

# SSA EQUALITY IMPACT AND NEEDS ANALYSIS

<b>Directorate</b>	<b>Environmental and Community Services</b>
<b>Service Area</b>	<b>Engineering Group 1 (traffic)</b>
<b>Service/policy/function being assessed</b>	<b>Boroughwide 20mph</b>
<b>Which borough (s) does the service/policy apply to</b>	<b>Richmond</b>
<b>Staff involved in developing this EINA</b>	<b>Lisa Fenn, Principal Traffic Engineer Chris Smith, Head of Engineering Group 1</b>
<b>Date approved by Directorate Equality Group (if applicable)</b>	
<b>Date approved by Policy and Review Manager</b> All EINAs must be signed off by the Policy and Review Manager	<b>23/08/2024</b>
<b>Date submitted to Directors' Board</b>	<b>23/08/2024</b>

## 1. Summary

### Please summarise the key findings of the EINA.

When implemented in 2020, the key objectives of the boroughwide 20mph were outlined as:

- To aid the Council's wider aim to improve air quality,
- To reduce vehicle speeds on our roads, particularly on those with a record of vehicles exceeding the speed limit,
- To reduce the number and severity of accidents,
- Create environments which are more conducive to walking and cycling,
- Lead to an overall improvement in the liveability of neighbourhoods,
- Create a more consistent landscape of 20mph across London in line with neighbouring boroughs,
- Reduce the need for physical traffic calming measures.

The results of this review show that speeds are down by 2.6mph overall across the borough, air quality is improved (as a result of many factors) and total collisions are lower than prior to 20mph. Very few physical measures have been implemented, this speed reduction is primarily due to influencing driver and public behaviour and attitudes to adhering to the designated speed limit. Any new signage required would mostly have been on existing posts, however there was a necessity for some new posts to be installed. Pavement widths at these locations would have been retained to at least minimum width of 1.2m and any new posts would have been in line with existing street furniture or at the back of the footway reducing the impact on those with disabilities.

Traffic volume is also lower than previous recordings in 2018 and active travel use is increased. These improvements combined create a less hostile environment more conducive to walking and cycling which has a positive impact on all, particularly those lower and older age groups who may be more vulnerable. Further intervention measures and initiatives as outlined within the report are expected to improve conditions further in coming years.

## 2. Evidence gathering and engagement

**a. What evidence has been used for this assessment? For example, national data, local data via DataRich or DataWand**

<b>Evidence</b>	<b>Source</b>
National Data	2021 Census Area Profile – Richmond upon Thames Local Authority
National Data	Children looked after in England - Department for Education - 2023
Local Data	GLA 2020
Local Data	ONS 2020
Local Data	LBR Refugee Services Team data – 2023 and AfC Schools Data - 2023
Local Data	Marmot Indicators - ONS 2018 - 2020
Local Data	Travel in London Annual Overview 2023

**b. Who have you engaged and consulted with as part of your assessment?**

<b>Individuals/Groups</b>	<b>Consultation/Engagement results</b>	<b>Date</b>	<b>What changed as a result of the consultation</b>
Residents of the borough	Prior to the implementation of 20mph in 2020, a consultation was undertaken in 2018 which involved all residents of the borough and ran for 3 months. During this time the Council held a number of community conversation events boroughwide in addition to special 'outreach' meetings to allow consideration of views from residents who may not necessarily respond via the usual means. The outcome of this consultation was reported to Cabinet in February 2019.	2018	The feedback from consultation resulted in amendments being made to the scope of the 20mph speed limit, with certain A classified roads excluded to mitigate some concerns raised.

### 3. Analysis of need

Potential impact on this group of residents and actions taken to mitigate impact and advance equality, diversity and inclusion

Protected group	Findings																																																
Age	<table><tr><th colspan="3">ONS Census 2021</th></tr><tr><th>Geography</th><th colspan="2">Richmond upon Thames</th></tr><tr><th>Measures</th><th>Value</th><th>Percent</th></tr><tr><th>Age</th><th></th><th></th></tr><tr><td>Total: All residents</td><td>195,278</td><td>100.0</td></tr><tr><td>Aged 4 years and under</td><td>11,103</td><td>5.7</td></tr><tr><td>Aged 5 to 9 years</td><td>12,813</td><td>6.6</td></tr><tr><td>Aged 10 to 15 years</td><td>15,531</td><td>8.0</td></tr><tr><td>Aged 16 to 19 years</td><td>7,849</td><td>4.0</td></tr><tr><td>Aged 20 to 24 years</td><td>8,229</td><td>4.2</td></tr><tr><td>Aged 25 to 34 years</td><td>22,049</td><td>11.3</td></tr><tr><td>Aged 35 to 49 years</td><td>46,948</td><td>24.0</td></tr><tr><td>Aged 50 to 64 years</td><td>39,309</td><td>20.1</td></tr><tr><td>Aged 65 to 74 years</td><td>17,084</td><td>8.7</td></tr><tr><td>Aged 75 to 84 years</td><td>10,222</td><td>5.2</td></tr><tr><td>Aged 85 years and over</td><td>4,141</td><td>2.1</td></tr></table> <p>A lower speed limit is expected to benefit all residents living within that borough as road safety is likely to be improved through average speed reduction, collisions are reduced, air quality is improved, and the area becomes more conducive to walking and cycling resulting in lower traffic volume.</p> <p>It is recognised that younger residents, especially school children, will benefit from increased safety resulting from lower speeds, especially around play areas and school frontages. Students make the highest number of trips per day (Travel in London 2023) and will benefit from the lower speeds and reduced traffic volumes. Older residents will benefit generally from a less intimidating road network and will find carrying out everyday activities such as crossing the road or walking to the local shops a more pleasant experience. People of all ages may be more inclined to walk or take a bike (30% of respondents agreed this was a possibility when initially consulted in 2018) whereas previously they may have jumped in a car, this will have a positive effect on health and wellbeing across the ages as well as encouraging modal shift.</p>	ONS Census 2021			Geography	Richmond upon Thames		Measures	Value	Percent	Age			Total: All residents	195,278	100.0	Aged 4 years and under	11,103	5.7	Aged 5 to 9 years	12,813	6.6	Aged 10 to 15 years	15,531	8.0	Aged 16 to 19 years	7,849	4.0	Aged 20 to 24 years	8,229	4.2	Aged 25 to 34 years	22,049	11.3	Aged 35 to 49 years	46,948	24.0	Aged 50 to 64 years	39,309	20.1	Aged 65 to 74 years	17,084	8.7	Aged 75 to 84 years	10,222	5.2	Aged 85 years and over	4,141	2.1
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Gender reassignment	<p>The 2021 Census recorded that 93.98% of the population identify as the same gender as their sex registered at birth, 0.15% identify as a different gender as their sex registered at birth, 0.09% are trans women, 0.07% are trans men, 0.04% are non-binary, 0.05% are ‘All other gender identities’ and 5.63% abstained from answering the questions.</p>																								



Religion and belief, including non-belief	<table><tr><th>Geography</th><th>Richmond upon Thames (%)</th></tr><tr><td>Christian</td><td>45.4</td></tr><tr><td>No religion</td><td>37.9</td></tr><tr><td>Not answered</td><td>7.1</td></tr><tr><td>Muslim</td><td>4.3</td></tr><tr><td>Hindu</td><td>2.1</td></tr><tr><td>Sikh</td><td>1.0</td></tr><tr><td>Buddhist</td><td>0.8</td></tr><tr><td>Other religion</td><td>0.7</td></tr><tr><td>Jewish</td><td>0.6</td></tr></table>	Geography	Richmond upon Thames (%)	Christian	45.4	No religion	37.9	Not answered	7.1	Muslim	4.3	Hindu	2.1	Sikh	1.0	Buddhist	0.8	Other religion	0.7	Jewish	0.6																						
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Across groups i.e. older LGBT service users or Black, Asian & Minority Ethnic young men.	There is no service data available to determine any findings across groups.																																										

**Socio-economic status**  
**(to be treated as a**  
**protected characteristic**  
**under Section 1 of the**  
**Equality Act 2010)**  
**Include the following**  
**groups:**

- **Deprivation**  
**(measured by the**  
**2019 English Indices**  
**of Deprivation)**
- **Low-income groups**  
**& employment**
- **Carers**
- **Care experienced**  
**people**
- **Single parents**
- **Health inequalities**
- **Refugee status**

#### **Deprivation – Indices of Deprivation 2019**

The English Indices of Deprivation 2019 rank each small area (Lower Super Output Area) in England from most deprived to least deprived, with 1 being the most and 10 being the least. Income, employment, education, health, crime, barriers to housing and services and living environment are the seven domains of deprivation.

Between 2015 and 2019 Richmond was within the 10% least deprived Local Authorities in England and was the least deprived London Borough. The borough ranks amongst the least deprived third of LAs in England for five of the seven deprivation domains (Barriers to Housing & Services; Education, Skills & Training; Employment; Health Deprivation & Disability; Income) and is the least deprived in England for Education, Skills and Training.

#### **Low-income groups & employment – DWP 2023**

<b>Measures</b>	<b>Richmond population (%)</b>	<b>London population (%)</b>
People on Universal Credit	7.9	16.2
People claiming out of work benefits	2.3	5

Richmond has a considerably lower percentage of residents claiming Universal Credit or out of work benefits compared to London.

#### **Income and Poverty- DWP and ONS**

<b>Measure</b>	<b>Richmond population (%)</b>	<b>London population (%)</b>
Households living in fuel poverty (2020)	8	Not available
Children living in families with Relative Low Income (2021/22)	5.1	15

#### **Occupation (Carers) – ONS Census 2021**

7.2% of the borough's population were providing unpaid care and 2.8% were providing more than 20 hours of care a week. Over 3000 carers are registered with the Richmond Carers Centre.

#### **Care experienced people – Department for Education 2023**

As of 31/03/23 there were 130 looked after children in Richmond, compared to 9,710 in London and 83,840 in England.

	<b>Households - ONS Census 2021</b>		
	<b>Measures</b>		<b>Value</b>
	Total: Out of married or civil partnership couples, cohabiting couple family, lone parent family and other single-family household in RuT.		45922
	Lone parent family		7078
	<b>Health Inequalities – ONS Marmot indicators</b>		
	<b>Measures</b>	<b>Richmond upon Thames (years)</b>	<b>London (years)</b>
	Inequality in life expectancy at birth – females (2018 – 20)	1.2	5.4
	Inequality in life expectancy at birth – males (2018 – 20)	5.3	7.5
	The figures above outline that Richmond has a lower inequality in life expectancy at birth compared to London for both females and males.		
	<b>Measures</b>	<b>Richmond upon Thames (years)</b>	<b>England (years)</b>
	Life expectancy at birth in least deprived decile – females (2018 – 20)	85.9	86.3
	Life expectancy at birth in least deprived decile – males (2018 – 20)	84.3	83.2
	Life expectancy at birth in most deprived decile – females (2018 – 20)	83.4	78.3
	Life expectancy at birth in most deprived decile – males (2018 – 20)	77.2	73.5
	The figures above show that Richmond has a higher life expectancy in both its least and most deprived deciles compared to England, for both female and male residents. In addition, the most deprived deciles had a lower life expectancy, compared to higher deciles in Richmond for both male and female.		
	Life expectancy interconnects with people's socio-economic situations. Characteristically, lower decile people will live shorter lives as they are subject to greater health inequalities. Among other factors, inequalities range from a lack of access to quality health services, the wider environments such as poor-quality housing, work settings, education, or access to green space, and behavioural risks to health such as drinking, smoking, physical inactivity, or poor diet. In turn, these inequalities can lead to long term health conditions and mental illness.		
	Refugees or migrants can be exposed to greater health challenges from severe health inequalities. This is worsened as they tend to use fewer health services compared to that of the local populations.		



