

## CHAPTER 4

# EQUALITY IMPACT ASSESSMENT

### 4.1 Strategy / Policy

4.1.1 The London Borough of Richmond upon Thames Local implementation Plan for Transport 2005-09/10 (LIP). The Equality Impact Assessment is a required accompaniment to the LIP.

### 4.2 The main purpose of the LIP

4.2.1 To identify and outline the measures by which the London Borough of Richmond upon Thames will meet the objectives set down in the Mayors Transport Strategy. As a part of the preparation of the LIP, the Borough is also required to undertake an Equality Impact Assessment (EQIA), which assesses the needs of equality groups. For the LIP, which is a high level plan, these needs are assessed at correspondingly strategic level. Many of the schemes outlined will require a direct consultation with different groups in the community including equalities groups.

### 4.3 Target Groups

4.3.1 The main target groups to focus on as part of the EQIA and relevant legislation are as follows:

- People from Black and minority ethnic backgrounds: – The Race Relations Act 1976; as amended by the Race Relations (Amendment) Act (RRAA) 2000.
- Disabled people: – The Disability Discrimination Act (DDA) 1995; and DDA 2005, the Disability Discrimination Act (Amendment) Regulations 2003.
- Human Rights - Human Rights Act 1998.
- Men and Women:- The Equal Pay Act 1970, Sex Discrimination Act 1975, and Equality Act 2006
- Sexual Orientation and Religion - The Employment Equality (Sexual Orientation) Regulations 2003; Employment Equality (Religion and Belief) Regulations 2003 and Equality Act 2006

4.3.2 For the Richmond EQIA it is also proposed to comment on actions that will benefit older and younger people.

### 4.4 Richmond upon Thames Equality and Diversity Strategy

4.4.1 The Council's Equality and Diversity Strategy document and action plan details how the Council intends to promote equality, value diversity and prevent discrimination through its roles as a service provider, employer and community leader. This will be achieved through a programme of audit, review, impact/needs assessment, development of equality objectives and outcomes, monitoring, consultation, scrutiny and changes to the way in which the Council operates. This will be undertaken as part of a programme of continuous development and mainstreaming of equality/diversity considerations throughout the whole business of the Council.

4.4.2 The following Table 4.1 shows the breakdown of ethnic groups in the Borough. It is noted that the Borough has the fourth smallest Black and minority ethnic population in London. Just over 9% of the Borough is made up of non-white ethnic groups.

People from mixed ethnic backgrounds (2.15%) are just slightly below the London average (3%). Those from Chinese and Other Ethnic backgrounds form 2.01% of the population, which is just slightly below the London average of 2.7%. In Richmond's primary schools 16% of children are from Black and minority ethnic backgrounds. The schools language survey identified 78 languages other than English spoken by children in Richmond's schools.

**Table 4.1: Ethnic make-up of Richmond-upon-Thames in comparison with London and England & Wales averages.**

	Richmond Borough		London	England & Wales
	Numbers	%	%	%
White: British	135,655	78.72	59.8	87.0
White: Irish	4,805	2.79	3.1	1.3
White: Other White	16,325	9.47	8.3	2.7
Mixed: White and Black Caribbean	670	0.39	1.0	0.5
Mixed: White and Black African	443	0.26	0.5	0.2
Mixed: White and Asian	1,530	0.89	0.8	0.4
Mixed: Other Mixed	1,154	0.67	0.9	0.3
Asian or Asian British: Indian	4,232	2.46	6.1	2.1
Asian or Asian British: Pakistani	664	0.39	2.0	1.4
Asian or Asian British: Bangladeshi	622	0.36	2.2	0.6
Asian or Asian British: Other Asian	1,151	0.67	1.9	0.5
Black or Black British: Caribbean	643	0.37	4.8	1.1
Black or Black British: African	829	0.48	5.3	1.0
Black or Black British: Other Black	142	0.08	0.8	0.2
Chinese or other ethnic group: Chinese	1,299	0.75	1.1	0.5
Chinese or other ethnic group: Other Ethnic Group	2,171	1.26	1.6	0.4

**Source: Census of Population 2001, Key Statistics for wards, Table KS06 © Crown copyright4.5**

## **4.5 The Council's Commitments**

4.5.1 As part of its Equality and Diversity Strategy the Council is committed to promoting equality, valuing diversity and preventing discrimination through its roles as a service provider, employer and community leader. The specific commitments from the Equality and Diversity Strategy are detailed as follows:

- We will identify, tackle and prevent any form of institutional discrimination.
- We will promote equality of opportunity and fair treatment for all our communities.
- We will build on the strengths of diversity and aim to promote good relations between different communities.
- We will work with specific groups of people who are hard to reach and who may not have been provided with opportunities to voice their needs. We will particularly work with those groups who experience marginalisation, disadvantage and discrimination to discover previously unmet need.

- We will implement an equalities management framework, which is based on key requirements of the Equality Standard, Race Equality Scheme and the Disability Discrimination Act. This will help us towards our goal of the mainstreaming of equality/diversity considerations and objectives in all the work of the Council.
- We will ensure that all our partners and contractors are informed of our equality/diversity commitments and work towards the adoption of a shared code of practice.
- We will monitor and evaluate all aspects of service delivery and employment to inform our progress, objectives and review of outcomes. We will also initiate changes where necessary.
- We will develop corporate consultation and review mechanisms as part of our commitment to on-going consultation with key stakeholders, partners and community/voluntary groups.
- We will ensure that all Members, managers and staff are clear about their roles and responsibilities under equalities legislation and Council policy and are provided with learning and development opportunities to develop skills, knowledge and competencies to facilitate their roles.

#### **4.6 Service delivery**

4.6.1 The Council's commitments are also translated through to its particular responsibilities on an ongoing basis in relation to service delivery.

- The Council's central duty is to provide and enable the provision of appropriate, effective, responsive and sensitive services to the whole community. We will do this by working in partnership with all sections of the community, contractors and local partners to promote the economic, social and environmental well being of the whole community.
- We will work in partnership with staff, community/voluntary groups, and other stakeholders, in order to translate statutory requirements and local needs into meaningful and achievable equality/diversity objectives and outcomes.
- We will work to include the consideration and incorporation of diverse needs in all our key functions, policies and services. We aim to achieve this within a culture of continuous improvement.
- We aim to become an organisation where thinking about equality/diversity issues and objectives is integral to service delivery and review.
- We will produce good quality data in relation to service provision, community profiles and employment areas, in order to feed into our objective setting and review processes.
- We will promote equal access to services and accessible information about services.
- We will work towards identifying, understanding and eliminating barriers to equality of access, equality of treatment and equality of outcome in the services we plan and provide and the staff we employ to deliver them

#### **4.7 The purpose of the Local Implementation Plan for Transport**

4.7.1 The purpose of the LIP is to outline the medium term plan for the implementation of transport related projects in the Borough. It is a requirement of the Greater London Act, which empowers the GLA through TfL to require a Local Implementation Plan for Transport from every London Borough. The equivalent outside London is known as a Local Transport Plan.

4.7.2 Transport for London has prepared the Mayors Transport Strategy (MTS), which requires a number of transport and transport related actions to be complied with by London Boroughs. The LIP outlines the Borough response to the MTS by specifying

various actions over a number of years subject to funding from Transport for London (and other sources).

4.7.3 The LIP allows a more co-ordinated and longer-term approach to transport planning compared with the previous approach. It will also provide greater certainty to Boroughs in terms of funding and enable TfL to budget for proposed works.

4.7.4 In some cases the level of detail is reasonably defined- regarding cycling, for example, it is possible to provide a reasonably clear forecast for works and locations, but for Local Safety Schemes, it is difficult to provide a forecast for more than the following year as they tend to be responsive to accident statistics on a year by year basis. Consultation on Local Safety Schemes is undertaken on a case-by-case basis. The various groups listed in Section 4.8 of the EQIA will be consulted depending on the level of impact likely on the group and the scale of the Local Safety Scheme.

