presence of a number of large trees as lighting columns placed near trees can cause shadows and dark spots on the street.</li> <li>• It is recommended that where possible, street furniture is removed/relocated to reduce street clutter that creates pinch points, particularly around the existing trees.</li> <li>• Sufficient maintenance of trees and streets should also be considered to ensure leaf clearing in the Autumn, as leaves can become slippery when wet, and tree roots can become a trip hazard when protruding or cracking the pavement.</li> </ul>	
	Race	<p><b>Background information on race and transport choices:</b></p> <p>The ONS population estimates for Hammersmith and Fulham state that 63.2% of people identified their ethnic group as White, 12.3% identified as Black, Black British, Black Welsh, Caribbean or African, 10.5% identified as Asian, Asian British or Asian Welsh, 6.7% identified as mixed or multiple ethnic groups and 7.3% identified as other ethnic groups. This is slightly different from all of London where 53.8% of people identified their ethnic group as White, 13.5% identified as Black, Black British, Black Welsh, Caribbean or African, 20.7% identified as Asian, Asian British or Asian Welsh, 5.7% identified as mixed or multiple ethnic groups and 6.3% identified as other ethnic groups. This shows that Hammersmith and Fulham have a slightly lower population of Black and Asian people compared with all of London, and a higher White population than all of London<sup>2</sup>. As mentioned above, it should be noted that this data is not considered representative of the number of people likely to be affected by the proposed scheme given the large number of commuters and visitors regularly travelling to the area.</p> <p>Walking is the most common mode of transport among Black, Asian and minority ethnic (BAME) Londoners with 96% walking at least once a week. The proportion of BAME Londoners using public transport varies according to ethnicity but statistics show that with 65% of all BAME Londoners using the bus at least once a week. Levels of cycling among BAME Londoners is very similar to that of white Londoners at 17% and 18% respectively, reporting to cycle sometimes. It is also reported that BAME Londoners are more at risk of being killed or seriously injured, with children in this group being 1.5 times more likely</p>	Neutral impact if managed through mitigation

		<p>to be affected than non-BAME children.</p> <p>There are no known sensitive receptors within the area relevant to this protected characteristic.</p> <p>There is no clear evidence, data, or rationale that the proposed works would have a disproportionate effect on groups based on race as a protected characteristic. It is acknowledged however that some groups are more at risk of hate crimes than others if the security measures associated with the proposed works are insufficient. This should be sufficiently managed through mitigation.</p> <p><b>Mitigation:</b></p> <ul style="list-style-type: none"> <li>• With the new kerb line, existing lighting provisions should be reviewed to ensure that current lamp columns appropriately light the footway and to account for any blind spots. This is particularly important due to the presence of a number of large trees as lighting columns placed near trees can cause shadows and dark spots on the street.</li> </ul>	
	Religion/belief (including non-belief)	<p><b>Background information on religion/belief and transport choices:</b></p> <p>The ONS population estimates for Hammersmith and Fulham state that 30.6% of people reported having no religion, 45.7% identified as being Christian, 11.6% identified as being Muslim, 1.2% identified as Hindu, 0.9% identified as Buddhist, 0.7% identified as Jewish, 0.2% identified as Sikh and 0.7% identified under another religion. This differs slightly from London as a whole where 27.1% of people reported having no religion, 40.7% identified as being Christian, 15% identified as being Muslim, 5.1% identified as Hindu, 0.9% identified as Buddhist, 1.7% identified as Jewish, 1.6% identified as Sikh and 1% identified under another religion<sup>2</sup>. As mentioned above, it should be noted that this data is not considered representative of the number of people likely to be affected by the proposed scheme given the large number of commuters and visitors regularly travelling to the area.</p> <p>There are several sensitive receptors within close proximity of the proposed works including St Michael and St George Church and Our Lady of Fatima Catholic Church.</p> <p>There is no clear evidence, data, or rationale that the proposed works would have a disproportionate effect on groups based on religion or belief as a</p>	Neutral impact if managed through mitigation

