Report

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Report for – London Borough of Waltham Forest
Local Implementation Plan
Initial Equalities Impact Assessment Report

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Contents

1.0   Introduction

1.1   Overview of the Local Implementation Plan (LIP)

The London Borough of Waltham Forest's third Local Implementation Plan is a statutory document, prepared under Section 145 of the Greater London Authority Act 1999. This Act requires each of London's 33 local authorities to prepare a LIP containing proposals for the implementation of the Mayors Transport Strategy[1] in their area.

The LIP guides transport priorities and projects and details a three-year programme of investment (2019/20 to 2021/22).

The central aim of the MTS – the Mayor's vision – is to create a future London that is not only home to more people, but is a better place for all those people to live in. The overarching aim of the Strategy is for 80% of all trips in London to be made on foot, by cycle or using public transport by 2041, compared to 63% today. The Mayor is seeking to achieve his vision by focusing the policies and proposals in his transport strategy on the achievement of the following three overarching MTS outcomes:

- **Healthy Streets and healthy people, including traffic reduction strategies:**

    o   Active: London's streets will be healthy, and more Londoners will travel actively.

    o   Safe: London's streets will be safe & secure.

    o   Efficient: London's streets will be used more efficiently & have less traffic on them.

    o   Green: London's streets will be clean and green.

- **A good public transport experience:**

    o   Connected: The public transport network will meet the needs of a growing London.

    o   Accessible: Public transport will be safe, affordable and accessible to all.

    o   Quality: Journeys by public transport will be pleasant, fast and reliable.

- **New homes and jobs:**

    o   Good Growth: Active, efficient and sustainable travel will be the best option in new developments.

    o   Unlocking: Transport investment will unlock the delivery of new homes and jobs.

The rationale and detail of each of these outcomes is set out in the third MTS. The LIP responds to the third MTS, the Sub Regional Transport Plan (north), Waltham Forest's Local Plan and other relevant policies. This LIP will replace the council's second LIP (2011). The third round of LIPs will become effective from April 2019.

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[1]   Mayor of London (2018) – **Mayor's Transport Strategy** - Greater London Authority, March 2018

1.2   Summary of the LIP

The plan identifies the following seven transport objectives, that will be the focus of the London Borough of Waltham Forest LIP:

- **Making Walthamstow Central a transport interchange for a major centre in London:** The LIP will provide safeguarding for a secondary access to the interchange and introduction of step-free access. Installation of third escalator will be examined, and a secondary entrance into Selborne Walk or Town Square will be provided, together with remodelling of bus station and changes to bus routes (see also below).

- **Redeveloping Leyton Underground Station to meeting growing demand:** This will include measures to increase capacity at the station and introduction of step free access.

- **A New Ruckholt Road Station to unlock the Leyton Growth Area:** Progressing proposals for a new Ruckholt Road station in the current vicinity of New Spitalfields Market and progressing the case for the Hall Farm Curve.

- **Station Gateways - Investment in Place-Making and Access for All:** Improving station access at Highams Park station, including step-free access and station enhancement and refurbishment of surroundings at St James Street and Wood Street on the London Rail Liverpool Street to Chingford line. Improvements to stations and surroundings at Leytonstone High Road and Leyton Midland Road on the London Rail Gospel Oak to Barking Line.

- **Planning a Smarter, Greener Bus Network:** Preparation of borough-wide bus strategy comprising several key projects including reconfiguration of bus routes servicing Walthamstow Central and St James St bus stations, new bus routes in the Leyton and Lea Bridge regeneration area, improved bus routes in the north of the borough and better connections to the redevelopment area and stations at Blackhorse Lane.

Additionally, the Council has identified two wider workstreams that will be central to delivering the LIP:

- **Making Liveable Neighbourhoods for Everyone**; and

- **Culture Change: Shift to Sustainable Travel and Green Vehicles**.

1.3   Purpose of this report

This report details the methodology and findings of an initial Equality Impact Assessment (EqIA) of the London Borough of Waltham Forest's LIP.

Waltham Forest Council has "general public body duties" under equalities legislation and statutory duties to promote equality arising from the Equality Act 2010.

The purpose of undertaking an EqIA is to help ensure the strategy does not discriminate against any individual or community and to promote equality for all, where possible. The EqIA identifies the potential impacts and any disproportionate effects on Target Equalities Groups because of the implemented strategy and reports committed mitigation measures to reduce negative impacts and increase benefits to maximise positive equality outcomes.

Under the 2010 Act, the council's duties apply to groups with protected characteristics as the grounds upon which discrimination is unlawful. The protected characteristics are age; disability; gender; gender reassignment; marriage and civil partnership; pregnancy and maternity; race/ethnicity/ nationality; religion/belief; and sexual orientation.

