

Appendix 7: Equality Impact and Needs Analysis Walking, Cycling and EV plans

Guidance notes

Things to remember:

Under the Public Sector Equality Duty (PSED) public authorities are required to have due regard to the aims of the general equality duty when making decisions and when setting policies. Understanding the affect of the council's policies and practices on people with different protected characteristics is an important part of complying with the general equality duty. Under the PSED the council must ensure that:

- Decision-makers are aware of the general equality duty's requirements.
- The general equality duty is complied with before and at the time a particular policy is under consideration and when a decision is taken.
- They consciously consider the need to do the things set out in the aims of the general equality duty as an integral part of the decision-making process.
- They have sufficient information to understand the effects of the policy, or the way a function is carried out, on the aims set out in the general equality duty.
- They review policies or decisions, for example, if the make-up of service users changes, as the general equality duty is a continuing duty.
- They take responsibility for complying with the general equality duty in relation to all their relevant functions. Responsibility cannot be delegated to external organisations that are carrying out public functions on their behalf.
- They consciously consider the need to do the things set out in the aims of the general equality duty not only when a policy is developed and decided upon, but when it is being implemented.

Best practice guidance from the Equality and Human Rights Commission recommends that public bodies:

- Consider all the [protected characteristics](#) and all aims of the general equality duty (apart from in relation to marriage and civil partnership, where only the discrimination aim applies).
- Use equality analysis to inform policy as it develops to avoid unnecessary additional activity.
- Focus on the understanding the effects of a policy on equality and any actions needed as a result, not the production of a document.
- Consider how the time and effort involved should relate to the importance of the policy to equality.
- Think about steps to advance equality and good relations as well as eliminate discrimination.
- Use good evidence. Where it isn't available, take steps to gather it (where practical and proportionate).
- Use insights from engagement with employees, service users and others can help

provide evidence for equality analysis.

Equality analysis should be referenced in community impact statements in Council reports. Community impact statements are a corporate requirement in all reports to the following meetings: the cabinet, individual decision makers, scrutiny, regulatory committees and community councils. Community impact statements enable decision makers to identify more easily how a decision might affect different communities in Southwark and to consider any implications for equality and diversity.

The public will be able to view and scrutinise any equality analysis undertaken. Equality analysis should therefore be written in a clear and transparent way using plain English. Equality analysis may be published under the council's publishing of equality information, or be present with divisional/departmental/service business plans. These will be placed on the website for public view under the council's Publications Scheme. All Cabinet reports will also publish related

Equality analysis should be reviewed after a sensible period of time to see if business needs have changed and/or if the effects that were expected have occurred. If not then you will need to consider amending your policy accordingly. This does not mean repeating the equality analysis, but using the experience gained through implementation to check the findings and to make any necessary adjustments.

Engagement with the community is recommended as part of the development of equality analysis. The council's Community Engagement Division and critical friend, the Forum for Equality and Human Rights in Southwark can assist with this (see section below on community engagement and www.southwarkadvice.org.uk).

Whilst the equality analysis is being considered, Southwark Council recommends considering implications arising from socio-economic disadvantage, as socio-economic inequalities have a strong influence on the environment we live and work in. As a major provider of services to Southwark residents, the council has a policy commitment to reduce socio-economic inequalities and this is reflected in its values and aims. For this reason, the council recommends considering impacts/needs arising from socio-economic disadvantage in all equality analyses, not forgetting to include identified potential mitigating actions. **The Council has adopted the Socio-Economic Duty as part of its overall equality, diversity and inclusion policy commitments in the Southwark Equality Framework.** This requires us to ensure we do not make any conditions worse for those experiencing socio-economic disadvantage through our policies and practices.

Section 1: Equality impact and needs analysis details

Proposed policy/decision/business plan to which this equality analysis relates		Walking, Cycling and EV Plans			
Equality analysis author		Catherine Snell			
Strategic Director:		Toni Ainge			
Department		EN&G	Division	Highways	
Period analysis undertaken		May – June 2024			
Date of review (if applicable)					
Sign-off	John Wade	Position	Head of Parking Services and Network Management	Date	24 June 2024

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

1.1 Brief description of policy/decision/business plan

On 10th July 2023, Cabinet approved the Streets for People strategy. This strategy sets out how the council will reclaim space for our communities, to connect and socialise, to make healthy and safe journeys, to support a thriving economy, and to protect our natural world.

Cabinet also agreed that further consultation be undertaken which included specific consultation on residents' views on the draft Walking, Cycling and EV plan that support the Streets for People strategy.

In summary, the Plans seek to deliver the following:

Walking plan

This plan aims to develop a grid of walking routes within 200 metres of every resident in Southwark. The work will comprise of:

- an assessment of existing routes to establish their location and quality, e.g. whether safe and well maintained.
- Improvement of existing routes where required.
- Establishment of new walking routes where needed.

Cycling plan

This plan details the council's aspirations and objectives in relation to cycling in Southwark. Its main objectives are to:

- Ensure cycling is accessible to all people, on all types of bikes, with all levels of experience and confidence.
- Encourage cycling across all demographic groups and provide access to cycles for all. This includes increasing support for cargo bikes for residents and businesses.
- Produce a plan for a borough-wide cycle network.
- Make routes as safe as possible.
- Create a borough wide network of well-signed, direct routes that prioritise cyclists over motor vehicles and are as smooth as possible.
- Deliver cycle parking across the borough for residents, visitors, and businesses.

EV Plan

This plan details the continued expansion of EV charging infrastructure in the borough using the key principles of accessibility, inclusion, flexibility, and future proofing. The work to implement this plan comprised of

- Producing a strategic vision for the roll out of EV infrastructure specifically between 2023 and 2026 but also on to 2030.
- Consideration of the type of charging, locations, and timescales for delivery.
- Identification of the funding and delivery models for the future roll-out of EV charging.
- Alignment with the council's Streets for People priority to prioritise sustainable and active travel, ahead of a switch to EV vehicles.
- Consideration of how best to maximise council assets when delivering the strategy.

The three plans went out for consultation from Nov 2023 – Jan 2024 and have been subsequently updated following this feedback.

Section 3: Overview of service users and key stakeholders consulted

2. Service users and stakeholders	
Key users of the department or service	The Walking, Cycling and EV plans will be used by officers across EN&G, particularly in the highways and climate change division, to inform its approach to encouraging walking and cycling across the borough and to inform its approach in rolling out additional EV charging points across the borough.
Key stakeholders were/are involved in this policy/decision/business plan	<p>The three plans were produced in collaboration with officers and teams across EN&G who are responsible for implementing changes in relation to walking and cycling improvements and the roll out of EV charging points.</p> <p>A public consultation took place between November 2023 and January 2024 on the three plans which has informed the development of the final plans.</p>

Section 4: Pre-implementation equality impact and needs 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, including improvement actions to promote equality and tackle inequalities. An equality analysis also presents as an opportunity to improve services to meet diverse needs, promote equality, tackle inequalities and promote good community relations. It is not just about addressing negative impacts.

The columns include societal issues (discrimination, exclusion, needs etc.) and socio-economic issues (levels of poverty, employment, income). 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 socio-economic issues are given special consideration, as it is the council's intention to reduce socio-economic inequalities in the borough. Key is also the link between protected characteristics and socio-economic disadvantage, including experiences of multiple disadvantage.

Socio-economic disadvantage may arise from a range of factors, including:

- poverty
- health
- education
- limited social mobility
- housing
- a lack of expectations
- discrimination
- multiple disadvantage

The public sector equality duty (PSED) requires us to find out about and give due consideration to the needs of different protected characteristics in relation to the three parts of the duty:

1. Eliminating discrimination, harassment and victimisation
2. Advancing equality of opportunity, including finding out about and meeting diverse needs of our local communities, addressing disadvantage and barriers to equal access; enabling all voices to be heard in our engagement and consultation undertaken; increasing the participation of under represented groups
3. Fostering good community relations; promoting good relations; to be a borough where all feel welcome, included, valued, safe and respected.

The PSED is now also further reinforced in the two additional Fairer Future For All values: that we will

- Always work to make Southwark more equal and just
- Stand against all forms of discrimination and racism

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; this also includes needs in relation to each part of the duty.

Potential Socio-Economic impacts/ needs/issues arising from socio-economic disadvantage (positive and

	negative)
<p>Walking Plan</p> <p>The Walking Plan includes proposals that will have a positive impact on children and young people. For example, roads will be designed to encourage drivers to move at safe speeds, new walk-to-school routes will be created to enable children to become familiar using streets and getting around Southwark, and school streets (or other safety enhancements) will create social spaces outside of schools.</p> <p>The borough-wide Walking and Wheeling Network will also include frequent rest areas which may be particularly useful for children and older adults.</p> <p>Cycling Plan</p> <p>The Cycling Plan will also have a positive impact on children and young people. It has committed to providing cycle training for all children in school. It has also committed to connect schools to the cycle network and enable schools to support cycle-to-school routes to give children the opportunity to develop their skills in a safe environment.</p> <p>The plan is committed to supporting organisations that give young people access to refurbished bikes and the skills needed to maintain them.</p> <p>EV Plan</p> <p>The EV Plan may have a positive impact on air quality. Emissions from the tailpipe of EVs are removed, reducing nitrous oxide and carbon dioxide locally in the atmosphere and improving air quality. This may particularly benefit older people and children. This is because these groups are more likely to suffer from health problems linked to poor air quality.</p>	<p>Cycling Plan</p> <p>Free child and adult cycle training bikes are provided so there is no upfront cost commitment. The child poverty rate in Southwark is higher than that of London as a whole so this is particularly beneficial as many families would be unable to afford to pay for this.</p>
<p>Equality information on which above analysis is based</p>	<p>Socio-Economic data on which above analysis is based</p>
<p>Research by Imperial College has found that children living in London are particularly at risk of developing lifelong, chronic conditions due to air pollution. In addition, the health impacts of air pollution exposure continue well into old age, increasing the risk of various long-term health conditions and early death. (https://www.imperial.ac.uk/news/244355/review~highlights-lifelong-health-impacts-pollution/)</p>	<p>In 2021/22 approximately 23,000 children aged 0-15 in Southwark were living in poverty, after housing costs were factored in, equating to 36% of children in the borough. This is higher than the London average of 33%. (JSNA Annual Report 2023)</p>
<p>Mitigating and/or improvement actions to be taken</p>	

<p>As there are no negative impacts, no mitigating actions are required. The Council will continue to monitor impacts on this group. The Council will mitigate against any unforeseen issues that arise.</p>	<p>As there are no negative impacts, no mitigating actions are required. The Council will continue to monitor impacts on this group. The Council will mitigate against any unforeseen issues that arise.</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>Please note that under the PSED due regard includes:</p> <p>Giving due consideration in all relevant areas to "the steps involved in meeting the needs of disabled persons that are different from the needs of persons who are not disabled include, in particular, steps to take account of disabled persons' disabilities." This also includes the need to understand and focus on different needs/impacts arising from different disabilities.</p>	
<p>Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.</p>	<p>Potential socio-economic impacts/needs/issues arising from socio-economic disadvantage (positive and negative)</p>
<p>Walking Plan</p> <p>The Walking Plan includes proposals that are particularly beneficial for a person with a disability. It has committed to delivering pedestrian paths of at least 2.4 m where possible which will make it easier for wheelchair users to travel. In addition, items such as cycle parking and planting will be installed on the carriageway where possible; this will again free up the pavement for wheelchair users.</p> <p>New pedestrian paths and crossings will also be as flat as possible, free from trip hazards which will make wheeling easier. In addition the plan commits to reducing cycling on pavements which will provide more space for wheeling.</p> <p>The plan also notes that motor vehicle access will be retained where it is needed for people with mobility issues.</p> <p>The plan also notes its commitment to the Equal Pavements Pledge which commits the council to working with disabled people and delivering a public realm that is accessible to everyone, regardless of their mobility needs.</p> <p>People with mobility issues rely on street furniture such as benches as they need places to frequently rest. Any programmes to declutter the pavement by removing poorly placed street furniture has the potential to restrict their mobility so this is something that must be considered.</p>	<p>In London overall, families that include a disabled person are more likely to be in poverty than families without a disabled person. The research shows that there is a clear trend between the level of deprivation in a neighbourhood and the proportion of the population that is disabled.</p> <p>Therefore, offering free cycling opportunities (including on specialist cycles) will have a particularly positive impact on this group.</p>

<p>Cycling Plan</p> <p>The Cycling Plan has committed to providing cycle training for all children in school. This includes specialist types of cycle where these are more suited to the child's needs.</p> <p>The Cycling Plan also supports the delivery of hire schemes that include all types of cycles and micromobility, so there are options for everyone including those needing adaptive cycles and rental cargo bikes.</p> <p>Disabled residents will be given the option of requesting an accessible, convenient and secure cycle hangar for an adaptive bike.</p> <p>The Cycling Plan has also committed to review all existing and proposed cycle infrastructure using our Accessible Cycling Tool. Southwark is the first council to develop an Accessible Cycling Tool (ACT), in partnership with Wheels for Wellbeing. It sets out the criteria we will use to assess our cycle infrastructure. To spot check sections of our routes to ensure they are accessible to all types of cycles, so our network can be used by as many people as possible.</p> <p>EV Plan</p> <p>The EV Plan will not have a negative impact on a person with a disability. It has committed to ensuring that the EV infrastructure roll-out is accessible to all. This includes ensuring that infrastructure does not impede access or use of the footway, for example to wheelchair or pushchair users in line with the Streets for Communities objectives of providing good quality public space that is accessible to all.</p>	
<p>Equality information on which above analysis is based</p>	<p>Socio-economic data on which above analysis is based</p>
<p>The 2021 Census collected information on residents' disability status, with over 42,000 Southwark residents (14%) recording a disability. This is a similar proportion to London but slightly less than the national average of 17%. Almost a quarter of households (33,000) had at least one resident with a disability.</p> <p>The neighbourhoods with higher proportions of disability are Old Kent Road, South Bermondsey and Nunhead & Queen's Road, where in some areas 17-23% of residents were disabled.</p> <p>Of those in Southwark who were disabled at the time of the Census, half were aged 50 or over. Levels of disability among residents of different ethnicities broadly mirror that of the general population in the borough.</p>	<p>Census 2021 deep dive: disability and deprivation in London Trust for London</p>

<p>The Family Resource Survey by the Department of Work and Pensions, collects data on what disability/disabilities people have. The most common disabilities reported in inner-London in 2021/22 were:</p> <ul style="list-style-type: none"> • Mobility Issues (23% of all disabilities) • Mental Health (17%) • Stamina / Fatigue (16%) <p>These are likely to be the top issues within Southwark's disabled population.</p>	
<p>Mitigating and/or improvement actions to be taken</p>	
<p>People with mobility issues rely on street furniture such as benches as they need places to frequently rest. Any programmes to declutter the pavement by removing poorly placed street furniture has the potential to restrict their mobility so this is something that must be considered.</p>	

<p>Gender reassignment: - The process of transitioning from one gender to another. Gender Identity: Gender identity is the personal sense of one's own gender. Gender identity can correlate with a person's assigned sex or can differ from it.</p>	
<p>Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.</p>	<p>Potential socio-economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative)</p>
<p>The Walking Plan will help to provide safe public realm and community spaces. For example, good lighting. This could especially benefit the LGBTQ+ community. This is because they are particularly vulnerable to violence in public spaces.</p> <p>Cycling and EV Plan</p> <p>The Council expects that the plans will have no particular positive or negative impacts on this group.</p>	
<p>Equality information on which above analysis is based.</p>	<p>Socio-economic data on which above analysis is based</p>
<p>According to research by Yougov, over a third of LGBT people say they don't feel comfortable walking down the street holding their partner's hand. This rises to three in five for gay men. One in five LGBT people have experienced a hate crime or incident due to their sexual orientation</p>	

and/or gender identity in the last 12 months. (Stonewall and Yougov, 'LGBT in Britain: Hate Crime and Discrimination', 2017)	
Mitigating and/or improvement actions to be taken	
As there are no negative impacts, no mitigating actions are required. The Council will continue to monitor impacts on this group. The Council will mitigate against any unforeseen issues that arise.	

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 couples. 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 socio-economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative)
The Council expects that the plans will have no particular positive or negative impacts on this group.	
Equality information on which above analysis is based	Socio-economic data on which above analysis is based
The latest census found that 26.9% of Southwark residents were married or in a civil partnership. This was a fall from 29.4% in 2011. Southwark had the fourth-highest percentage of adults who had never been married or in a civil partnership of all English local authorities. The proportion of residents who are married or in a civil partnership is significantly higher in the south of the borough than the north. (Census 2021)	
Mitigating or improvement actions to be taken	
As there are no negative impacts, no mitigating actions are required. The Council will continue to monitor impacts on this group. The Council will mitigate against any unforeseen issues that arise.	

<p>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.</p>	
<p>Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.</p>	<p>Potential socio-economic impacts/needs/issues arising from socio-economic disadvantage (positive and negative)</p>
<p>Walking Plan</p> <p>The Walking Plan is likely to have a positive impact on this protected characteristic. New pedestrian paths and crossings will be as flat as possible and free from trip hazards which will make walking with a pram easier.</p> <p>As noted, rest areas will be frequent, which may support those who need to feed their babies as they travel around the borough.</p> <p>The Walking Plan also aims to make travelling around the borough safer which is likely to be a concern for new parents.</p> <p>The Walking Plan also commits to ‘updating street design guidance to show how we will deliver streets that are focussed around delivering public spaces and building community.’ High quality public and community spaces may particularly benefit new parents as they serve as meeting places during maternity leave which can help to reduce social isolation among new parents.</p> <p>Cycling Plan</p> <p>By making cycling more accessible to everyone those who are pregnant or have recently given birth may feel more able to continue / start cycling.</p> <p>EV Plan</p> <p>The council expects that the plans will have no particular positive or negative impacts on this group.</p>	<p>There is an established link between deprivation and health. This is reflected in maternal health outcomes. The Walking and Cycling plans may support those who are pregnant or are on maternity leave to keep active.</p>
<p>Equality information on which above analysis is based</p>	<p>Socio-economic data on which above analysis is based</p>
<p>The total number of babies born in Southwark has been decreasing year on year over the past 10 years. The decline in the fertility rate in Southwark is seen across all age groups, but particularly among younger women. The average age of mothers giving birth in Southwark in 2022 was around 33 years. Across the borough there is substantial variation in the number of births each year, with rates highest in Dulwich and Peckham Rye. The general fertility rate is lowest in Nunhead & Queen’s Road, at 27 births per 1,000. This ward has</p>	

also seen the greatest decline over the decade (59%). (JSNA Annual Report 2023; JSNA Multi-ward Profiles 2023: East Central Southwark)	
Mitigating and/or improvement actions to be taken	
As there are no negative impacts, no mitigating actions are required. The Council will continue to monitor impacts on this group. The Council will mitigate against any unforeseen issues that arise.	

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; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative)
<p>The Walking and Cycling Plans both support the reduction of traffic. Black people and those from other minority ethnic groups, and those from low-income households are more likely to live near higher-trafficked roads and experience more background noise. The reduction in traffic should lead to a positive impact.</p> <p>Those from Black, Asian and Minority Ethnic groups are more likely to be injured in road accidents. Both plans are committed to Vision Zero ensuring no one is killed or seriously injured on Southwark's streets.</p> <p>Black, Asian and Minority Ethnic residents are more likely to be in areas of high air pollution, and more likely to suffer ill-health as a result.</p> <p>EV Plan</p> <p>The EV Plan may have a positive impact on air quality. Emissions from the tailpipe of EVs are removed, reducing nitrous oxide and carbon dioxide locally in the atmosphere and improving air quality. This may particularly benefit those from Black, Asian and Minority Ethnic groups; this is because these groups are more likely to suffer from health problems linked to poor air quality.</p>	
Equality information on which above analysis is based	Socio-economic data on which above analysis is based

<p>Southwark is a diverse borough with residents from a wide range of ethnicities and backgrounds. Data from the 2021 Census shows that 51% of people living in Southwark have a White ethnic background compared to 81% nationally. Just over a third (36%) of residents identify as 'White: English, British, Welsh, Scottish or Northern Irish' ethnicity. The largest ethnic group other than White is 'Black, Black British, Caribbean or African', with one-quarter (25%) of Southwark residents reporting this as their ethnicity compared to only 14% of residents across London and 4% of residents nationally. Almost one-fifth (16%) reported 'African' ethnicity and 6% reported a 'Caribbean' ethnicity. For the first time the 2021 Census provided data on the number of residents identifying as Hispanic or Latin American. In total, 9,200 people in Southwark recorded this as their ethnicity. The diversity of Southwark is much greater among our children and young people, with roughly equal proportions of young people from White and Black ethnic backgrounds, and 14% with mixed or multiple ethnicities.</p> <p>Road traffic noise is associated with increased cardiovascular morbidity and mortality and all-cause mortality in London - PubMed (nih.gov)</p> <p>https://content.tfl.gov.uk/road-safety-of-londons-black-asian-minority-ethnic-groups.pdf</p>	
<p>Mitigating and/or improvement actions to be taken</p>	
<p>As there are no negative impacts, no mitigating actions are required. The Council will continue to monitor impacts on this group. The Council will mitigate against any unforeseen issues that arise.</p>	

<p>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.</p>	
<p>Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.</p>	<p>Potential socio-economic impacts/needs/issues arising from socio-economic disadvantage (positive and negative)</p>
<p>The Council expects that the plans will have no particular positive or negative impacts on this group.</p>	
<p>Equality information on which above analysis is based</p>	<p>Socio-economic data on which above analysis is based</p>

<p>There were over 40 distinct religions identified among Southwark residents by the 2021 Census. In 2021, 43% of residents reported their religion to be Christian, a drop of 10% since the 2011 Census. 'No religion' was the second most common option reported among Southwark residents, representing over one third (36%) of the population, substantially larger than across London (27%), but similar to the proportion nationally (37%).</p> <p>Over 29,600 Southwark residents reported their religion to be Muslim, equating to approximately 10% of the population. Those with Muslim or Hindu religion made up a notably smaller proportion of the population in Southwark than was seen across London.</p>	
<p>Mitigating and/or improvement actions to be taken</p>	
<p>As there are no negative impacts, no mitigating actions are required. The Council will continue to monitor impacts on this group. The Council will mitigate against any unforeseen issues that arise.</p>	

<p>Sex - A man or a woman.</p>	
<p>Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.</p>	<p>Potential socio-economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative)</p>
<p>Walking plan</p> <p>The Walking Plan wants to ensure places to walk are safe which may increase the uptake of walking for women. The plan also commits to using street lighting effectively to make sure people feel safer going out at night. This could especially benefit women. This is because women are more likely to experience threat of harm and violence in public spaces compared to men.</p> <p>Cycling Plan</p> <p>The Cycling Plan commits to greatly broadening the appeal of cycling amongst underrepresented groups including women. This is much needed as in London, less than 1 in 3 cycle trips are made by women. (London Cycling Campaign).</p>	

<p>EV Plan</p> <p>The Council expects that the plans will have no particular positive or negative impacts whether you are male or female.</p>	
<p>Equality information on which above analysis is based</p>	<p>Socio-economic data on which above analysis is based</p>
<p>Southwark is home to ~307,600 people made of 149,000 Males and 158,600 Females.</p> <p>The Census 2021 found that 51.6% of Southwark's residents are women and 48.4% are men. (Census 2021) According to Plan International UK, 66% of girls in the UK have experienced sexual attention or sexual or physical contact in a public place. (Plan International, 'Street Harassment: It's Not OK', 2018 (available at: https://plan.uk.org/street-harassment/its-not-ok))</p> <p>71% of women of all ages in the UK have experienced some form of sexual harassment in a public space. This number rises to 86% among 18-24-year-olds. (APPG for UN Women, 'Prevalence and reporting of sexual harassment in UK public spaces', 2021).</p>	
<p>Mitigating and/or improvement actions to be taken</p>	
<p>The LCC Women's Network surveyed over 1000 women in London to ask what barriers prevent them from cycling. The responses included countless reports of harassment, aggression and even physical and sexual assault directed towards women cycling. Women's Freedom - London Cycling Campaign (lcc.org.uk)</p>	

<p>Sexual orientation - Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes</p>	
<p>Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.</p>	<p>Potential socio-economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative)</p>
<p>The Walking Plan will help to provide safe public realm and community spaces. For example, good lighting. This could especially benefit the LGBTQ+ community. This is because they are particularly vulnerable to violence in public spaces.</p> <p>Cycling and EV Plan</p> <p>The Council expects that the plans will have no particular positive or negative impacts on this group.</p>	

Equality information on which above analysis is based	Socio-economic data on which above analysis is based
<p>In the latest census 8.08% of Southwark's residents identified as LGB+.</p> <p>This is the fourth highest figure of any local authority district in England and Wales. The areas with the highest proportion of LGB+ residents are in the north-west of the borough. (Census 2021)</p> <p>According to research by Yougov, over a third of LGBT people say they don't feel comfortable walking down the street holding their partner's hand. This rises to three in five for gay men. One in five LGBT people have experienced a hate crime or incident due to their sexual orientation and/or gender identity in the last 12 months. (Stonewall and Yougov, 'LGBT in Britain: Hate Crime and Discrimination', 2017)</p>	
Mitigating and/or improvement actions to be taken	
<p>As there are no negative impacts, no mitigating actions are required. The Council will continue to monitor impacts on this group. The Council will mitigate against any unforeseen issues that arise.</p>	

Human Rights
<p>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>
Potential impacts (positive and negative) of proposed policy/decision/business plan
<p>The Walking, Cycling and EV plans will not have an impact on the Human Rights Act.</p>
Information on which above analysis is based

Mitigating and/or improvement actions to be taken
As there are no negative impacts, no mitigating actions are required. The Council will continue to monitor impacts on this group. The Council will mitigate against any unforeseen issues that arise.

Conclusions

Summarise main findings and conclusions of the overall equality impact and needs analysis for this area:

Walking Plan

The Walking Plan is likely to have a positive impact on children and young people due to the focus on new walk-to-school routes and school streets. It may also have a positive impact on older people due to the focus on regular rest stops. It is likely to benefit those with disabilities due to delivering wider pedestrian paths where possible and ensuring these are free from trip hazards, making wheeling easier. The plan is also likely to be beneficial to those on maternity leave by making pavements flatter and free from trip hazards which will make it easier to walk with a pram. Rest spots will also support parents to feed their new babies on the go. Reduction in traffic encouraged by the walking plan should have a positive impact on those from Black, Asian and Minority Ethnic groups who are likely to live on higher trafficked roads and live in areas with high air pollution. The Walking Plan commits to ensuring places to walk are safe which may increase the uptake of walking for women and those from the LGBTQ+ communities who are particularly vulnerable to violence in public spaces.

Cycling Plan

The Cycling Plan is likely to have a positive impact on children and young people because of the offer for cycle training in all schools and the commitment to enable schools to support cycle-to-school routes. Children will also be able to access refurbished bikes and learn skills to maintain them. Children can also access specialist types of bikes where needed. Hire schemes will include adaptive cycles and disabled residents will be given the option of requesting an accessible, convenient and secure cycle hangar for an adaptive bike. The Cycling Plan has also committed to review all existing and proposed cycle infrastructure using our Accessible Cycling Tool to ensure our routes are accessible to all types of cycles. By making cycling more accessible to everyone those who are pregnant or have recently given birth may feel more able to continue / start cycling. Reduction in traffic encouraged by the Cycling Plan should have a positive impact on those from Black, Asian and Minority Ethnic groups who are likely to live on higher trafficked roads and live in areas with high air pollution. The Cycling Plan commits to greatly broadening the appeal of cycling amongst underrepresented groups including women.

EV Plan

The EV Plan may have a positive impact on air quality. Emissions from the tailpipe of EVs are removed, reducing nitrous oxide and carbon dioxide locally in the atmosphere and improving air quality. This may particularly benefit older people, children and those from Black, Asian and Minority Ethnic backgrounds. This is because these groups are more likely to suffer from health problems linked to poor air quality. The EV Plan has committed to ensuring that infrastructure does not impede access or use of the footway, for example to wheelchair or pushchair users.

Section 5: Further equality actions and objectives

5. Further actions			
Based on the initial analysis above, please detail the key mitigating and/or improvement actions to promote equality and tackle inequalities; and any areas identified as requiring more detailed analysis.			
Number	Description of issue	Action	Timeframe
1			
2			
3			
4			
5			
6			
7			

6. Equality and socio-economic objectives (for business plans)				
Based on the initial analysis above, please detail any of the equality objectives outlined above 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

7. Review of implementation of the equality objectives and actions

Implementation Equality Impact and Needs Analysis