		<p>protected characteristic. It is acknowledged however that some groups are more at risk of hate crimes than others if the security measures associated with the proposed works are insufficient. This should be sufficiently managed through mitigation.</p> <p><b>Mitigation:</b></p> <ul style="list-style-type: none"> <li>• With the new kerb line, existing lighting provisions should be reviewed to ensure that current lamp columns appropriately light the footway and to account for any blind spots. This is particularly important due to the presence of a number of large trees as lighting columns placed near trees can cause shadows and dark spots on the street.</li> </ul>	
	Sex	<p><b>Background information on sex and transport choices:</b></p> <p>The ONS population estimates for Hammersmith and Fulham state that 53.1% of the population are female and 46.9% are male. This is similar to the national average which shows comprising 49% of the population and females 51%, as well as the London average which shows males comprising of 49.3% of the population and females 50% for the year of 2021<sup>2</sup>. As mentioned above, it should be noted that this data is not considered representative of the number of people likely to be affected by the proposed scheme given the large number of commuters and visitors regularly travelling to the area.</p> <p>Walking is the most commonly used type of transport by women with 95% walking at least once a week. Women are also more likely to use buses than men with 62% using the bus at least once a week compared to 56% of men. However, women are less likely than men to use the tube with 38% and 43% respectively. Women are more likely to be travelling with young children and pushchairs than men and this can affect the transport choices<sup>4</sup>.</p> <p>There is potential that insufficient lighting could disproportionately affect women in terms of their personal safety. This should be sufficiently managed through mitigation.</p> <p><b>Mitigation:</b></p> <ul style="list-style-type: none"> <li>• With the new kerb line, existing lighting provisions should be reviewed to ensure that current lamp columns appropriately light the footway and to account for any blind spots. This is particularly important due to the presence of a number of large trees as lighting columns placed near trees</li> </ul>	Neutral impact if managed through mitigation



		can cause shadows and dark spots on the street.	
	Sexual Orientation	<p><b>Background information on sexual orientation and transport choices:</b>  The ONS population estimates for Hammersmith and Fulham state that 84.97% of people identified as being straight or heterosexual, 3.12% identified as gay or lesbian, 1.76% identified as bisexual, 0.11% identified as pansexual, 0.06% identified as asexual, 0.04% identified as queer and 0.23% identified as another sexual orientation. This is comparable with London which states 86.19% of people identified as being straight or heterosexual, 2.23% identified as gay or lesbian, 1.52% identified as bisexual, 0.10% identified as pansexual, 0.05% identified as asexual, 0.06% identified as queer and 0.31% identified as another sexual orientation<sup>13</sup>. As mentioned above, it should be noted that this data is not considered representative of the number of people likely to be affected by the proposed scheme given the large number of commuters and visitors regularly travelling to the area.</p> <p>There are no known sensitive receptors in proximity which are of relevance to sexual orientation.</p> <p>There is no clear evidence, data, or rationale that the proposed works would have a disproportionate effect on groups based on sexual orientation as a protected characteristic. It is acknowledged however that some groups are more at risk of hate crimes than others if the security measures associated with the proposed works are insufficient. This should be sufficiently managed through mitigation.</p> <p><b>Mitigation:</b></p> <ul style="list-style-type: none"> <li>• With the new kerb line, existing lighting provisions should be reviewed to ensure that current lamp columns appropriately light the footway and to account for any blind spots. This is particularly important due to the presence of a number of large trees as lighting columns placed near trees can cause shadows and dark spots on the street.</li> </ul>	Neutral impact if managed through mitigation
<p><b>Human Rights or Children's Rights</b>  If your decision has the potential to affect Human Rights or Children's Rights, please contact your Equality Lead for</p>			

<sup>13</sup> <https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/sexuality/bulletins/sexualorientationenglandandwales/census2021>



	<p>advice</p> <p>Will it affect Human Rights, as defined by the Human Rights Act 1998? Yes / <b>No</b></p> <p>Will it affect Children's Rights, as defined by the UNCRC (1992)? Yes/<b>No</b></p>
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<b>Section 03</b>	<b>Analysis of relevant data</b> 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.
<b>Documents and data reviewed</b>	Please see section 02.
<b>New research</b>	It is recommended that an accessibility audit is completed if this hasn't already been undertaken. Accessibility issues will be addressed as part of the detailed design.

