

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 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 Strategy & Communities team 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 (see below).

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Overall Information	Details of Full Equality Impact Analysis
Financial Year and Quarter	2025/26
Name and details of policy, strategy, function, project, activity, or programme	<p>Title of EIA: Olympia S106 Highway Works State whether new or existing: New Short summary: Section 106 Highway renewal works around the Olympia site related to the redevelopment of the Olympia Exhibition Centre and the redevelopment of the former Multi-Storey Car Park on Maclise Road.</p> <p>Works are proposed on Hammersmith Road, Blythe Road, Beaconsfield Terrace Road and Maclise Road.</p> <p>The works will comprise footway repaving, laying new kerb lines, new crossing points, new lighting columns, new vehicle crossovers, reinstatement of signalised pedestrian crossings on Hammersmith Road (which were previously removed or stopped up due to development works), a new taxi rank on Hammersmith Road, reinstatement at the Kensington Olympia Station (eastbound) bus stop (which was also removed due to development works), new cycle lanes on Blythe Road/Beaconsfield Terrace Road and improvements to the crossing facilities at the junction of Blythe Road and Beaconsfield Terrace.</p> <p>Note: If your proposed strategy will require you to assess impact on staff, please consult your HR Relationship Manager.</p>
Lead Officer	Name: John McCormick Position: Lead Engineer Email: john.mccormick@lbhf.gov.uk Telephone No: 07717 586129
Date of completion of final EIA	17/06/2025

Section 02	Scoping of Full EIA
Plan for completion	Timing: Resources:
Analyse the impact of the policy, strategy, function, project,	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.

activity, or programme	Protected characteristic	Analysis: Junction works description (Reasoning for chosen impact)	Impact Positive Negative Neutral
	Age	<ol style="list-style-type: none"> 1. Footway repaving & laying new kerb lines. (Improved conditions for all users) 2. New crossing points, new lighting columns, new vehicle crossovers. (Improved conditions for children and aged users) 3. Reinstatement of signalised pedestrian crossings on Hammersmith Road. (No change) 4. A new taxi rank on Hammersmith Road. (Improve conditions for all users) 5. Reinstatement at the Kensington Olympia Station (eastbound) bus stop. (No change) 6. New cycle lanes on Blythe Road/Beaconsfield Terrace Road and improvements to the crossing facilities at the junction of Blythe Road and Beaconsfield Terrace. (improved conditions for cyclists of all ages) <p>Older adults and young children may benefit from improved lighting, smoother pavements, and safer crossings, which reduce fall risks and improve visibility</p>	<ol style="list-style-type: none"> 1. Positive 2. Positive 3. Neutral 4. Positive 5. Neutral 6. Positive
	Disability	<ol style="list-style-type: none"> 1. Footway repaving & laying new kerb lines. (Improved conditions for disabled users) 2. New crossing points, new lighting columns, new vehicle crossovers. (Improved conditions for disabled users) 3. Reinstatement of signalised pedestrian crossings on Hammersmith Road. (No change) 4. A new taxi rank on Hammersmith Road. (Improve transport links for disabled users) 5. Reinstatement at the Kensington Olympia Station (eastbound) bus stop. (No change) 6. New cycle lanes on Blythe Road/Beaconsfield Terrace Road and improvements to the crossing facilities at the junction of Blythe Road and Beaconsfield Terrace. 	<ol style="list-style-type: none"> 1. Positive 2. Positive 3. Neutral 4. Positive 5. Neutral 6. Positive

