



WALTHAM FOREST COUNCIL FULL EQUALITY ANALYSIS (EA) TEMPLATE

Decision

Date

What is an Equality Analysis (EA) for? [Double click here for more information / Hide](#)

The Council must have due regard to its Public Sector Equality Duty (PSED) when making decisions at member and officer level. An EA is the best method by which the Council can provide the evidential analysis to comply with the equality duty, particularly for major decisions. However, the level of analysis required should only be proportionate to the relevance of the duty to the service or decision. Some decisions will require detailed equalities consideration, e.g. a decision on adult

social care provision or reduction of grants to voluntary organisations, whereas the performance of other functions will have less of an equalities impact, e.g. the appointment of committees where only a limited assessment is required. In rare cases, the Courts have said there may be no impact. If you think this may be the case, then you should undertake the EA screening process first to determine if you need to complete this full EA and have a rational basis for this conclusion.

What is the Public Sector Equality Duty (PSED)? [Double click here for more information / Hide](#)

The public sector equality duty (s.149, Equality Act 2010) requires the Council, when exercising its functions, to have “due regard” to the need to:

1. eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited under the Act,
2. advance equality of opportunity between those who share a “protected characteristic” and those who do not share that protected characteristic and
3. foster good relations between persons who share a relevant protected characteristic and persons who do not share it (this involves having due regard, in particular, to the need to (a) tackle prejudice, and (b) promote understanding).

These are collectively referred to in this EA as the equality aims. Advancing equality (the second equality aim) involves having due regard, in particular, to the

need to:

- Removing or minimising disadvantages suffered by people due to their protected characteristic
- Taking steps to meet the needs of people from protected groups where these are different from the needs of other people including steps to take account of disabled people’s disabilities *and*
- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low

NB Please note that, for disabled persons, the Council must have regard to the possible need for steps that amount to positive discrimination, to “level the playing field” with non-disabled persons, e.g. in accessing services through dedicated car parking spaces.

IMPORTANT NOTES:

1. **THIS FRONT SHEET IS AN ESSENTIAL PART OF THE EA – COMPLETE THE TEMPLATE AND SUBMIT IT AS A SINGLE DOCUMENT.**
2. **IN RARE CASES, WHEN COMPLETING THE ASSESSMENT IT MAY BECOME APPARENT THAT THE RECOMMENDATIONS WOULD LEAD TO UNLAWFUL DISCRIMINATION E.G. A PROPOSAL TO PAY MEN MORE THAN WOMEN. IF SO, STOP, RECONSIDER YOUR PROPOSAL AND SEEK ADVICE.**

THE HEAD OF SERVICE OR DIRECTOR WHO IS RESPONSIBLE FOR MEMBER LEVEL REPORTS MUST BE SATISFIED WITH THE FINALISED EQUALITY ANALYSIS AND FOR MAJOR PROPOSALS, IT IS SENSIBLE TO ENSURE YOUR LEAD MEMBER HAS BEEN CONSULTED.



Fostering good relations [Double click here for more information / Hide](#)

Protected Characteristics [Double click here for more information / Hide](#)

Guidance on compliance with the PSED for officers and decision makers [Double click here for more information / Hide](#)

What to do if your proposal is scheduled for Cabinet/Committee? [Double click here for more information / Hide](#)

The Proposals: Mini Holland Programme and Walthamstow Village Area improvement Scheme

1. What is the Proposal?

The Cabinet Report (9th September 2014) outlined the Mini Holland Programme and Procurement Options and sought the Cabinet approval for the delivery plan and the delegation on key decisions relating to the implementation of the associated schemes.

This programme underpins the Council's priorities and links to the Waltham Forest Joint Strategic Needs Assessment 2014 (NHS) to embed health policy in the local authority Core Strategy, including:

- Policy CS13 – promoting health and wellbeing, improving access to health facilities, promoting higher levels of regular exercise, reducing the proliferation of any land use which reduces people's ability to be healthy.

Waltham Forest was one of the three Councils in London to be awarded £30 million from Transport for London (TfL) as part of the Mini Holland Programme to establish a number of integrated schemes designed to deliver dramatic improvements in safety and convenience for cyclists, coupled with imaginative public realm enhancements to improve residential and local shopping areas. The rationale of this programme is to encourage more people to cycle rather than use cars, particularly for short local journeys and the primary outcome will be an improved cycle network based on improving safety for all road users by providing a safer environment for all.

This programme will endeavour to promote the following:

- reduction in traffic congestion in residential streets and improve air quality;
- remove barriers to travel for all, particularly those living in deprived communities;
- improve health outcomes due to increased exercise by active travel patterns;
- create a more sustainable community with an attractive environment, new and improved public spaces and improved walking and cycling links; and encourage cycling as a viable mode of transport.

The proposal seeks to contribute to an increase in people cycling and walking in the borough whilst also reducing road casualties and going some way towards transforming residential streets into vibrant people-centred environments. This will encourage more children cycling to school, more employees cycling to work, as well as incorporating cycling to undertake work related activities e.g. site visits. It will also support better health and fitness amongst the population (which is difficult to measure) and reduced usage of the private car for some trips.

There was funding in advance of our wider Mini Holland Programme to trial a series of road closures in Walthamstow Village (Hoe Street, Wood Street and Forest Ward) to see if something could be done not only to make it safer for cyclists and pedestrians (pollution, congestion and rat running) but also to increase footfall in the area, to give the local economy a boost. In September 2014, we undertook a series of trial road closures for a two week period in this area. The purpose of the trial was to allow us to obtain valuable traffic monitoring information and also give residents and visitors a first-hand experience of road changes to the local environment. The trial generated a great deal of interest, we collected feedback from the community through questionnaires, emails (we established a generic email address to deal with enquiries, complaints, feedback etc.), comments received at our information points situated within the trial area and face to face door-knocking interviews with local residents. Following the trial we held workshops with residents and businesses to further understand their views and receive suggestions on future proposals. We are also seeking

1. What is the Proposal?

the views of the Emergency Services, London Buses and important frontline services (such as Dial-a-Ride, meals on wheels, home help, refuse and recycling collections, street cleansing etc) to ensure the final scheme proposal does not have a negative impact in terms of access to those services.

This Equality Analysis has been prepared to comply with the Public Sector Equality Duty and assess the impact of the wider programme including the trial area on all the equality target groups directly or/and indirectly. This is a desktop evaluation, and is not based on survey or data collection for this programme.

2. What are the recommendations?

Approval is being sought for the identified mitigating actions that will be taken as part of the implementation of the final Village Scheme and that this approach along with further consultation / engagement exercises to be used in the delivery of the Mini Holland Programme.

3. Who is affected by the Proposal? *Identify the main groups most likely to be affected by the recommendations, directly and indirectly.*

The implementation of the Mini Holland proposal is likely to affect:

- anyone who currently cycles for transport, leisure or sport;
- anyone who would potentially choose to cycle;
- other road users including motorists, pedestrians, equestrians;
- other users of the highways and off road paths e.g. pedestrians
- participants in major cycling events;
- cycling event organisers;
- residents living on or near to popular cycling routes, for examples those around Lea Bridge Road that will have high levels of cycling;
- residents living on or near roads/routes that could potentially have restricted vehicle access
- businesses and visitors
- Members of staff living in the borough as well as those that will be directly involved in delivery the scheme.

It is not foreseen that there will be a differential impact for individuals in the community or/and does not appear to have an adverse impact on any social group of the protected characteristics.

We recognise that cycling is not an activity that will be accessible to all residents in the borough, however two of the key aspects of the Walthamstow Village scheme are the public realm improvements, which are designed to increase permeability and ease of access to all road and footway users, and the reduction of traffic levels within primarily residential streets, in order to improve the living environmental for all users. It is these aspects of the scheme that will improve for those groups that do not have direct access to cycling.

Living environment has a great influence on health and wellbeing. Poor air quality is an issue experienced by residents of Waltham Forest as well as everyone who lives in London. Poor air quality can cause serious health problems and reduce life expectancy by up to eight months (Department of Environment, Food and Rural Affairs (Defra), 2010). The Health Effects Institute panel concluded that the evidence is sufficient to support a causal relationship between exposure to traffic-related air pollution and the exacerbation of asthma.

The most vulnerable people include children and older residents. Individuals particularly at risk also include those with existing respiratory problems and chronic illnesses such as asthma and chronic obstructive pulmonary disease (COPD). There are approximately 690,000 asthma sufferers in London and 230,000 individuals suffering from COPD. It also found suggestive evidence of a relationship with onset of childhood asthma, non-asthma respiratory symptoms, impaired lung function, total and cardiovascular mortality, and cardiovascular morbidity, although the data are not sufficient to fully support causality.

Long-term exposure to Particulate Matter (PM2.5) aggravates respiratory and cardiovascular conditions. The statistics for each of the London boroughs as a fraction (%) of mortality attributable shows that Waltham Forest is 1.7% higher than the UK average and is ranked 21st in London. In 2008, the IOM research determined that 129 deaths were attributable to long-term exposure to PM2.5 pollution in Waltham Forest.

Part of our Mini Holland objective is to reduce short local car trips. We will set a target to reduce single occupancy vehicle use mode share in the borough by 5% by 2020, to 35% (from 2011/2012 baseline) of 40% for Waltham Forest. The proposal encourages these types of journeys are reduced and the users transfer to more sustainable means of transport. During the two week trial, traffic monitoring shown that the over 5,000 vehicle movements a day were removed from the area, which consist primarily of residential roads. The proposals have been updated since the trial to ensure that the reduction of vehicles movements are consistent across the whole area rather than in individual roads. The aspect of reduce traffic levels and will benefits all groups and not just those that have direct access to cycling.

The World Health Organisation defines healthy ageing as ‘the process of optimising opportunities for physical, social and mental health to enable older people to take an active part in society without discrimination and to enjoy an independent and good quality of life. Primary prevention actions to promote healthy ageing are, therefore, grounded in neighbourhoods and communities, affecting community and home life. Physical activity programmes can improve mental wellbeing and reduce mental illness. So the promotion of physical activity through cycling among older people will help to reduce risk of depression and dementia later in life. The effectiveness of exercise in the treatment of clinical depression is well documented. Physical activity such as cycling improves not only sub-threshold, mild and moderate depression and wellbeing, improved mental health and wellbeing in deprived communities, improved mental wellbeing of those with schizophrenia and improved mental health outcomes in older people.