<b>Section 04</b>	<b>Consultation</b>
<b>Consultation</b>	Consultation has been undertaken as part of the planning application process and permission has been granted for highway works at The Former Dairy Crest Site.
<b>Analysis of consultation outcomes</b>	The planning application has been granted for the highway works.

<b>Section 05</b>	<b>Analysis of impact and outcomes</b>
<b>Analysis</b>	What has your consultation (if undertaken) and analysis of data shown? You will need to make an informed assessment about the actual or likely impact that the policy, proposal, or service will have on each of the protected characteristic groups by using the information you have gathered. The weight given to each protected characteristic should be proportionate to the relevant policy (see guidance).

<b>Section 06</b>	<b>Reducing any adverse impacts and recommendations</b>
<b>Outcome of Analysis</b>	Include any specific actions you have identified that will remove or mitigate the risk of adverse impacts and / or unlawful discrimination. This should provide the outcome for LBHF, and the overall outcome.

	<p>The following recommendations have been identified and should be considered to mitigate against any negative impact on protected characteristic groups:</p> <ul style="list-style-type: none"> <li>• Monitor the segregated cycle track where it interacts with the footway once constructed. Should issues arise, further mitigation may need to be considered.</li> <li>• Where feasible, street furniture is removed/relocated to reduce street clutter that creates pinch points, particularly around the existing trees</li> <li>• Sufficient maintenance of trees and footways to ensure leaf clearing in the Autumn, as leaves can become slippery when wet, and tree roots can become a trip hazard when protruding or cracking the pavement</li> <li>• It is recommended to complete a review of the existing lighting provisions noting the new kerb line and number of large trees</li> <li>• It is recommended that a road safety audit is completed at detailed design stage and following completion of the works</li> </ul>
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Section 07	Action Plan					
Action Plan	Note: You will only need to use this section if you have identified actions as a result of your analysis					
	Issue identified	Action (s) to be taken	When	Lead officer and department	Expected outcome	Date added to business/service plan
	Potential impact of segregated cycle lane on particular protected characteristic groups.	Monitor the segregated cycle track where it interacts with the footway once constructed, particularly where there are pinch points.	Ongoing.	Michael Masella (Lead Engineer)	Segregated facility which meets needs of all users.	Monitoring of the segregated cycle track will commence once the scheme has been completed.
	Tactile paving is proposed over utility covers, which can disrupt the layout of tactile paving.	It is recommended that where possible, tactile paving is installed away	Pre-construction.	Michael Masella (Lead Engineer)	Alignment of tactile paving is reviewed.	Any tactile paving proposed over utility covers, will be changed to recess covers so

		from utility covers. Alternatively, utility companies can upgrade covers to include a tactile paving inlay.				that the tactile paving can be installed correctly.
	Street clutter has potential to create pinch points which could impact particular protected characteristic groups.	Review/rationalise street furniture where possible.	Pre-construction.	Michael Masella (Lead Engineer)	Street furniture is reviewed.	This will be undertaken as part of the detail design stage of the project.
	New kerb line could potentially impact existing lighting provisions	Review existing lighting provisions to ensure that current lamp columns light the footway and account for any blind spots with the new kerb line.	Pre-construction.	Michael Masella (Lead Engineer)	Lighting provision is reviewed.	This will be undertaken as part of the detail design stage of the project.

<b>Section 08</b>	<b>Agreement, publication and monitoring</b>
<b>Senior Managers' sign-off</b>	Name: Michael Masella Position: Lead Engineer – Project Delivery Team, Climate Change and Transport. Email: Michael.Masella@lbhf.gov.uk Telephone No: 07795 127 316 Considered at relevant DMT:
<b>Key Decision Report</b>	Date of report to Cabinet/Cabinet Member: TBC

<b>(if relevant)</b>	Key equalities issues have been included: Yes
<b>Equalities Advice (where involved)</b>	Name: Position: Date advice / guidance given: Email: Telephone No: