

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>

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Overall Information	Details of Full Equality Impact Analysis
Financial Year and Quarter	07/07/2025
Name and details of policy, strategy, function, project, activity, or programme	<p>Title of EIA: Fulham Reach - Chancellor's Road, Distillery Road and Winslow Road W6 - S106 Highway Works</p> <p>State whether new or existing: New</p> <p>Short summary: The Council has secured Section 106 funding to deliver public realm and highway improvement works at Chancellor's Road, Distillery Road, and Winslow Road (W6), within the Fulham Reach area. These works form part of a broader strategy to improve local infrastructure in line with the Council's climate and transport objectives.</p> <p>The proposed scheme will significantly improve the streetscape and safety of Chancellor's Road, Distillery Road and Winslow Road through the resurfacing of both footways and carriageways, replacement of existing street lighting columns, and the introduction of traffic-calming measures. These enhancements aim to create safer travel conditions, improve the visual appeal of the area, and encourage active travel modes such as walking and cycling.</p> <p>The Council will make sure that local stakeholders and residents are kept fully informed throughout the delivery process. The cost of the proposed any diversion works for the scheme will be established via the detailed design process and fully funded from the Section 106 agreement.</p>
Lead Officer	<p>Name: Margharitta Jenczelewska Position: Project Engineer Email: Margharitta.Jenczelewska@lbhf.gov.uk Telephone No: 07776 672 491</p>
Date of completion of final EIA	March 2026

Section 02	Scoping of Full EIA
Plan for completion	<p>Timing: To be confirmed during detailed design phase Resources: To be confirmed during detailed design phase</p>

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: (Individuals may belong to multiple protected groups, such as a disabled older woman, and overlapping characteristics can intensify barriers or benefits.)	Impact: Positive, Negative, Neutral
Age	<p>The resurfacing of footways will benefit older adults significantly, as it will create smoother, more even walking surfaces. This will reduce the risk of trips and falls, which is a key concern for those with age-related mobility or balance issues. Replacing outdated street lighting with modern, energy-efficient columns will enhance visibility, particularly during the early morning and evening, improving safety and confidence for older pedestrians.</p> <p>Children and young people will also benefit from the introduction of traffic-calming measures and safer pedestrian crossings along these routes. These measures are intended to reduce vehicle speeds and increase driver awareness, thereby creating a safer environment for independent travel to and from schools, parks, and community facilities. These enhancements support the council's broader objective of encouraging active travel, such as walking and cycling, among younger residents.</p>	Positive
Disability	<p>The scheme is expected to deliver a range of physical and environmental improvements that will significantly enhance accessibility and safety for disabled residents, visitors, and those with long-term health conditions. Resurfaced footways will provide smoother, more even surfaces, reducing trip hazards and improving mobility for wheelchair users, individuals with walking aids, and those with balance or coordination difficulties. Improved street lighting will enhance visibility, particularly for people with low vision, and help reduce anxiety related to personal safety, especially during evening hours. The introduction of clear signage and the reduction of unnecessary street clutter will improve wayfinding and create a more navigable environment, particularly for individuals with learning disabilities or neurodivergent conditions. These interventions reflect the Council's commitment to inclusive design and will contribute to a safer, more accessible public realm for all.</p>	Positive

	Gender reassignment	<p>Although there are no specific physical interventions for this group, improved lighting and safer public spaces can increase feelings of personal safety and reduce vulnerability to harassment, which disproportionately affects transgender and non-binary individuals.</p> <p>Transgender and non-binary individuals are disproportionately affected by harassment and discrimination in public environments. According to Stonewall's research, many transgender people report feeling unsafe or unwelcome in public spaces, with 70% having experienced transphobia when accessing general services (Stonewall UK). Therefore, these improvements represent a positive step forward in reducing vulnerability and promoting a more inclusive and secure environment for all.</p>	Positive
	Marriage and Civil Partnership	No specific impact has been identified. The infrastructure changes are unlikely to affect this group differently to how they will affect the general population.	Neutral
	Pregnancy and maternity	The scheme will make travel safer and more comfortable for pregnant people and those with infants or young children. Smoother pavements and reduced traffic speeds will make navigation with prams or pushchairs easier. Improved lighting will also enhance safety during early morning or evening travel.	Positive
	Race	N/A While no direct impacts are anticipated, the scheme may help address broader inequalities in access to safe, high-quality public spaces, which can disproportionately affect some multi ethnic groups.	Neutral
	Religion/belief (including non-belief)	No direct impacts are anticipated. The scheme does not affect access to places of worship or religious practices. However, improved public spaces can support community cohesion and inclusivity.	Neutral
	Sex	Statistically, women are more likely than men to be concerned about their personal safety in public spaces. Enhanced lighting, better sightlines and traffic-calming measures can address these concerns and encourage women and girls to use public spaces more. The scheme also supports increased participation in active travel modes such as walking and cycling by creating a safer and more welcoming environment.	Positive

	Sexual Orientation	Neutral impact — no specific impacts identified for sexual orientation. While no specific impacts are identified, improved lighting and safer public spaces may contribute to a greater sense of safety and inclusion for LGBTQ+ individuals, particularly in areas where harassment or discrimination may be a concern.	Neutral
	Care Experienced as a Protected Characteristic	Although not a legally protected characteristic, care-experienced individuals, who may face greater barriers to mobility and independence, would benefit from safer, more inclusive public spaces can promote their wellbeing and sense of belonging within the community.	Positive
<p>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</p> <p>Will it affect Human Rights, as defined by the Human Rights Act 1998? No</p> <p>Will it affect Children’s Rights, as defined by the UNCRC (1992)? No</p>			

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	<ul style="list-style-type: none"> Official government and local authority data: <p>Office for National Statistics (ONS) – for Census 2021 data and demographic breakdowns. Local Health Profiles – OHID – for health inequalities and local health data. Hammersmith & Fulham Council – Ward Profiles – for localised data on crime, housing, and community demographics.</p> Equality and inclusion research: <p>Stonewall UK – for evidence and statistics on the experiences of trans and non-binary individuals in public spaces.</p>
New research	N/A

Section 04	Consultation
Consultation	The council actively engages with residents through a co-production approach, ensuring that those most affected by decisions are directly involved in shaping them. This includes collaborating with Co-production Matters H&F, a partnership comprising disabled residents, community organisations and council officers that was established following the Disabled People's Commission. The most recent engagement took place on 2 July 2025 during National Co-production Week, hosted at the Irish Cultural Centre 1. The council also consults with disability forums, youth councils, and women's safety groups to gather insights on accessibility, safety, and inclusion. These ongoing engagements inform service design and help identify and address barriers experienced by protected groups.
Analysis of consultation outcomes	At the Co-production Matters H&F event on 2 July 2025, feedback highlighted the importance of inclusive design, accessible public spaces and improved communication between services and residents. In Fulham area, we are addressing the need for better lighting and inclusive signage. These insights are informing local improvements and ensuring that the lived experiences of residents, particularly those from protected groups, are central to planning and service delivery.

Section 05	Analysis of impact and outcomes
Analysis	<p>The proposed improvements to Chancellor's Road, Distillery Road and Winslow Road (W6) are expected to have a positive impact on a range of protected characteristics. The scheme will enhance accessibility and safety, improving the overall quality of the public realm and benefiting disabled people, older adults, and those with young children in particular by removing physical barriers and improving mobility.</p> <p>Better lighting and clearer sightlines are likely to make women and girls feel safer, potentially encouraging greater use of public spaces and increased participation in walking and cycling. While the scheme does not directly target all protected groups, creating a more inclusive, accessible and welcoming environment supports broader equality objectives. The council will monitor the outcomes after implementation to ensure the intended benefits are realised and to identify any areas for further improvement.</p>

Section 06	Reducing any adverse impacts and recommendations
Outcome of Analysis	<p>The public realm improvement works at Chancellor's Road, Distillery Road, and Winslow Road are designed to deliver long-term benefits for all residents, with particular advantages for groups who may face barriers in the public environment. Disabled people, including those with mobility, visual, or cognitive impairments, will benefit from smoother, more even footways, improved lighting, and clearer, more navigable spaces. These changes will reduce physical and sensory obstacles, enabling safer and more independent travel.</p> <p>Older adults and people with long-term health conditions will find the improved surfaces and reduced street clutter easier to navigate, while families with young children will benefit from safer crossings and calmer traffic conditions.</p>

	<p>These enhancements will also support active travel by making walking and cycling more accessible and appealing to a wider range of users, including women and girls, who may currently feel unsafe or excluded from certain public spaces.</p> <p>While the construction phase may temporarily disrupt access, these impacts can be mitigated through clear communication, accessible temporary routes, and careful site management. Continued engagement with disability groups, local schools, and community organisations is recommended to ensure the scheme remains inclusive, responsive, and reflective of the needs of all users.</p>
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Section 07	Action Plan
Action Plan	N/A

Section 08	Agreement, publication and monitoring
Senior Managers' sign-off	<p>Name: Russell Trewartha Position: Assistant Director of Capital Projects Email: russell.trewartha@lbhf.gov.uk Telephone No: 07551680551 Considered at relevant DMT:</p>
Key Decision Report (if relevant)	<p>Date of report to Cabinet/Cabinet Member: 07/07/2025 Key equalities issues have been included: Yes/No</p>
Equalities Advice (where involved)	<p>Name: Yvonne Okiyo Position: Strategic Lead Equity, Diversity and Inclusion Date advice / guidance given: 11th July 2025 Email: Yvonne.ooyo@lbhf.gov.uk Telephone No: 07824 836 012</p>

Commented [Y01]: I suggest mentioning how the council will monitor whether the anticipated positive impacts are realised post-implementation