		(improved conditions for disabled cyclists) We will ensure tactile paving, dropped kerbs, and audible crossing signals are included		
	Gender Reassignment	<ol style="list-style-type: none"> 1. Footway repaving & laying new kerb lines. (No change) 2. New crossing points, new lighting columns, new vehicle crossovers. (No change) 3. Reinstatement of signalised pedestrian crossings on Hammersmith Road. (No change) 4. A new taxi rank on Hammersmith Road. (Improve transport links & safety for female users) 5. Reinstatement at the Kensington Olympia Station (eastbound) bus stop. (No change) 6. New cycle lanes on Blythe Road/Beaconsfield Terrace Road and improvements to the crossing facilities at the junction of Blythe Road and Beaconsfield Terrace. <p>While the highway works are not expected to have a direct impact on individuals undergoing or having undergone gender reassignment, improvements to lighting, visibility, and pedestrian infrastructure may contribute to a greater sense of safety and inclusion for trans and non-binary individuals. The design and consultation process should ensure that public spaces are welcoming and accessible to all, including those who may face disproportionate risks in public environments.</p>	<ol style="list-style-type: none"> 1. Neutral 2. Neutral 3. Neutral 4. Positive 5. Neutral 6. Positive 	

	Marriage and Civil Partnership	<ol style="list-style-type: none"> 1. Footway repaving & laying new kerb lines. (No change) 2. New crossing points, new lighting columns, new vehicle crossovers. (No change) 3. Reinstatement of signalised pedestrian crossings on Hammersmith Road. (No change) 4. A new taxi rank on Hammersmith Road. (No change) 5. Reinstatement at the Kensington Olympia Station (eastbound) bus stop. (No change) 6. New cycle lanes on Blythe Road/Beaconsfield Terrace Road and improvements to the crossing facilities at the junction of Blythe Road and Beaconsfield Terrace. (No change) <p>Couples (e.g. elderly or Disabled partners) may benefit from improved pedestrian environments that support joint mobility and access to transport.</p>	<ol style="list-style-type: none"> 1. Neutral 2. Neutral 3. Neutral 4. Neutral 5. Neutral 6. Neutral
	Pregnancy and maternity	<ol style="list-style-type: none"> 1. Footway repaving & laying new kerb lines. (Improved pedestrian conditions for pregnant users) 2. New crossing points, new lighting columns, new vehicle crossovers. (Improved pedestrian conditions for pregnant users) 3. Reinstatement of signalised pedestrian crossings on Hammersmith Road. (No change) 4. A new taxi rank on Hammersmith Road. (Improved pedestrian conditions for pregnant users) 5. Reinstatement at the Kensington Olympia Station (eastbound) bus stop. (No change) 6. New cycle lanes on Blythe Road/Beaconsfield Terrace Road and improvements to the crossing facilities at the junction of Blythe Road and Beaconsfield Terrace. (No change) 	<ol style="list-style-type: none"> 1. Positive 2. Positive 3. Neutral 4. Positive 5. Neutral 6. Neutral
	Race	<ol style="list-style-type: none"> 1. Footway repaving & laying new kerb lines. (No change) 2. New crossing points, new lighting columns, new vehicle crossovers. (No change) 3. Reinstatement of signalised pedestrian crossings on Hammersmith Road. (No change) 	<ol style="list-style-type: none"> 1. Neutral 2. Neutral 3. Neutral

		<p>4. A new taxi rank on Hammersmith Road. (No change)</p> <p>5. Reinstatement at the Kensington Olympia Station (eastbound) bus stop. (No change)</p> <p>6. New cycle lanes on Blythe Road/Beaconsfield Terrace Road and improvements to the crossing facilities at the junction of Blythe Road and Beaconsfield Terrace. (No change)</p> <p>Indirect impacts may arise if signage, consultation materials, or wayfinding tools are not multilingual or culturally inclusive</p>	<p>4. Neutral</p> <p>5. Neutral</p> <p>6. Neutral</p>
	Religion/belief (including non-belief)	<p>1. Footway repaving & laying new kerb lines. (No change)</p> <p>2. New crossing points, new lighting columns, new vehicle crossovers. (No change)</p> <p>3. Reinstatement of signalised pedestrian crossings on Hammersmith Road. (No change)</p> <p>4. A new taxi rank on Hammersmith Road. (No change)</p> <p>5. Reinstatement at the Kensington Olympia Station (eastbound) bus stop. (No change)</p> <p>6. New cycle lanes on Blythe Road/Beaconsfield Terrace Road and improvements to the crossing facilities at the junction of Blythe Road and Beaconsfield Terrace. (No change)</p> <p>Improved access and lighting may support safer travel to and from places of worship. We will ensure we consider whether any works affect religious buildings or routes commonly used during observance periods.</p>	<p>1. Neutral</p> <p>2. Neutral</p> <p>3. Neutral</p> <p>4. Neutral</p> <p>5. Neutral</p> <p>6. Neutral</p>
	Sex	<p>1. Footway repaving & laying new kerb lines. (No change)</p> <p>2. New crossing points, new lighting columns, new vehicle crossovers. (No change)</p> <p>3. Reinstatement of signalised pedestrian crossings on Hammersmith Road. (No change)</p> <p>4. A new taxi rank on Hammersmith Road. (No change)</p> <p>5. Reinstatement at the Kensington Olympia Station (eastbound) bus stop. (No change)</p>	<p>1. Neutral</p> <p>2. Neutral</p> <p>3. Neutral</p> <p>4. Neutral</p> <p>5. Neutral</p>