Key borough statistics: The 2011 census shows that Waltham Forest has a population of 258,249. Broken down by broad age group, some 26.1% of the population (67,303) were aged 0-19, 35.8% (92,392) 20-39, 28.2% (72,988) 40-64 and 10% (25,566) were aged 65+. Compared to London and England and Wales Waltham Forest has a younger age profile with 8.1% of its population aged 0-4 and 26.1% 0-19 compared to 7.2% and 24.5% across London and 6.2% and 24% across England and Wales respectively. Those aged 20-39 (35.8%) constitute the same percentage of the population in Waltham Forest as across London as a whole (also 35.8%) compared to only 26.9% across England and Wales. Smaller proportions of the borough population are found in the 40-64 and 65+ age groups which constitute 28.2% and 10%

compared to 32.7% and 16.4% across England and Wales. (Source: 2011 Census, Office for National Statistics). **Children in Care:** As at December 2012, we had 289 children in our care. 56% were male and 44% female. Most are in the 12-16 age bracket (35%) followed by 6-11 age group (24%). Ethnic breakdown - White: 42%; Black or Black British: 28%; Mixed race: 19%; Asian or Asian British: 6%; Other: 4%. **NB: These statistics provide general data for this protected characteristic. You need to ensure you have sufficient data about those affected by the proposals – see below under “additional equalities data”. Ward based data is available here: <http://www.walthamforest.gov.uk/Pages/Services/statistics-economic-information-and-analysis.aspx?l1=100004&l2=200088>**

[Double click here to show borough wide statistics / hide statistics](#)

Age [Click and hover over the questions to find more details on what is required](#)

Additional Equalities Data (Service level or Corporate) *Include data analysis of the impact of the proposals*

- Hoe Street ward has 5,509 households with 14,400 people of which 3,150 are children aged 0-15.
- 12.1% of children in reception year and 24.5% children in year 6 are obese.
- 21.5% of dependent children in the ward are considered to living in out of work household.
- The proportion of the older population in Hoe street ward is declining than the Borough or London as whole.
- The life expectancy age for male is 77.4 compared to the average of 78.8 in the borough and 79.3 in London and the life expectancy age for women is 81.2 compared to the average of 78.8 in the borough and 83.5 in London.
- Hoe street ward has a greater proportion (69.8%) of the population of working age (between 16 and 64) than the Borough (68.1%), London (68.7%) or England (64.1%) (GLA SHLAA Trend -2013).
- Hoe Street ward has a relatively low employment rate (63.1) compared to the London average of 65.4 even though 36.4% of the eligible population have the level 4 qualification and above compare to the borough average of 30.0%. 19% of the population in this ward have no qualifications compared to 17.6% in London.
- Young people and elderly are often more dependent on modes other than the private car. According to Projecting Older People Population Information (POPPI), it has been projected that 4,857 people in Waltham Forest aged 65+ will have restricted mobility and they often need access to a car, dial-a-ride and other emergency services.
- Fear of crime affects both older and younger people, as evidenced in the resident’s panel report 2009. This found that elderly people would avoid going out after dark, whilst younger people found teenagers hanging around shops a problem.
- In Hoe Street ward - 11.7 % of JSA claimants, which is the highest proportion in the borough (Department for Work and Pension/GLA Intelligent Unit calculation-2013)
- The proposed scheme does not limit or restrict access for the older people. The scheme has been heavily influenced by the comments received from residents of the local almhouses, care homes and dial-a- ride. This took place during stage 2, 3 and 4 of the engagement.
- Wood Street ward has 5,332 households with 13,850 people of which 3,300 are children aged 0-15.

Age *Click and hover over the questions to find more details on what is required*

- 6.7% of households have no adults in employment, with dependent children.
- Older people aged 65 and over make up 66.8% of the population.
- The life expectancy for males in Wood Street ward is 77.2 years compared to the average of 78.8 in the Borough and 79.3 in London. The life expectancy for women is 82.3 years, compared to an average of 78.8 in the Borough and 83.5 in London.
- Forest ward has 4,448 households with 13,100 people, of which 2,600 are children aged 0-15.
- 5.2% of dependent children in Forest ward are considered to be living in out of work household.
- Older people aged 65 and over, make up 9.5% of the ward. This is lower than the Borough and London average.
- The life expectancy for males in Forest ward is 79.4 compared to the average of 78.8 in the Borough and 79.3 in London. The life expectancy for women is 82.1 compared to the average of 78.8 in the Borough and 83.5 in London.
- Young people and elderly are often more dependent on modes other than the private car. According to Projecting Older People Population Information (POPPI), it has been projected that 4,857 people in Waltham Forest aged 65+ will have restricted mobility and they often need access to a car, dial-a-ride and other emergency services.
- Fear of crime affects both older and younger people, as evidenced in the resident's panel report 2009. This found that elderly people would avoid going out after dark, whilst younger people found teenagers hanging around shops a problem.
- Some older people that were consulted with expressed concern over their safety, cyclists riding on the pavement, cyclist safety in general and the risk of collisions.

What is the proposal's impact on the equalities aims? *Look for **direct impact** but also evidence of **disproportionate impact** i.e. where a decision affects a protected group more than the general population, including **indirect impact***

This programme is expected to make a positive impact on all age groups.

Many studies show the potential health benefits of cycling for older people far outweigh the risks, and high levels of cycling among older people in the Netherlands and Denmark demonstrate the potential.

The intervention is thought to improve the environment for all age groups

The reduction of traffic levels will create a safer environment for all users including pedestrian accessing a number of destinations within the area including schools, parks and places of worship. The relighting and improvements to Barclay footpath directly outside the school will benefit younger age groups.

Improved public realm, greater natural surveillance on streets, particularly in the evenings will improve community safety and help to reduce crime and fear of crime, which is a real concern to older people.

What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?

During the engagement process concerns were raised around potential adverse impacts on access for the elderly as a result of the road closures. Within the proposals all areas are still accessible by car, except a section for Orford Road between 10am and 10pm although different routes may need to be taken to access them. This may require a longer distance to travel when doing so by car however all road closures will be permeable and allow for pedestrians, cyclists and mobility scooters to go through.

Where older people are reliant on, access services or indeed where services such as home care providers and friends/relatives that would need to visit could be inconvenienced by having to travel further distances.

In discussion with Dial-a-Ride, we have agreed that they can continue to have

Age *Click and hover over the questions to find more details on what is required*

Improved lighting should help the area to feel safer which will have a particular positive impact on older people and young people, who may currently feel intimidated in the evening.

Young people from low income families will benefit from an allocated fund to subsidise cycle training.

Improvements to the street network within the centre will improve the pedestrian environment generally; legibility (e.g. way finding) and sense of place will benefit older people as it will be easier to travel around the borough and town centre.

Formation of parks and improvement to play facilities (e.g. Junction of Shernhall Street and Lea Bridge Road) will benefit young children. In addition to all the above, this programme will have the potential for the following positive impacts:

- Improved safety for young people, who historically make up a high proportion of cycling casualties
- Increased independence for young people who aren't able to drive
- Improved safety for older people, who are more likely to be deterred from cycling by safety concerns

access to Orford Road during the restricted times for drop off and pick up in order to mitigate against limiting access for customers.

Providing information about road changes is key for all those requiring access the area. There may be barriers to accessing information among some older people who are less likely to have Internet access and therefore may be excluded from the benefits of an online website e.g. alternative route, partial road closures (certain parts of the day). During each stage of the engagement process leaflets were delivered to all properties within the area, door knocking was undertaken and meetings held with a number of organisations including the care homes within the area. We will continue this process during the final two stages of the scheme.

Disability [Double click here to add impact / Hide](#)

Check box if NOT applicable

Key borough statistics: Look for update from latest APS / also see Borough profile update Recent data from the 2011/2012 Annual Population survey suggests there are 31,000 disabled people of working age (16-64) living in Waltham Forest of which around 16,000 are female and 15,000 male. This represents around 1 in 5 (20%) of the working age population, a higher rate than found across London (16.9%) though lower than that found in England (20.5%). 2012 data finds that across the borough some 10,350 residents claim disability living allowance with rates tending to be higher in the southern and middle wards of the borough though this data should only

be treated as a rough indicator of the prevalence of disability. As at January 2012, some 1,299 children and young people had a statement of Special Educational Needs in Waltham Forest.

(Source: 2011 Census, 2011/12 Annual Population survey, Office for National Statistics, Department for Work and Pensions, Department for Education) **Notes: These statistics provide general data for this protected characteristic. You need to ensure you have sufficient data about those affected by the proposals – see below under “additional equalities data”.**

[Double click here to show borough wide statistics / hide statistics](#)

Disability *Click and hover over the questions to find more details on what is required*

Additional Equalities Data (Service level or Corporate) *Include data analysis of the impact of the proposals*

Walthamstow is within the top 5% most deprived areas, in terms of crime, in London. Fear of crime is higher amongst those with disabilities as evidenced in the resident's

Disability *Click and hover over the questions to find more details on what is required*
panel report 2009.

According to the HNMA (2007) 24.2% of households in the borough include a member with a disability. 44.1% of those with a disability suffer from mobility difficulties and 6.2% contained a member who is a wheel chair user.

Sensory disability

In 2011, Waltham Forest had 875 older people registered as blind or partially sighted and 65 as deaf or hard of hearing. The rates were significantly lower for those who were deaf or hard of hearing compared to national rates, however, those that were registered as blind were significantly higher than the national rates.

Long-term conditions

The association between physical inactivity (including overweight and obesity) and the following long term illnesses in London (particularly in residents of Waltham Forest) remains strong:

Diabetes ((both Type 1 and Type 2) remains a significant problem for the community and accounted as 13,214 in 2011/12. The estimated number of all deaths attributable to diabetes for those aged 20 to 79 in Waltham Forest is 14.6%, similar to other boroughs in outer and inner north east London but much higher than in England.

Cardiovascular disease remains the biggest killer of those aged 75 and under, and there are significantly higher rates in the poorer wards compared to more affluent areas. The increase in older Black, Asian and Minority Ethnic (BAME) populations in the borough is important to plan for because these groups are more at risk of Cardiovascular disease. It is also the main contributor for health inequalities between Waltham Forest and England.

Representatives of disabled people (London-wide) have expressed opposition to shared use pavements, due to concerns about being passed too close and fear of collisions. Walthamstow is within the top 5% most deprived, in terms of crime, in London. Fear of crime is higher amongst those with disabilities as evidenced in the resident's panel report 2009.

The requirement that homes, shops and other facilities should be accessible to all members of the community and meet the needs of residents throughout their changing life cycle will benefit this group.

What is the proposal's impact on the equalities aims? *Look for **direct impact** but also evidence of **disproportionate impact** i.e. where a decision affects a protected group more than the general population, including **indirect impact***

The adoption and delivery of the Mini Holland programme is likely to have a positive impact on the equalities aim and bring about specific benefits to disabled people by adding more direct routes, widening footways, creating

What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?

The following activity to be delivered as part of the scheme is likely to contribute to advancement of disability equality and help mitigate against potential negative impacts identified:

Disability *Click and hover over the questions to find more details on what is required*

level surfaces, drop kerbs and tactile paving.

Cycling is the third most popular sport among disabled people with just under 10% of cycling participants having a disability. Therefore action to enable more and safer cycling will have positive impacts for this group. Structural improvements for cyclists using shared use of the footway will also benefit wheelchair users and buggy users.

Increased participation in physical activity such as cycling would have benefits in preventing and addressing many health problems that can result in disability along with the overall health and well-being of the individual.

The proposed improvements to new and existing public spaces and the routes between them will have a positive impact on **all equalities groups** but will need to be done so in a way that does not encourage anti-social behaviour as this would have a negative impact on all equalities groups and particularly disabled people.

The proposal of this scheme is to promote cycling through the development of better places and liveable environment, although cycling itself may not be accessible to some people for instance people with visual or physical impairment, the liveable environment will be improved to benefit these groups.

There may be issues of conflicts between users particularly for people with mobility or sensory impairment. Potential conflict between pedestrians and cyclists.

Representatives of disabled people (London-wide) have expressed opposition to shared use pavements, due to concerns about being passed too close and fear of collisions. Many disabled people, particularly those with visual impairments, feel intimidated by bikes coming from behind as they are silent.

Some disabled people may experience problems in accessing information therefore this needs to be provided in alternative formats.

Access to open space is understood to have benefits in terms of physical and mental health. Improvement and improved access to existing open spaces (e.g. Town Square and Parks) within the centre (and beyond e.g. Walthamstow Wetlands) will be of benefit to those who spend a proportionately higher amount of

Improvements to key pedestrian junctions (with removal of barriers at crossings, and pavement widening) within the centre will benefit those in wheelchairs/who have restricted mobility.

Maintenance work of footways and reduced signage will help create well maintained, even surfaces free from clutter and obstructions significantly influence the comfort levels of people with impaired mobility.

The new pedestrianised environment will be designed to help disabled persons and parking issues will be considered during the design process and groups representing disabled persons will be fully consulted. New disabled parking bays will be located as close as possible to the restricted area, and blue badge holders will continue to be able to utilise the controlled parking bays in the close proximity without a permits.

The final detailed design of closures and works would be subject to a wide range of scrutiny include following TfL designs standards and safety audits. Please find the attached link to such design standards.

<https://www.gov.uk/government/publications/shared-space>

The final design of Orford Road will also take into consideration the need to maximise footway space to ensure that areas designated for shared use (pedestrians, buggy users, wheelchair users and cyclists) are not restricted. The final design adheres to shared space guidelines and subject to safety audits that takes into consideration the needs of disabled people, in particular, those with visual impairment

Provision of new social infrastructure e.g. installation of outdoor seating and parklets will serve to enhance the quality of life for the disability groups through the introduction of the new community facility.

The reduced impact of motor vehicles can be attractive to cyclists and it may encourage them to divert from other, less attractive cycling routes. However, pedestrian movements in the street are also likely to increase, creating potential for greater interaction with cyclists. In mitigation, research suggests that cyclists have a

Disability *Click and hover over the questions to find more details on what is required*

time in public spaces; which could include both young people and the elderly.

The pedestrianisation of Orford Road (between Wingfield Road and Eden Road) may require disabled drivers to park further from retail outlets.

high awareness of pedestrians in shared space and tend to ride around them or give way. Cyclists were found to be more likely to avoid or give way too pedestrians than vice versa.

As part of this scheme and throughout the Mini Holland Programme, there will be a targeted communications campaign including a dedicated and interactive website with clear sign postings and updates to residents on both progress and the scheme proposals. Information packs are being developed that will be issued to all households and businesses within the catchment area of future Mini Holland schemes along with contact details to address any concerns or queries. Information will also be exchanged with Disability Groups.

Pregnancy and Maternity [Double click here to add impact / Hide](#)

Check box if NOT applicable

Key borough statistics: According to the 2011 census, 8.1% (20,839) of the Waltham Forest population is aged 0-4 compared to 7.2% across London and 6.2% across England and Wales. For those aged 0-1 these percentages are respectively 3.3% (Waltham Forest), 3% (London) and 2.5% (England & Wales). The Total Fertility rate for Waltham Forest in 2011 is 2.69 (3rd highest across London) compared to a London and England figure of 1.99. The teenage pregnancy rate in Waltham Forest (2010) is 45.7 per 1,000 of the female population aged 15-17

compared with 37.1 across London and 35.5 across England and Wales. Source: 2011 Census, Conception statistics and Birth Summary Tables, Office for National Statistics. **NB: The total fertility rate measures the projected number of births born to a woman over her lifetime. These statistics provide general data for this protected characteristic. You need to ensure you have sufficient data about those affected by the proposals – see below under “additional equalities data**

[Double click here to show borough wide statistics / hide statistics](#)

Pregnancy and Maternity *Click and hover over the questions to find more details on what is required*

Additional Equalities Data (Service level or Corporate) *Include data analysis of the impact of the proposals.*

Hoe Street Ward has a fertility rate of (80.0) compared to the borough average of (77.5) and the London average (67.0) (Census 2011).

Forest Ward has a fertility rate of 79.0 and Wood Street ward has a fertility rate of 88.0.

What is the proposal’s impact on the equalities aims? *Look for **direct impact** but also evidence of **disproportionate impact** i.e. where a decision affects a protected group more than the general population, including **indirect impact***

Pregnant women and parents with young children on bike seats may have particular safety concerns. Therefore enabling safer cycling will be of benefit of this group.

What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?

The final design also took into consideration the need to maximise footway space to ensure that areas designated for shared use (pedestrians, buggy users, wheelchair users and cyclists) are not restricted.

Pregnancy and Maternity *Click and hover over the questions to find more details on what is required*

Public realm improvements, particularly to the street networks (a more pedestrian friendly environment with removal of barriers) will improve the pedestrian environment generally, but also be of specific benefit to pregnant women and women with your children.

Road closures could cause problems for pregnant women and mothers of young children in getting to doctors or healthcare appointments.

All areas are fully accessible by car however different routes maybe required in order reach certain destinations. Local Health Centres will be fully consulted in the final scheme design to ensure that there are no negative impacts of the proposals on pregnant women, those with young children and local health centre users in general. In addition, information will be passed to the local centres to pass onto customers about routes to the centre and location of appropriate parking.

Race [Double click here to add impact / Hide](#)

Check box if NOT applicable

Key Borough Statistics: According to 2011 census data Waltham Forest's White British population is 92,999, 36% of the total borough population. All other ethnic groups constitute 64% of the population (165,250). Broken down by specified ethnicity: White Other (37,472/14.5%), Pakistani (26,347/10.2%), Black Caribbean (18,841/7.3%), Black African (18,815/7.3%), Indian (9,134/3.5%), Other Black (7,135/2.8%), Any other ethnic group (6,728/2.6%), Bangladeshi (4,632/1.8%) and Chinese (2,579/1%). Note: The more detailed ethnicity breakdown goes into more detail and data for more recent arrivals includes: Polish (6,944/2.7%), Other Eastern

Europe (6,020/2.3%) and Baltic states (3,011/1.2%). Data on arrivals from other countries over the last 8 years show that Poland, Pakistan and Lithuania have supplied the greatest number of migrants. (Source: 2011 Census, Office for National Statistics, Department for Work and Pensions)

NB: These statistics provide general data for this protected characteristic. You need to ensure you have sufficient data about those affected by the proposals – see below under “additional equalities data”.

[Double click here to show borough wide statistics / hide statistics](#)

Race *Click and hover over the questions to find more details on what is required*

Additional Equalities Data (Service level or Corporate) *Include data analysis of the impact of the proposals*

- Hoe Street ward is more ethnically diverse than the borough average with 59% of BAME residents compared to 55% in Waltham Forest. The three largest ethnic minorities are Pakistani (14.3%), Other White background (11.8%) and African (7.4%). 58.7% of Forest ward residents and 50.4% of Wood Street ward residents are BAME.
- Walthamstow has a high proportion of households which are classified as overcrowded (22.4%). Many of these homes are occupied by BME groups. (Walthamstow Socio-Economic Master plan 2007).
- 77.4% of BME households, who wished to move but stated an inability to do so, specified this was due to being unable to afford to buy a home.
- Walthamstow includes a significant number of local community areas which are amongst the top 5% most deprived areas in London (Walthamstow Socio-Economic Master plan 2007). BME groups are disproportionately more likely to be living in poverty.

Race *Click and hover over the questions to find more details on what is required*

- The 2006 AESOP study of ethnicity and psychosis (Department of Health, 2010) found inequalities in terms of incidence of mental illness amongst BME groups.

What is the proposal's impact on the equalities aims? *Look for **direct impact** but also evidence of **disproportionate impact** i.e. where a decision affects a protected group more than the general population, including **indirect impact***

In some cultures, particularly women from some ethnic groups may be less likely to cycle. Measures to promote and encourage cycling could be of benefit to this group.

BME groups are disproportionately more likely to be living in poverty and in overcrowded homes. Increasing facilities for cycling and storage for bicycles will benefit BME groups as cycling would be the cheaper mode of travel for this group.

Travel patterns of BME groups show a high share of public transport trips. The proposals will make the walking and cycling routes to and from the access points for public transport in a better and safer environment.

Evidence suggests BME groups are less likely to drive cars. Improvements to cycling, public transport and public transport accessibility will benefit BME groups.

Language could be a barrier with information materials, including cycling promotion and notification of events.

What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?

The consultation and engagement process that we used to inform and shape the final design of the Villages scheme will continue throughout the Mini Holland Programme to ensure all stakeholders participate in the design process to mitigate against any potential negative impact on any equality groups.

All publicity, communication and information will be produced in an accessible and inclusive way ensuring that it is targeted as necessary.

Religion or Belief *Double click here to add impact / Hide*

Check box if NOT applicable

Key borough statistics: According to the 2011 Census the borough has 48.4% of its population stating their religion to be Christian, Muslim 21.9%, Hindu 2.3%, Jewish 0.5%, Sikh 0.5%, Buddhist 0.8% and other 0.4%. Some 18% of residents claimed no religion whilst 7.3% did not state an answer. The multi-faith nature of Waltham Forest is evidenced by more recent data which shows that Waltham Forest has

around 150 Christian Churches, 16 Muslim Mosques, 4 Hindu Temples, 3 Jewish Synagogues, 1 Sikh Gurdwara and 1 Tao Temple. **NB: These statistics provide general data for this protected characteristic. You need to ensure you have sufficient data about those affected by the proposals – see below under “additional equalities data”.**

Double click here to show borough wide statistics / hide statistics

Religion or Belief *Click and hover over the questions to find more details on what is required*

Additional Equalities Data (Service level or Corporate) *Include data analysis of the impact of the proposals*

Religion or Belief *Click and hover over the questions to find more details on what is required*

Type response here

What is the proposal's impact on the equalities aims? *Look for **direct impact** but also evidence of **disproportionate impact** i.e. where a decision affects a protected group more than the general population, including **indirect impact***

There are several mosques in the trial area and we met with the staff and members to discuss the proposals with them. We engaged with several local churches in the area, of different faiths, and held events at several local churches to publicise and consult on the development of the final proposal.

LBWF staff met with religious institutions within the scheme catchment area to elicit their views and concerns. The main concern raised was from Waltham Forest Counsel of Mosques in relation to parking during times of worship.

What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?

We will continue to engage with religious groups as part of the future scheme development proposals to ensure any concerns raised are addresses as part of the final scheme design. All concerns raised have been taken into consideration.

Sex [Double click here to add impact / Hide](#)

[Check box if NOT applicable](#)

Key borough statistics: The 2011 census put the gender split of Waltham Forest as Male: 128,970 (49.94%) and Female 129,279 (50.06%). (Source: 2011 Census, Office for National Statistics).

NB: These statistics provide general data for this protected characteristic. You need to ensure you have sufficient data about those affected by the proposals – see below under “additional equalities data”.

[Double click here to show borough wide statistics / hide statistics](#)

Sex *Click and hover over the questions to find more details on what is required*

Additional Equalities Data (Service level or Corporate) *Include data analysis of the impact of the proposals*

- In the UK 1% of all transport trips by women are by bike, whilst for men it is 2% (DfT, 2008). Women in the UK currently cycle much less than their male counterparts, whereas this is not the case in countries which have high levels of cycling generally, such as Holland, Denmark and Germany (Garrard, 2003).
- DfT statistics for 2007 showed that only 29% of cycle trips were made by women. However statistics from The Netherlands, Germany and Denmark demonstrates the potential for more women to cycle, with 55%, 49% and 45% of trips respectively. An Australian study showed that female commuter cyclists preferred to use routes with maximum separation from motorised traffic.
- In London, where levels of cycling have been increasing significantly over recent years, the gender gap is most evident in the youngest age group; 2% of females aged under 25 cycle, whilst 11% of males in the same age group do. In the 25 – 44 age group, 40% of males and 21% of females cycle, whilst in the 45 and above age group levels are similar at 12% for women and 14% for men (TfL, 2008). This shows that although women of all ages cycle less than men, there may be peaks of disparity in cycling levels at different stages of people's lives.

Sex *Click and hover over the questions to find more details on what is required*

What is the proposal's impact on the equalities aims? *Look for **direct impact** but also evidence of **disproportionate impact** i.e. where a decision affects a protected group more than the general population, including **indirect impact***

Fewer women than men cycle and women tend to be less confident cycling on the road. National research shows that safety issues are of a particular concern in relation to cycling for women. Women prefer separate cycling facilities, either partially or totally segregated from motor traffic. Therefore enabling more and safer cycling will be of benefit.

It is not foreseen that there will be a differential impact for individuals in the community if the proposed changes are adopted and implemented.

The proposed improvements to new and existing public spaces and the routes between them will have a positive impact on **all equalities groups** but will need to be done so in a way that does not encourage anti-social behaviour as this would have a negative impact on all equalities groups and particularly women, young and old people and LGBT communities..

What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?

A key aspect of the Mini Holland Programme is to encourage cycling proficiency and awareness in schools. This will increase participation from females

In addition to this local cycle training groups will be providing free cycle training and cycle maintenance for residents. It is also anticipated that this will increase participation.

Sexual Orientation and Gender Reassignment [Double click here to add impact / Hide](#)

[Check box if NOT applicable](#)

Key borough statistics: National estimates of LGBT population range from 0.3% to 10% using different measures. A study commissioned by Waltham Forest Council suggested the population to be somewhere between 7,000 to 10,000 people in 2007 (this is 4-6% of the adult population). The study also suggested that there may be at least 35 transgender individuals in the borough (Source: Measuring Sexual Identity –

Office for National Statistics, Waltham Forest LGBT Matters). **NB: These statistics provide general data for these protected characteristics. You need to ensure you have sufficient data about those affected by the proposals – see below under “additional equalities data”.**

[Double click here to show borough wide statistics / hide statistics](#)

Sexual Orientation and Gender Reassignment *Click and hover over the questions to find more details on what is required*

Additional Equalities Data (Service level or Corporate) *Include data analysis of the impact of the proposals*

Type response here

What is the proposal's impact on the equalities aims? *Look for **direct impact** but also evidence of **disproportionate impact** i.e. where a decision affects a protected group more than the general population, including **indirect impact***

What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?

Sexual Orientation and Gender Reassignment *Click and hover over the questions to find more details on what is required*

Members of the LGBT community may often feel vulnerable in certain situations, in particular relating to public transport and walking around the area. This proposal can help to reduce this vulnerability by making the area more pedestrian friendly to walk around, creating community hubs and increasing natural surveillance through design.

The proposed improvements to new and existing public spaces and the routes between them will have a positive impact on **all equalities groups** but will need to be done so in a way that does not encourage anti-social behaviour as this would have a negative impact on all equalities groups and particularly **women, young and old people, and LGBT**.

There are no negative impacts on this equality group to mitigate.

Marriage and Civil Partnership *Double click here to add impact / Hide*

Check box if NOT applicable

Key borough statistics:

2009 - 2010	670 marriages registered in the borough and 32 Civil Partnerships
2010 - 2011	725 marriages registered in the borough and 27 Civil Partnerships
2011 - 2012	812 marriages registered in the borough and 25 Civil Partnerships

NB: These statistics provide general data for these protected characteristics. You need to ensure you have sufficient data about those affected by the proposals – see below under “additional equalities data”.

Double click here to show borough wide statistics / hide statistics

Marriage and Civil Partnership *Click and hover over the questions to find more details on what is required*

Additional Equalities Data (Service level or Corporate) *Include data analysis of the impact of the proposals*

Type response here

What is the proposal’s impact on the equalities aims? *Look for **direct impact** but also evidence of **disproportionate impact** i.e. where a decision affects a protected group more than the general population, including **indirect impact***

The proposed improvements to new and existing public spaces and the routes between them will have a positive impact on **all equalities groups** but will need to be done so in a way that does not encourage anti-social behaviour as this would have a negative impact on all equalities groups and particularly **women, young and old people, and LGBT**.

What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?

There are no negative impacts on this equality group to mitigate.

See pages 1 and 2 for full details of these two aims. This section seeks to identify what additional steps can be taken to promote these aims or to mitigate any adverse impact. Analysis should be based on the data you have collected above for the 8 protected characteristics covered by these aims. Remember, marriage and civil partnership is not covered.

Key borough data: From our 2011 Cohesion Survey, a third of our respondents believe that differences are 'definitely respected'. A further 46% believe this is the case most of the time, and just 6% feels this is not the case. By age group, a higher

proportion of older residents feel differences are respected 'definitely/most of the time' (86% aged 66+ years). Residents with a disability are less likely to feel differences are respected (74%) than those without a disability (80%). The survey also shows that participation in community activity is 75% for Asian residents and residents in North Chingford (72%). Participation is lowest amongst South Chingford residents (63%). **NB: These statistics provide general data for these protected characteristics. You need to ensure you have sufficient data about those affected by the proposals – see below under "additional equalities data".**

[Double click here to show borough wide statistics / hide statistics](#)

Additional Impacts on Advancing Equality & Fostering Good Relations [Click and hover over the questions to find more details on what is required](#)

Additional Equalities Data (Service level or Corporate)

According to the GLA SHLAA Trend based population projection data of 2013, Hoe Street ward has the highest population density in the borough with 13,091 persons per square kilometre, which is almost double of the borough average of 6,897 and more than double of the London average of 5,293. Hoe Street ward also had the higher fertility rate in 2012 scored as 80.0 in comparison to the borough average of 77.5 and the London average of 67.0 (Office for National Statistics).

Census data also indicates that Hoe Street ward has 3.1% of people travel by bicycle to work compared to the 2.8% of average for the borough and 4% for average of Londoners. Residents of this ward have fewer cars per household (0.6) in comparison to the borough average of 0.8 and the London average of 0.8. This ward also has high score for the average public transport accessibility in 2012 of 5.1 in comparison to the borough average of 3.5 and the London average of 3.7.

61.9% of the properties in this ward are flat/maisonette or apartment compared to the borough average of 41.2% and 52.2% in London with nearly a third of the households living in private rented accommodation compared to a quarter in the borough and a quarter in London.

Forest ward has a lower population density of 6,550 persons per square kilometre, which is lower than the borough average. Forest ward also had a high fertility rate of 79.0. Census data indicates that Forest ward has a higher proportion of people to travel to work by bicycle (3.5%). The number of cars per household is in line with the borough and London average of 0.8. In comparison to Hoe Street ward, Forest ward scored lower for the average public transport accessibility of 2012 of 4.2.

39.6% of the properties in Forest ward are flat/maisonette or apartment and 33.5% live in private rented accommodation.

Wood Street ward has a population density of 7,694 persons per square kilometre which is higher than the borough average. Wood Street also has a high fertility rate of 88.0. Census data indicates that Wood Street has a higher proportion of people to travel to work by bicycle (3.7%). The number of cars per households is 0.7, below the borough average and London average of 0.8. Wood Street ward has an accessibility to public transport score from 2012 of 3.5.

Are there any additional benefits or risks of the proposals on advancing equality and fostering good relations not considered above?

What actions can be taken to avoid or mitigate any negative impact on advancing equality or fostering good relations not considered above? Provide details of how effective the mitigation will be and how it will be monitored.

Additional Impacts on Advancing Equality & Fostering Good Relations *Click and hover over the questions to find more details on what is required*

The extensive amount of community engagement work carried out before/during and after the trial helped to gauge the potential impact of the programme proposals on different equality groups and results of the consultation on the trial closures shaped and informed the final scheme design. .

The Mini Holland Programme contains a number of complementary measures which include the provision of secure cycle sheds and cycle stands on the highway. This will make cycling far more accessible for those individuals that live in premises that cannot be used to store a bike.

Conclusion

Consider the Guidance below and set out your conclusions from the equalities analysis of the 8 protected characteristics. If there are negative equalities impacts, but you think that the proposals should still proceed in the current or amended form, explain what the objective justification for this is, providing evidence as

appropriate. If it is helpful, refer to other documents e.g. the Cabinet report. You may find it helpful to identify one of the 4 outcomes below as being closest to your current proposals. (Use your conclusions as a basis for the “Equalities Implications” in the Cabinet report.)

This analysis has concluded that...

In terms of summarising the responses received, 61% of respondents were in favour of the proposed measures to be introduced by the scheme and 25% were against.

The scheme has developed through consultation with a number of stakeholders including: cycling and access groups, religious groups, Dial a Ride, local Councillors, Local MP, local businesses, residents groups and the Council staff. This scheme has received a lot of support. There has been some concern about the potential conflict between cyclists and pedestrians and the final scheme design addresses these concerns. Continuous dialogue with stakeholders will form the basis of the final design of all Mini Holland.

Outcome of Analysis *Check one that applies*

No major change required when the assessment has not identified any potential for discrimination or adverse impact and all opportunities to advance equality have been taken.

Outcome 3

Continue despite having identified some potential for adverse impacts or missed opportunities to advance equality. In this case, the justification should be included in the assessment and should be in line with the duty to have ‘due regard’. For the most important relevant policies, compelling reasons will be needed. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact.

Outcome 2

Adjustments to remove barriers identified by the assessment or to better advance equality. Are you satisfied that the proposed adjustments will remove the barriers identified?

Outcome 4

Stop and rethink when an assessment shows actual or potential unlawful discrimination.

Signed off by Head of Service:

Name:

Date: