

Movement Plan/Local Implementation Plan 3

Equality Analysis

October 2018

Section 1: Equality analysis details

Proposed policy/decision/business plan to which this equality analysis relates	Movement Plan and Local Implementation Plan 3
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Equality analysis author	Naima Ihsan				
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Department	Place and Wellbeing	Division	Transport Policy		
Period analysis undertaken	September 2018				
Date of review (if applicable)	February 2019 (TBC)				
Sign-off	Sally Crew	Position	Transport Policy Manager	Date	17 October 2018

Section 2: Brief description of policy/decision/business plan

1.1 Brief description of policy/decision/business plan

The Mayor of London revised and published his transport strategy in March 2018 and in response the borough has prepared a new transport plan (titled Movement Plan) which is supported by a more technical document which bridges the requirements of the boroughs response to the Mayors transport Strategy and our own transport policy. For ease, when talking about the Movement Plan in this document, this also encompasses the boroughs' Lip3. The Movement Plan takes a human centred approach, placing the people that live, work and visit the borough at the starting point of our journey. The aim of the plan is that everyone in Southwark should benefit from movement, to have a healthier body and healthier mind no matter what your background.

The Movement Plan guides us as we see changes in the borough, the growth in population, number of households and changes to our local communities. This growth will see more people need to travel, as well as an increase in deliveries and servicing in the borough. This will put a huge stress on the transport network. The Bakerloo Line Extension and Rotherhithe to Canary Wharf Bridge will help to address this challenge.

We need to address the challenges we face today, the number of people living or going to school in areas of poor air quality, the number of people injured on our streets and increasing obesity levels and loneliness. To improve our health, we need fewer vehicles on our roads and get more people walking and cycling engaging in the local community.

The movement plan, highlights a number of challenges and areas where we need to work together to understand the issues that people face but also how we can work together to address them. It sets out missions and actions to achieve this over the next 20 years.

Movement Plan Missions

- M1 Our mission is for movement to improve equality.
- M2 Our mission is for movement to positively benefit mental wellbeing.
- M3 Our mission is for movement to positively benefit physical wellbeing.
- M4 Our mission is to be flexible in how we manage our streets.
- M5 Our mission is for movement to support businesses to thrive and prosper.
- M6 Our mission is for neighbourhoods to have places for people to connect.
- M7 Our mission is for all people and road users to have a positive experience on our roads.
- M8 Our mission is to manage change and make the transition a positive experience for people.
- M9 Our mission is for information to be shared and collected effectively and for you to use it with ease.

Section 3: Overview of service users and key stakeholders consulted

2. Service users and stakeholders	
<p>Key users of the department or service</p>	<p>Highways in delivering the plan, and managing our regulatory powers as a Highway authority.</p> <p>Transport Planning is a statutory function carried out by local authorities.</p>
<p>Key stakeholders were/are involved in this policy/decision/business plan</p>	<p>Public Health Community Engagement Communities projects – young people Education External affairs Culture Sports and physical activity Planning Policy Human Resources Corporate strategy - local economy Highways (including road safety) Environmental protection Transport Policy</p>

Comment [CS1]: What do you think, should we include this? Or something like this?

Section 4: Pre-implementation equality analysis

This section considers the potential impacts (positive and negative) on groups with ‘protected characteristics’, the equality information on which this analysis is based and any mitigating actions to be taken.

The first column on the left is for societal and economic issues (discrimination, higher poverty levels) and the second column on the right for health issues, physical and mental. As the two aspects are heavily interrelated it may not be practical to fill out both columns on all protected characteristics. The aim is, however, to ensure that health is given special consideration, as it is the council’s declared intention to reduce health inequalities in the borough. The Public Health Team can assist with research and data.

Age - Where this is referred to, it refers to a person belonging to a particular age (e.g. 32 year olds) or range of ages (e.g. 18 - 30 year olds).	
Potential impacts (positive and negative) of proposed policy/decision/business plan	Potential health impacts (positive and negative)
<p>The Movement Plan describes how for an ageing population we need to create streets that are nicer to walk and cycle, are more accessible and healthier.</p> <p>M1 is for movement to improve equality. Under this Mission we describe how children in the 10 per cent most deprived wards are four times more likely to be hit by a car than those in the 10 per cent least deprived. There are inequalities for pedestrian casualties in other age groups too.</p> <p>The Movement Plan also promotes active travel. Ensuring that Southwark is accessible by walking, cycling and public transport so that there is not an increase in traffic on the roads is a key action in the Movement Plan. Whilst promoting walking and cycling is beneficial to all users, if routes are poorly lit, secluded and at risk from conflicts with road vehicles, it can make people feel more isolated. This could particularly apply to vulnerable groups such as the elderly.</p> <p>Car ownership levels tend to be lower with the young so this will be particularly beneficial to them. It should be noted that there are certain groups who may rely on using a car. This might include the elderly and parents with young children.</p>	<p>M2 – creating positive experiences/ children as social enablers/cohesion is important for mental wellbeing.</p> <p>M3 – focus on teenagers drop in activity (physical health). This potentially impacts on their lives, down the line.</p> <p>M6 – places for people to connect (mental wellbeing).</p> <p>M7 – collision increase in 20-34 year olds</p> <p>M7 - Studies show that the very old and young are negatively affected by poor air quality. It is believed children /young people are disproportionately affected because they are more likely to spend time outside and their lungs are still developing. Whereas elderly citizens are at a higher risk of heart and lung conditions.</p> <p>Giving people the best start in life – focus on demonstrator schools. This is one of the key initiatives in the Movement Plan.</p> <p>M9 – elderly – specific focus on trips and falls. The elderly are more vulnerable to falls and we will work with the community and stakeholders to understand how we can capture and respond to trips and falls that occur on our roads.</p>

<p>Equality information on which above analysis is based</p>	<p>Health data on which above analysis is based</p>
<p>Consideration has been given to specific impacts that might arise as a result of the implementation of the Movement Plan. The Equalities Analysis has also been informed by feedback through an internal consultation event and responses, our evidence base document and our local knowledge and expertise.</p>	<p>Southwark population numbers and structure in 2017 compared to England JSNA Factsheet 2018-19 - Demography</p>
<p>Mitigating actions to be taken</p>	
<p>The above analysis highlights that the implementation of the Missions and associated actions set out in the Movement Plan will largely give rise to positive impacts. Where there are uncertain or possible negative impacts, we have highlighted the mitigating actions taken through the Movement Plan in the main section above.</p> <p>The movement plan contains a monitoring framework, which will be reported annually to identify early any adverse impacts in implementing the plan.</p>	

<p>Disability - A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.</p>	
<p>Potential impacts (positive and negative) of proposed policy/decision/business plan</p>	<p>Potential health impacts (positive and negative)</p>
<p>The Movement Plan recognises that 13.5% of our residents have one or more disabilities and we know that many of them want to be more active but for various reasons feel unable to do so. We know that disabled people are twice as likely to be physically inactive (43%) than non-disabled people (21%)</p> <p>Developing routes to walk and cycle away from busy, noisy roads encourages a positive behaviour change which in turn can reduce isolation and improve mental wellbeing.</p>	<p>52% of adults and 21% of young people in Southwark have mobility impairment.</p> <p>M1 – access to the PT (bus) network, this being fully accessible enables mobility, etc. A poor quality environment impacts most on vulnerable and disadvantaged groups</p> <p>M2 is for movement to positively benefit mental wellbeing. This will be achieved through three actions: reducing noise, reducing visual stimuli and cultivating positive experiences for all</p> <p>Thinking of complex (multiple issues) improved physical activity can improve outcomes, etc.</p>

Equality information on which above analysis is based	Health data on which above analysis is based
<p>Consideration has been given to specific impacts that might arise as a result of the implementation of the Movement Plan.</p> <p>The Equalities Analysis has also been informed by feedback from internal consultation events and responses, our evidence base document and our local knowledge and expertise.</p>	<p>JSNA Factsheet 2018-19 – Protected Characteristics from Department for work & Pensions. Family Resources Survey, 2015-16.</p> <p>JSNA Factsheet 2018-19 – Protected Characteristics from Department for Communities & Local Government. Indices of Deprivation 2015.</p> <p>Disabled, those living in low-income households, and in London are at higher risk of being injured by a motor vehicle, while older and disabled pedestrians and women are at higher risk of being injured in a fall.</p> <p>Average Travel Time and Jobs Accessible 2015 Step Free vs Non Step Free Network (%difference). Maps show that there is a high difference on travel time and job accessible step free vs non step free across the borough. TfL City Planner Tool..</p>
<p>Mitigating actions to be taken</p>	
<p>The above analysis highlights that the implementation of the actions set out in the Movement Plan will largely give rise to positive impacts</p>	

<p>Gender reassignment - The process of transitioning from one gender to another.</p>	
<p>Potential impacts (positive and negative) of proposed policy/decision/business plan</p>	<p>Potential health impacts (positive and negative)</p>
<p>There is no evidence to suggest that following gender re-assignment citizens will be disproportionately affected by the Missions / actions of the Movement Plan.</p> <p>M2 – is about creating a sense of place in the community.</p> <p>M7 – The mission is for all people to have a positive experience on our roads.</p> <p>M7 – improving sense of safety- higher incidence/fear of crime can lead to different travel patterns</p>	

(daytime/night-time) or PT/taxi. Perceptions and feelings of safety guide our decision making around when and where we choose to travel and how we experience it	
Equality information on which above analysis is based.	Health data on which above analysis is based
Consideration has been given to specific impacts that might arise as a result of the implementation of the Movement Plan .The Equalities Analysis has also been informed by feedback through consultation events and responses, our evidence base document and our local knowledge and expertise.	Street Crime Count (2014/15) map. TfL City Planner Tool
Mitigating actions to be taken	
The above analysis highlights that the implementation of the policies set out in the Movement Plan will largely give rise to positive impacts.	

Marriage and civil partnership – In England and Wales marriage is no longer restricted to a union between a man and a woman but now includes a marriage between a same-sex couple. Same-sex couples can also have their relationships legally recognised as 'civil partnerships'. Civil partners must not be treated less favourably than married couples and must be treated the same as married couples on a wide range of legal matters. (Only to be considered in respect to the need to eliminate discrimination.)	
Potential impacts (positive and negative) of proposed policy/decision/business plan	Potential health impacts (positive and negative)
There is no evidence to suggest that the effects of the Missions are determined by a citizen's marriage and civil partnership status. Furthermore, there is no reason to think there would be a causal connection between the two.	
Equality information on which above analysis is based	Health data on which above analysis is based
Consideration has been given to specific impacts that might arise as a result of the implementation of the Movement Plan .The Equalities Analysis has also been informed by feedback through consultation events and responses, our evidence base document and our local knowledge and expertise.	

Mitigating actions to be taken	
The above analysis highlights that the implementation of the policies set out in the Movement Plan will largely give rise to positive impacts.	

Pregnancy and maternity - Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.	
Potential impacts (positive and negative) of proposed policy/decision/business plan	Potential health impacts (positive and negative)
<p>M1 – There is higher utilisation of bus network by women</p> <p>However, it should be noted that there are certain groups who may rely on using a car. This might include pregnant women and those with young children. This may have implications for safety of more vulnerable users such as pregnant women and those with young children.</p> <p>Promoting walking and cycling is beneficial to all users, however if routes are poorly lit, secluded and at risk from conflicts with roads vehicles. This could particularly apply to vulnerable groups including pregnant women.</p>	
Equality information on which above analysis is based	Health data on which above analysis is based
Consideration has been given to specific impacts that might arise as a result of the implementation of the Movement Plan .The Equalities Analysis has also been informed by feedback through consultation events and responses, our evidence base document and our local knowledge and expertise.	

Mitigating actions to be taken	
The above analysis highlights that the implementation of the policies set out in the Movement Plan will largely give rise to positive impacts.	

Race - Refers to the protected characteristic of Race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins. N.B. Gypsy, Roma and Traveller are recognised racial groups and their needs should be considered alongside all others	
Potential impacts (positive and negative) of proposed policy/decision/business plan	Potential health impacts (positive and negative)
<p>M1 – Our mission is for movement to improve equality. Southwark is an inclusive forward looking borough where all people are welcome whether to make a home or to make a living.</p> <p>Promoting walking and cycling is beneficial to all users, however if routes are poorly lit, secluded and at risk from conflicts with roads vehicles. Particular race groups could be affected.</p>	
Equality information on which above analysis is based	Health data on which above analysis is based
Consideration has been given to specific impacts that might arise as a result of the implementation of the Movement Plan .The Equalities Analysis has also been informed by feedback through consultation events and responses, our evidence base document and our local knowledge and expertise.	
Mitigating actions to be taken	
The above analysis highlights that the implementation of the policies set out in the Movement Plan will largely give rise to positive. Where there are uncertain or possible negative impacts, we have highlighted the mitigating actions taken through the Movement Plan in	

the main section above	
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Religion and belief - Religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition.	
Potential impacts (positive and negative) of proposed policy/decision/business plan	Potential health impacts (positive and negative)
<p>M1 – Our mission is for movement to improve equality Southwark is an inclusive forward looking borough where all people are welcome whether to make a home or to make a living</p> <p>Promoting walking and cycling is beneficial to all users, however if routes are poorly lit, secluded and at risk from conflicts with roads vehicles. This could particularly apply to vulnerable groups including some faith groups.</p>	
Equality information on which above analysis is based	Health data on which above analysis is based
<p>Consideration has been given to the specific impacts that might arise as a result of the Implementation of the Movement Plan. The Equalities Analysis has been informed by our evidence base documents and our local knowledge and expertise</p>	
Mitigating actions to be taken	
<p>The above analysis highlights that the implementation of the policies set out in the Movement Plan will largely give rise to positive. Where there are uncertain or possible negative impacts, we have highlighted the mitigating actions taken through the Movement Plan in the main section above</p>	

Sex - A man or a woman.	
Potential impacts (positive and negative) of proposed policy/decision/business plan	Potential health impacts (positive and negative)

<p>Promoting walking and cycling is beneficial to all users, however if the routes are poorly lit, secluded and at risk from conflicts with road vehicles, and make people feel more isolated. This could particularly apply to vulnerable groups including women.</p> <p>Women and men tend to travel differently. 63% of females are likely to have casualties on the bus, compared to 37% of males.</p> <p>91% of casualties for Powered Two Wheelers were male compared to 9% female.</p> <p>75% of cyclist casualties were male compared to 25% female.</p>	
Equality information on which above analysis is based	Health data on which above analysis is based
<p>Consideration has been given to specific impacts that might arise as a result of the implementation of the Movement Plan. The Equalities Analysis has also been informed by feedback through internal consultation events and responses, our evidence base documents and our local knowledge and expertise.</p>	
Mitigating actions to be taken	
<p>The above analysis highlights that the implementation of the policies set out in the Movement Plan will largely give rise to positive impacts. Where there are uncertain or possible negative impacts, we have highlighted the mitigating actions taken through the Movement Plan in the main section above.</p>	

<p>(Sexual orientation - Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes)</p>	
Potential impacts (positive and negative) of proposed policy/decision/business plan	Potential health impacts (positive and negative)
<p>The Movement Plan Missions and Actions will benefit all people living in Southwark regardless of sexual orientation</p>	

Comment [CS2]: Similar to gender reassignment?

Equality information on which above analysis is based	Health data on which above analysis is based
<p>Consideration has been given to specific impacts that might arise as a result of the implementation of the Movement Plan. The Equalities Analysis has also been informed by feedback through consultation events and responses, our evidence base documents and our local knowledge and expertise.</p>	
<p>Mitigating actions to be taken</p> <p>No specific impacts have been identified that would affect people differently as a result of their sexual orientation.</p>	
<p>Socio-economic disadvantage – although the Equality Act 2010 does not include socio-economic status as one of the protected characteristics, Southwark Council recognises that this continues to be a major cause of inequality in the borough. Socio economic status is the measure of an area's, an individual's or family's economic and social position in relation to others, based on income, education, health, living conditions and occupation.</p>	
Potential impacts (positive and negative) of proposed policy/decision/business plan	Potential health impacts (positive and negative)
<p>The Indices of Deprivation (2015) is used to measure levels of relative deprivation between areas in England. Southwark was the 40th most deprived LA in the country (out of 326 local authorities) 38% of our residents live in communities ranked in the 20% most deprived areas. In contrast, only 2% of residents live in communities considered the most affluent nationally. Around 15,000 children (28%) in Southwark aged under 16 lived in low income families</p> <p>A poor quality environment impacts most on disadvantaged groups, as it discourages them from walking and cycling, worsening health and social isolation. Disadvantaged areas also tend to have a higher density of main roads, leading to poorer air quality, higher noise levels and higher collision rates.</p> <p>The movement plan recognises that life factors such as income and available time affect decisions around movement.</p> <p>Southwark residents identify walking as a cost saving technique. The cost of bus passes is an important factor for monthly expenses for low-income families and as a result walking, especially for trips under an hour, becomes an attractive mode of transport.</p> <p>The Movement plan is about all of us, how we feel</p>	

<p>travelling in Southwark, can we get to where we want to be and how we experience it. Everyone in Southwark, should benefit from movement, to have a healthier body and healthier mind no matter what your background.</p>	
<p>Equality information on which above analysis is based</p>	<p>Health data on which above analysis is based</p>
<p>Consideration has been given to specific impacts that might arise as a result of the implementation of the Movement Plan . The Equalities Analysis has also been informed by feedback through internal consultation events and responses, our evidence base documents and our local knowledge and expertise.</p>	<p>Map of Air Quality Management Area & Focus Area in Southwark and Map of Educational Establishments and NO2 Annual Concentration.</p> <p>London Air Emission Inventory 2013 – Greater London Authority</p> <p>Graphs showing Casualties by IMD Decile and Casualties by Mosaic Group. Transport for London.</p> <p>Indices of Deprivation JSNA Factsheet 2018-19 – Protected Characteristics from Department for Communities & Local Government. Indices of Deprivation 2015.</p>
<p>Mitigating actions to be taken</p>	
<p>The above analysis highlights that the implementation of the Missions and associated actions set out in the Movement Plan will largely give rise to positive impacts , we have highlighted the mitigating actions taken through the Movement Plan in the main section above</p>	

<p>Human Rights There are 16 rights in the Human Rights Act. Each one is called an Article. They are all taken from the European Convention on Human Rights. The Articles are The right to life, Freedom from torture, inhuman and degrading treatment, Freedom from forced labour , Right to Liberty, Fair trial, Retrospective penalties, Privacy, Freedom of conscience, Freedom of expression, Freedom of assembly, Marriage and family, Freedom from discrimination and the First Protocol</p>
<p>Potential impacts (positive and negative) of proposed policy/decision/business plan</p>
<p>The implementation of the Movement Plan will have no impacts on the Articles that are set out in the Human Rights Act.</p>

Information on which above analysis is based
Mitigating actions to be taken
N/A

Section 5: Further actions and objectives

5. Further actions			
Based on the initial analysis above, please detail the key mitigating actions or the areas identified as requiring more detailed analysis.			
Number	Description of issue	Action	Timeframe
1	Monitoring of the impact of policies in the Movement Plan on groups with protected characteristics	Update Equality Assessment following public consultation.	February / March 2019
2			
3			
4			
5			
6			
7			

5. Equality objectives (for business plans)				
Based on the initial analysis above, please detail any equality objectives that you will set for your division/department/service. Under the objective and measure column please state whether this objective is an existing objective or a suggested addition to the Council Plan.				
Objective and measure	Lead officer	Current performance (baseline)	Targets	
			Year 1	Year 2
Reduce the difference between total public transport network journey time and total step-free public transport network (MTS Outcome 6)	TBC			
Casualties by mode of travel and age. Base year 2005/09 for 2022 target and base year 2010/14 for 2030 target	TBC			
Proportion of people who feel safe when out	TBC			

and about in their local area				
Healthy neighbourhoods index – proportion of people who live in LSOAs which score in the poorest performing 20per cent on the AHAH index	TBC			
Proportion of adults who feel satisfied with their local area as a place to live	TBC			

5. Health objectives (for business plans)

Based on the initial analysis above, please detail any health objectives that you will set for your division/department/service. Under the objective and measure column please state whether this objective is an existing objective or a suggested addition to the Council Plan.

Objective and measure	Lead officer	Current performance (baseline)	Targets	
			Year 1	Year 2
Proportion of children's excess weight trends (4-5 years old and 10-11 years old)	TBC			
Proportion of Southwark residents doing at least 2x10 minutes of active travel a day or a single block of 20 minutes or more. (MTS Outcome 1)	TBC			
Proportion of adults who think their local	TBC			

area is a place
where people
from different
backgrounds
get on well
together