		<p>6. New cycle lanes on Blythe Road/Beaconsfield Terrace Road and improvements to the crossing facilities at the junction of Blythe Road and Beaconsfield Terrace. (improved safety for female cyclists who are overrepresented in accident statistics)</p> <p>The proposed works are likely to have a positive impact on women, particularly in relation to improved lighting and safer cycling infrastructure. These measures address known gender disparities in public space safety and mobility. While the impact on men is expected to be neutral, all users will benefit from enhanced infrastructure.</p>	6. Neutral
	Sexual Orientation	<p>1. Footway repaving & laying new kerb lines. (No change)</p> <p>2. New crossing points, new lighting columns, new vehicle crossovers. (No change)</p> <p>3. Reinstatement of signalised pedestrian crossings on Hammersmith Road. (No change)</p> <p>4. A new taxi rank on Hammersmith Road. (No change)</p> <p>5. Reinstatement at the Kensington Olympia Station (eastbound) bus stop. (No change)</p> <p>6. New cycle lanes on Blythe Road/Beaconsfield Terrace Road and improvements to the crossing facilities at the junction of Blythe Road and Beaconsfield Terrace. (No change)</p>	<p>1. Neutral</p> <p>2. Neutral</p> <p>3. Neutral</p> <p>4. Neutral</p> <p>5. Neutral</p> <p>6. Neutral</p>
	Care experienced as a protected characteristic	Care experienced individuals may be less likely to engage with consultation due to lower trust in institutions.	Neutral

	Human Rights or Children's Rights
	If your decision has the potential to affect Human Rights or Children's Rights, please contact your Equality Lead for advice
	Will it affect Human Rights, as defined by the Human Rights Act 1998? Yes / No
	Will it affect Children's Rights, as defined by the UNCRC (1992)? Yes/ No

Section 03	Analysis of relevant data 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.
Documents and data reviewed	
New research	

Section 04	Consultation
Consultation	Consultation has already taken place. We will ensure we continue to consider data and feedback to ensure any equality considerations are addressed.
Analysis of consultation outcomes	

Section 05	Analysis of impact and outcomes
Analysis	

Section 06	Reducing any adverse impacts and recommendations
Outcome of Analysis	

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

Section 08	Agreement, publication and monitoring
Senior Managers' sign-off	Name: Sing Wai-Yu Position: Senior Service Manager – Capital Projects Email: sing-wai.yu@lbhf.gov.uk Telephone No: 07788 380200
	Considered at relevant DMT: No
Key Decision Report (if relevant)	Date of report to Cabinet/Cabinet Member: 13/08/2025 Key equalities issues have been included: Yes
Equalities Advice (where involved)	Name: Yvonne Okiyo Position: Strategic Lead Equity Diversion & Inclusion Date advice / guidance given: 12/08/2025 Email: yvonne.okiyo@lbhf.gov.uk Telephone No: 07824 836012