	<b>LBR Refugee Services Team data – 2023</b>	
	<b>AfC Schools Data - 2023</b>	
	<b>Geography</b>	<b>Richmond upon Thames</b>
	<b>Scheme</b>	<b>Value</b>
	Syrian Resettlement scheme (2015 – October 2023)	32
	Afghan Resettlement scheme (2021 – October 2023)	19
	Homes for Ukraine scheme (2022 – November 2023)	975
	Unaccompanied Asylum – seeking children	26
	Hong Kong BNO scheme	No exact data available, however proxy data shows 696 primary and secondary pupils are from Hong Kong. Further, 985 people indicated there were born in Hong Kong in the 2021 Census.

#### Data gaps

Data gap(s)	How will this be addressed?
No data gaps identified	

#### 4. Impact

Protected group	Positive	Negative
<b>Age</b>	A lower speed limit of 20mph is expected to benefit all age groups through lower speeds, reduced traffic volumes, improved road safety and air quality and an improved environment supportive of active travel. This will be of particular benefit for those more vulnerable age groups (children and the elderly) who may find higher speeds to be a barrier to walking and cycling within the borough.	There are no negative impacts anticipated, however, should residents feel the need to feedback any comments or concerns then they can approach us in the usual way through our contact pages, social media etc. We also host regular Active Travel Advisory Group meetings with key representatives from local organisations who can feedback any concerns from their members.
<b>Disability</b>	All people will benefit from better air quality and reduced vehicle speed regardless of whether they have a	Even though speeds have lowered across many sites without the need for actual traffic calming measures,

	disability or not. Those with disabilities will benefit from lower vehicle speed through less hostile walking environments, which in turn will lead to safer road crossing etc.	physical measures may be required in locations to ensure that 20mph is complied with. These can have an impact on those with disabilities. Alternatives to raised traffic calming features which can create discomfort will always be considered first. Should raised features be required then these will be designed in accordance with design standard to minimise discomfort to all users. Signage and post requirements may have a negative impact on those with disabilities, for this reason we will ensure minimum footway widths are retained and any new street furniture aligns with existing along a pavement.
<b>Sex</b>	In 2022/23 London wide, males averaged 0.49 vehicle trips per person per day, compared to females who averaged 0.38 trips per person per day (Travel in London Annual Overview, 2023). This is supported by London wide walking data, as females average 0.85 walking trips per person per day, while males averaged 0.76. In contrast, males averaged 0.09 trips per person per day via cycle, while females averaged 0.02 (Travel in London Annual Overview, 2023). While both males and females receive benefits from a lower speed limit, females are more likely to be advantaged as pedestrians and males as cyclists. It is assumed that numbers for active travel modes would further increase and that females may be more encouraged / confident to cycle seeing the improvements resulting from 20mph. Both males and females would receive positive impacts from reduced traffic congestion and improved air quality.	There are no negative impacts anticipated, however, should residents feel the need to feedback any comments or concerns then they can approach us in the usual way through our contact pages, social media etc. We also host regular Active Travel Advisory Group meetings with key representatives from local organisations who can feedback any concerns from their members.
<b>Gender reassignment</b>	There is no data suggesting impacts specific to gender reassignment.	There are no negative impacts anticipated, however, should residents feel the need to feedback any comments or concerns then they can approach us in the usual way through our contact pages, social media etc. We

		also host regular Active Travel Advisory Group meetings with key representatives from local organisations who can feedback any concerns from their members.
<b>Marriage and civil partnership</b>	There is no data suggesting impacts specific to marriage and civil partnerships.	There are no negative impacts anticipated, however, should residents feel the need to feedback any comments or concerns then they can approach us in the usual way through our contact pages, social media etc. We also host regular Active Travel Advisory Group meetings with key representatives from local organisations who can feedback any concerns from their members.
<b>Pregnancy and maternity</b>	20mph will provide a safer environment for parents who are wanting to transport their children via cargo bikes or simply navigate the footpaths with a stroller. Babies, children, and pregnant women will benefit from reduced congestion resulting from increased numbers participating in active travel and improved air quality.	There are no negative impacts anticipated, however, should residents feel the need to feedback any comments or concerns then they can approach us in the usual way through our contact pages, social media etc. We also host regular Active Travel Advisory Group meetings with key representatives from local organisations who can feedback any concerns from their members.
<b>Race/ethnicity</b>	People of Black and Asian minority ethnic groups are currently underrepresented in walking and cycling compared to people of white backgrounds (Travel in London Annual Overview, 2023). In 2022/23, 29% of people of white ethnicity in London have cycled at least once in the last year, compared to 15% of people from Asian backgrounds and 15.2% of people with Black backgrounds (Travel in London Annual Overview, 2023). In terms of walking, in 2022/23 people of white ethnicity average 0.95 trips per person per day, while people of Asian backgrounds average 0.7 and people of Black backgrounds average 0.65 (Travel in London Annual Overview, 2023). It is considered that all ethnicities would benefit in some way from a lower limit of 20mph. Further, it is assumed that people of Black or	There are no negative impacts anticipated, however, should residents feel the need to feedback any comments or concerns then they can approach us in the usual way through our contact pages, social media etc. We also host regular Active Travel Advisory Group meetings with key representatives from local organisations who can feedback any concerns from their members.

	Asian minority ethnic groups would be more likely to cycle or walk if speeds are lowered, collisions are reduced, and air quality is improved.	
<b>Religion and belief, including non-belief</b>	There is no data suggesting impacts specific to religion and beliefs.	There are no negative impacts anticipated, however, should residents feel the need to feedback any comments or concerns then they can approach us in the usual way through our contact pages, social media etc. We also host regular Active Travel Advisory Group meetings with key representatives from local organisations who can feedback any concerns from their members.
<b>Sexual orientation</b>	There is no data suggesting impacts specific to sexual orientation.	There are no negative impacts anticipated, however, should residents feel the need to feedback any comments or concerns then they can approach us in the usual way through our contact pages, social media etc. We also host regular Active Travel Advisory Group meetings with key representatives from local organisations who can feedback any concerns from their members.
<b>Socio-economic status (to be treated as a protected characteristic under Section 1 of the Equality Act 2010)</b> <b>Include the following groups:</b> <ul style="list-style-type: none"> <li>• <b>Deprivation (measured by the 2019 English Indices of Deprivation)</b></li> <li>• <b>Low-income groups &amp; employment</b></li> <li>• <b>Carers</b></li> <li>• <b>Care experienced people</b></li> <li>• <b>Single parents</b></li> <li>• <b>Health inequalities</b></li> <li>• <b>Refugee status</b></li> </ul>	It is assumed that different socio-economic groups would benefit from a lower speed limit as a result of lower speeds, better air quality and reduced collisions. These improvements are expected to have a positive impact on travel choice encouraging more people to walk and cycle. This is particularly beneficial if people have tight timeframes going between jobs or activities. Further, cycling or walking is typically more reliable and an affordable option when compared to that of a private vehicle or some forms of public transportation. All socio-economic groups outlined would receive positive impacts from reduced traffic congestion and improved air quality. Data shows that low-income households are well represented in walking but underrepresented in cycling (Travel in London Annual Overview, 2023). The benefits	There are no negative impacts anticipated, however, should residents feel the need to feedback any comments or concerns then they can approach us in the usual way through our contact pages, social media etc. We also host regular Active Travel Advisory Group meetings with key representatives from local organisations who can feedback any concerns from their members.

	associated with 20mph are expected to encourage more cycling and walking in the borough which is likely to be of benefit to low income families.	
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## 5. Actions to advance equality, diversity and inclusion

Action	Lead Officer	Deadline
Any future measures arising from review of collision and speed hotspots will be designed in accordance with design standards and consider the needs of all users, this may include tactile paving, wheelchair friendly pram ramps, bus friendly raised tables etc.	Chris Smith / scheme engineer	Prior to implementation
Any future proposals will be subject to public consultation with all residents and key stakeholders (including groups representing those with disabilities, cycling, pedestrians etc.)	Chris Smith / scheme engineer	Prior to implementation