#### **4.8 Consultation on the LIP**

4.8.1 The Council considers that it consulted widely on the draft LIP and both forwarded copies of the draft LIP and invited representatives from all sections of the community to meetings. The Council Policy is to try to ensure that:

- People from all ethnic backgrounds are consulted and their views taken into account.
- A range of consultation methods are used, involving face to face meetings, advisory groups, conferences, surveys, consultative panels (including Richmond's Citizen's Panel), internet discussions and other methods identified as best practice).
- We consult all relevant stakeholders and partners e.g. through the Community Planning Partnership Forum.

4.8.2 Not all of the above techniques necessarily need to be used when consulting and in the case of the consultation on the draft LIP, two open meetings were held; direct mail outs to known groups and individuals who wanted a copy of the draft document; it was placed on the Council website; and through a press release. Equality groups that were directly sent a copy of the draft LIP, included:

- Richmond Age Concern
- Association of Retired Persons
- EMAG (Ethnic Minorities Advocacy Group)
- Richmond Council for Voluntary Services
- Richmond Disability Forum
- Richmond Forum for Older People
- Disability Action and Advice Centre
- Disability Resources Team
- Richmond Advice and Information on Disability (RAID)
- Richmond Youth Forum
- Black Workers Support Group
- Staff Disability Action Group
- Trade Unions
- The Visually Impaired Society of Richmond
- Twickenham Women Citizens Association
- Women's Network
- Women's Institute

4.8.3 The Community Planning Partnership Forum (the local strategic partnership) was also invited to give their views on the LIP. This included the following services:

- Community Legal Service

- Employment Service
- Learning Partnership
- Local Agenda 21 Steering Group
- London Borough of Richmond upon Thames
- London United Buses
- Metropolitan Police Service
- Richmond Adult College
- Richmond and Twickenham Primary Health Care Trust
- Richmond Chamber of Commerce
- Richmond Housing Partnership
- Richmond in Business
- Richmond upon Thames College
- Richmond upon Thames Council for Voluntary Service
- South London Learning and Skills Council
- South West Trains

**4.9 The main beneficiaries of the London Borough of Richmond upon Thames draft LIP for Transport**

4.9.1 Through the LIP the Council will seek to:

- Improve frequency, reliability and coverage of bus services (including night buses) and public transport in general.
- Make the public realm in the borough accessible to all members of the community
- Reduce community severance due to barriers to free movement across the public realm
- Maintain and improve the environment for all pedestrians, including those people with disabilities.
- Improve the interchange facilities at all rail stations and bus interchanges in the borough, having particular regard to information systems, cycle parking, bus, taxi and pedestrian links, safety, security, access for people with mobility difficulties and environmental improvements
- Develop the transport environment in Richmond upon Thames to improve access for pedestrians, cyclists and public transport users, and make it safer for all road users.

4.9.2 The LIP will help to facilitate improvements to all people who visit, live, or work in the borough, but its emphasis on the promotion of safety, walking, improving accessibility, improved public transport and reduction of pollution will have enhanced benefit to the different equality groups.

**4.10 Possible Impact on Equality Targets**

4.10.1 Some of the principal impacts on equality groups of the development of transport infrastructure are detailed in the following paragraphs.

**4.11 Impact on Women**

4.11.1 Women generally have lower levels of access to cars than men and are more likely to travel by bus, where men are more likely to travel by train, underground or car. Personal security concerns, particularly whilst travelling after dark, are an important aspect for women using public transport.

4.11.2 Women will benefit from the elements of the plan that will lead to improved frequency, reliability and coverage of public transport within the borough particularly improvements to bus reliability/services (including night buses). Women are also likely to benefit from the elements of the plan that will improve bus and rail

interchange facilities those regarding improved access, safety and security. The Council will promote and facilitate safer travel options at night to support London's growing late-night economy in line with the Mayor's priority.

- 4.11.3 Men will benefit from the improved environment and economy resulting from improvements in the transport network as a whole.

#### **4.12 Impact on Black and Minority Ethnic Groups**

- 4.12.1 People from minority ethnic backgrounds make up just over 12% of the borough's population and this includes 3% of people from Irish backgrounds, the figure for the borough's black and minority ethnic population is 9%, which is almost double the 5.5% recorded in 1991.

- 4.12.2 Minority ethnic groups have relatively low access to cars and generally are more likely to work unsociable hours when the level and frequency of public transport services are less than during peak periods. Black minority ethnic groups will generally benefit from the policies in the LIP that promote improvements to public transport and those elements that will improve service reliability, safety and security. People from Black and minority ethnic backgrounds want to be able to feel safe from harassment and abuse when accessing public transport or as pedestrians on the street. General improvements to safety will help in this.

- 4.12.3 The following objective of the Council's LIP will have a positive benefit on this target group:
- Improve frequency, reliability and coverage of bus services (including night buses)
  - Improve the interchange facilities at all rail stations and bus interchanges in the borough, having particular regard to information systems, cycle parking, bus, taxi and pedestrian links, safety (e.g. lighting), security, access for people with mobility difficulties and environmental improvements.
  - Develop the transport environment in Richmond upon Thames to improve access for pedestrians, cyclists and public transport users, and make it safer for all road users.

#### **4.13 Impact on Disabled People**

- 4.13.1 The Labour Force survey data for London 2001/02 (Disabled People and the Labour Market) shows that 8.3% of the borough's working age population are disabled and economically active. The Census data shows that 12.5% of the borough's population has a long term limiting illness and 2.5% of the working age population are permanently sick or disabled and unable to work as a result which are each significantly lower than the national average.

- 4.13.2 Access to a choice of transport should be made as easy as possible for all users, residents and visitors including those with disabilities. Station users must feel safe not only at the stations but also on their routes to the stations.

- 4.13.3 It is important to ensure that the street environment within the Borough is suitable for all users through the removal of unnecessary barriers. The Borough is fortunate to have many open spaces, parklands, cycling routes and the River Thames towpath. The Council is working to providing access through improvements to surfacing and interpretation in order to provide a network of fully accessible green routes for walkers and cyclists that connect all these sites. Currently 92% of pedestrian crossings have tactile paving provided.

- 4.13.4 Disabled people will particularly benefit from those elements of the plan that improve the accessibility of public transport and the street environment. The following

approach in the Richmond LIP (as required by the MTS) will have a positive benefit on this target group:

- Make the public realm in the borough accessible to all members of the community
- Reduce community severance due to barriers to free movement across the public realm
- Maintain and improve the environment for all pedestrians, including those people with disabilities.
- Improve the interchange facilities at all rail stations and bus interchanges in the borough, having particular regard to information systems (written and oral), cycle parking, bus, taxi and pedestrian links, safety, security, access for people with mobility difficulties and environmental improvements

4.13.5 Chapter 2 of the LIP, Section 2.15 has further comment on some of the measures used to aid accessibility for disabled and elderly people in the Borough and is a useful cross reference to the EQIA.

#### **4.14 Impact on lesbians, gay men, bisexuals and transgender**

4.14.1 Safety and security on trains, buses and stations is known to be of concern to people from this group who are often vulnerable to attack. Many of the same situations that apply to women, faith groups, and minority ethnic groups also apply to people in this community.

#### **4.15 Impact on Older People**

4.15.1 The 2001 Census data suggests that the borough has a relatively high proportion of older persons particularly those aged 85 and over. Older people tend to make fewer journeys and travel shorter distances, as they tend to drive less and walk more. The use of bus travel is their preferred choice of public transport. This group would benefit from those proposals outlined in the plan that will improve accessibility to public transport and the street environment and improve security. The following approaches in the Richmond LIP (as required by the MTS) will have a positive benefit on this target group:

- Making the public realm in the borough accessible to all members of the community
- Reducing community severance due to barriers to free movement across the public realm
- Maintaining and improving the environment for all pedestrians, including those people with disabilities.
- Improving the interchange facilities at all rail stations and bus interchanges in the borough, having particular regard to information systems, cycle parking, bus, taxi and pedestrian links, safety, security, access for people with mobility difficulties and environmental improvements.

#### **4.16 Impact on Younger People**

4.16.1 Younger people tend to experience the same issues as other groups but possibly more so during the day when they are more likely to be out rather than late at night. Using Public Transport and waiting at Bus Stops and Rail Stations during the darker winter months are likely to create the same sorts of issues as experienced by other equality groups. Younger people are also more likely to walk or cycle than other groups, so measures that aim to improve walking and cycling for the wider community will also benefit this group. The School Travel Plan programme will assist those young people who are at school.

**4.17 Impact on Faith Groups**

4.17.1 The impact on faith groups of anti-social behaviour tends to relate to visible signs of a persons faith and is often linked to ethnic minority groups. Schemes and proposals in the LIP are likely to benefit different faith groups in much the same way as other target groups.

**4.18 Consultation Results**

4.18.1 As outlined in 4.8.2, the Council consulted with a number of different organisations representing and associated with different equalities groups. A questionnaire was also used to get feedback on specific areas of the LIP, which asked respondents to rank particular actions/approaches in order of preference. Not all the organisations responded, as some are more likely to respond when they are consulted about a specific proposal rather than in response to the preliminary proposals outlined in the LIP. It is noted that individuals also provided feedback on the draft consultation LIP. Responses were received from the organisations and individuals listed in the following table (Table 12.2), together with a brief synopsis of the main points raised. Some of the responses are based on answers to the questionnaire.

*Table 4.2: Summary of submissions from organisations representing equalities groups and individuals with equalities related comments*

<b>Submitter Organisations</b>	<b>Summary of main points raised</b>	<b>Action/Response</b>
The Visually Impaired Society of Richmond	<p>The submission comprised a response to the questionnaire:</p> <ul style="list-style-type: none"> <li>- Number one priority listed as improving accessibility and inclusion on the transport network</li> <li>- Improving the working of parking and loading arrangements and improving bus journey times and reliability were numbered 2nd and 3<sup>rd</sup> priorities respectively.</li> <li>- Agreed with improving the pedestrian environment for people who walk</li> <li>- Agreed with improving bus and rail facilities and provision</li> <li>- Need to make buses stop at bus stops so visually impaired and blind people can recognise where they need to get off the bus.</li> <li>- Agree with the Council working to achieve an accessible public realm</li> <li>- Strongly agree with the aim to reduce accidents and improve road safety, with specific</li> </ul>	<ul style="list-style-type: none"> <li>-Many of the schemes aim to achieve this e.g. pedestrian crossings and station access</li> <li>-These are proposed in schemes detailed in Table 12.3</li> <li>-Yes- this is also being proposed</li> <li>-Yes- this is being proposed through station access and working with the Public Transport providers</li> <li>-A programme of making bus stops accessible is being rolled out across the Borough. Measures to assist visually impaired passengers is being worked through by TfL</li> <li>-Yes, this is being undertaken on a gradual basis</li> <li>-An ongoing maintenance programme is undertaken each year with the focus</li> </ul>

<b>Submitter Organisations</b>	<b>Summary of main points raised</b>	<b>Action/Response</b>
	<p>reference to blind people falling over potholes.</p> <ul style="list-style-type: none"> <li>- Strongly agree with the aim of bringing roads and footways up to a state of good repair.</li> <li>- Believe that the safer streets campaign should be the priority and to remove clutter and obstruction from the street.</li> </ul>	<p>on those locations with the poorest state of repair and those locations with high foot traffic.</p> <ul style="list-style-type: none"> <li>-An ongoing programme of repairs is undertaken each year.</li> <li>-The Council holds a Safer Travel at Night Campaign each year and is has a proposal in the LIP to reduce unwanted street clutter</li> </ul>
Richmond Women's Institute	<p>The submission comprised a response to the questionnaire:</p> <ul style="list-style-type: none"> <li>- The highest priority was to improve bus journey times and reliability</li> <li>- The 2<sup>nd</sup> and 3<sup>rd</sup> priorities are road maintenance and encouraging walking</li> <li>- Strongly agreed with improving the pedestrian environment for people who walk</li> <li>- Strongly agreed with improving bus and rail facilities and provision</li> <li>- Agree with the Council working to achieve an accessible public realm</li> <li>- Strongly agree with the aim to reduce accidents and improve road safety</li> <li>- Strongly agree with the aim of bringing roads and footways up to a state of good repair.</li> </ul>	<ul style="list-style-type: none"> <li>-Schemes are proposed comprising measures such as bus lanes to improve bus journey times and reliability</li> <li>-Both of these priorities are contained within proposals in the LIP</li> <li>-Yes- this is being proposed through schemes on walking</li> <li>-Yes- this is being proposed through station access improvements and working with the Public Transport providers</li> <li>-Yes, this is being undertaken on a gradual basis</li> <li>-An ongoing maintenance programme is undertaken each year with a focus on locations with a high number of casualties</li> <li>-An ongoing programme of repairs is undertaken each year.</li> </ul>
Richmond Forum for Older People	<p>The submission comprised a response to the questionnaire:</p> <ul style="list-style-type: none"> <li>- The highest priority was to improve bus journey times and reliability</li> <li>- The 2<sup>nd</sup> and 3<sup>rd</sup> priorities are relieving traffic congestion and use of travel demand measures, as well as improving road safety</li> <li>- Agreed with improving the</li> </ul>	<ul style="list-style-type: none"> <li>-Schemes are proposed comprising measures such as bus lanes to improve bus journey times and reliability</li> <li>-Yes- this is being</li> </ul>

<b>Submitter Organisations</b>	<b>Summary of main points raised</b>	<b>Action/Response</b>
	<ul style="list-style-type: none"> <li>pedestrian environment for people who walk</li> <li>- Strongly agreed with improving bus and rail facilities and provision</li>   <li>- Strongly agree with the Council working to achieve an accessible public realm</li> <li>- Strongly agree with the aim to reduce accidents and improve road safety</li>   <li>- Strongly agree with the aim of bringing roads and footways up to a state of good repair.</li> <li>- Also provided additional comment that more trees should be planted to enhance air quality in the Borough</li> </ul>	<ul style="list-style-type: none"> <li>proposed through schemes on walking</li> <li>-Yes- this is being proposed through station access improvements and working with the Public Transport providers</li> <li>-Yes, this is being undertaken on a gradual basis</li> <li>-An ongoing maintenance programme is undertaken each year with a focus on locations with a high number of casualties</li> <li>-An ongoing programme of repairs is undertaken each year.</li> <li>-This is proposed within a scheme in the Environment proposal area</li> </ul>
Individuals		

**4.19 Proposals addressing the needs of Equalities Groups**

4.19.1 The following table provides a brief description of each of the LIP proposal areas and identifies the equality groups that will directly benefit from a particular proposal. It is noted that all the equality groups will have some form of indirect benefit in almost every proposal area (along with the general population), so for the purpose of this table only the proposals where there is a direct benefit will be noted.

*Table 4.3: LIP proposals with benefits to different equalities groups (y= Direct Benefit)*

<b>Proposal Area</b>	<b>Equality Groups</b>							
	<b>General Public</b>	<b>Women</b>	<b>BME</b>	<b>Disabled People</b>	<b>LGBT</b>	<b>Older People</b>	<b>Younger People</b>	<b>Faith Groups</b>
(These correspond to the proposal forms detailed in Appendix A of the LIP)								
Form 1a- Local Road Safety Schemes	y	y		y		y	y	
Form 1b- Speed Reduction Measures	y	y		y		y	y	
Form 1c- Road Safety Education and Training	y			y			y	
Form 1d- School Travel Plans <i>(Travelling to School by means other than the car and implementation of measures to reduce accidents outside schools)</i>	y						y	

<b>Proposal Area</b>  (These correspond to the proposal forms detailed in Appendix A of the LIP)	<b>General Public</b>	<b>Equality Groups</b>						
		<b>Women</b>	<b>BME</b>	<b>Disabled People</b>	<b>LGBT</b>	<b>Older People</b>	<b>Younger People</b>	<b>Faith Groups</b>
Form 1d1- Work Travel Plans <i>(Travelling to work by means other than the car)</i>	y							
Form 1e- Community Safety, Security and Partnerships <i>(Crime prevention in the street environment, e.g. CCTV provision)</i>	y	y	y	y	y	y	y	y
Form 2a- Principal Road Maintenance	y							
Form 2b- Local Roads Maintenance	y			y		y		
Form 2c- Street Lighting <i>(Maintenance)</i>	y							
Form 2d- Pedestrian Crossing Programme <i>(Accessible crossings- DDA compliant)</i>	y			y		y	y	y
Form 2e- Bridges and Structures	y							
Form 2f- Bus Priority <i>(Bus lanes etc)</i>	y							
Form 2g- Freight	y							
Form 3a- Area Based Schemes <i>(Streets for people and station access)</i>	y	y	y	y	y	y	y	y
Form 3b- Signs, lines & street clutter rationalisation <i>(Reducing street clutter)</i>	y	y		y			y	
Form 3c- Parking & Enforcement Plan Action Plan	y			y				
Form 3c1- Provision of Secure Motor-Cycle Parking Facilities and Motor-Cycle Signing	y							
Form 3d- Taxis and Private Hire Vehicles <i>(Improving safety for passengers)</i>	y	y	y	y	y	y		y
Form 4a- Local Area Accessibility	y	y		y		y		
Form 4a2- Local Area Accessibility-signage deficiencies	y			y				
Form 4b- Walking	y							
Form 4c- Cycling: Cycle Training, Cycle Parking; and Cycling Strategy update	y							
Form 4c1- Cycling- Non LCN+ <i>(Borough Cycle Network)</i>	y							
Form 4c2- Cycling- LCN+ <i>(London Cycle Network)</i>	y							

Proposal Area  (These correspond to the proposal forms detailed in Appendix A of the LIP)	General Public	Equality Groups						
		Women	BME	Disabled People	LGBT	Older People	Younger People	Faith Groups
Form 4d- Bus Stop accessibility	y	y	y	y	y	y	y	y
Form 5a- Travel Awareness	y						y	
Form 5a1- STAN Study <i>(Safer Travel at Night)</i>	y	y	y	y	y	y		y
Form 5b- Environmental Measures <i>(e.g. Aircraft Noise and Vehicle movements- monitoring)</i>	y							
Form 5c- Water <i>(Biodiversity protection)</i>	y							
Form 6- Parallel Initiatives <i>(Busy Bus Routes and 'A' Roads)</i>	y			y		y	y	
Form 7- Sweltrac Programme - Station Access - People Movement - Streets for People - Cycling - Community Transport	y y y y y	y	y	y	y	y	y	y

#### 4.20 Ongoing Consultation

4.20.1 Each year a LIP Reporting and Funding Submission will be prepared and proposals will be further refined and submitted to TfL. Consultation with the community and various stakeholder groups takes place on a scheme-by-scheme basis as it is further refined and developed. The level of consultation undertaken often relates to the size and purpose of the proposal and the level of uniqueness of a proposal. For example, it is unlikely that specific designs for pedestrian crossings would be consulted with visually impaired groups (for example) as it is mandatory for these to be accessible and the designs are set down in engineering standards (e.g. tactile paving design). However, in those situations where it was not possible to design a standard crossing, different equality groups may well be consulted directly, depending on the issues involved with the design.

#### 4.21 Conclusion

4.21.1 The Borough takes the interests of the different equality groups seriously and believes that, together with other agencies such as TfL that it is implementing many changes throughout the Borough, which are enhancing the ability of equality groups to move about safely and with relative ease. Notwithstanding this it is considered that the Borough needs to keep working with other agencies to ensure that equality groups are treated with respect and dignity.

4.20.2 The programme of upgrading pedestrian crossings, station access schemes (lighting, pavement, CCTV among other measures), cycling schemes, walking schemes, bus stop accessibility to name a few, are all contributing incrementally to improving the situation for equality groups.