The public sector equality duty placed on Waltham Forest Council by §149 of the 2010 Act requires that:

- *"A public authority must, in the exercise of its functions, have due regard to the need to—*

  o *eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;*

  o *advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; and*

  o *foster good relations between persons who share a relevant protected characteristic and persons who do not share it.*

- *Having due regard to the need to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to—*

  o *remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;*

  o *take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it; and*

  o *encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.*

- *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.*

- *Having due regard to the need to foster good relations between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to—*

  o *tackle prejudice, and*

  o *promote understanding.*

- *Compliance with the duties in this section may involve treating some persons more favourably than others; but that is not to be taken as permitting conduct that would otherwise be prohibited by or under this Act."*

The 2010 Act identifies several Protected Characteristics Groups (PCG) for consideration within EqIAs, as follows:

- **Age**: A person of a particular age or persons of the same age group, i.e. children (0-4); younger people (aged 18-24); older people (aged 60 and over);

- **Disability**: A person with 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, i.e. disabled people;

- **Gender reassignment**: A person in the process of transitioning from one gender to another;

- **Marriage & civil partnership**: A person in a civil partnership or marriage between same sex or opposite sex.

- **Pregnancy & maternity**: A person who is pregnant or expecting a baby and a person who has recently given birth;

- **Race**: A person defined by their race, colour and nationality (including citizenship) ethnic or national origins, i.e. Black, Asian and minority ethnic (BAME) groups;

- **Religion & belief**: A person with religious and philosophical beliefs including lack of belief

- **Sex**: A man or a woman, recognising that women are more frequently disadvantaged; and

- **Sexual orientation**: A person's sexual orientation towards persons of the same sex, persons of the opposite sex or persons of either sex.

Transport for London (TfL) in other studies has more specifically identified seven Target Equalities Groups of Londoners[2] which relate to these categories in the 2010 Act, i.e.:

- Older Londoners (aged 65 and over) covered under Age;

- Younger Londoners (aged 24 and under) also covered under Age;

- Disabled Londoners covered under Disability;

- Black, Asian and minority ethnic groups covered under Race/ethnicity/nationality and Religion/belief in the Act;

- Women covered under Gender and Pregnancy and maternity in the Act;

- Lesbian, gay, bisexual and transgender Londoners covered under Sexual orientation and Gender reassignment; and

- Londoners on lower incomes (with household income of less than £20,000 pa), not identified as a PCG in the Act, but included in this assessment

In addition to promoting equality, an effective EqIA assists in achieving a more cohesive relationship and increased transparency between policy makers and Londoners. It means that equality issues are considered in policy development, contributing to better access, safety, security and health, as well as promoting greater equality of opportunity and assisting in improving quality of life for residents and communities in line with legislation and policies.

1.4 Report Structure

The method for completing the initial EqIA has been defined by three key steps:

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[2] Transport for London (2015) – **Travel in London: Understanding Our Diverse Communities** – A Summary of Existing Research –pp.5.

- Scoping and defining – the assessment area is defined, and Equalities Groups that may be impacted by the scheme are identified, along with the equalities determinants most relevant for each group;

- Information gathering – socio-demographic profiling is undertaken and scheme proposals and consultation findings are summarised to provide a knowledge base for the analysis; and

- Assessment and action planning – potential impacts during implementation of the strategy are identified, and findings from other assessments pulled together to determine the scale of impact on specific vulnerable groups. Mitigation measures are suggested, where necessary.

The outcomes of each step are reported within the following sections of this EqIA report:

- **Section 2:** Scoping and Defining the EqIA;

- **Section 3:** Information Gathering; and

- **Section 4:** Assessment and Action Planning.

The overall conclusions of the assessment are summarised in **Section 5**: EqIA Conclusions and Review.

2.0   Scoping and defining

2.1   Introduction

This section defines the scope of the initial EqIA by identifying Equalities Groups relevant to the assessment, identifying equalities determinants and defining the geographical areas that will be affected by the LIP.

This first stage of the EqIA considered the Equalities Groups for their relevance in relation to the LIP, by identifying how each Equalities Group may be affected, based on professional judgement and widely available evidence on the issues faced by Equalities Groups.

Next, a range of issues (equality determinants) that may arise as a result of the project for Equalities Groups were identified. The equality determinants were categorised in relation to environmental issues.

The assessment area was then defined, so that the relevant socio-demographic data for the area can be reported.

Equalities Groups are considered in terms of how they may be impacted by the strategy, on the basis of professional judgement and published evidence on the issues faced by specific Equalities Groups. The issues (equality determinants) that may affect these groups because of the LIP also are identified for the actions and policy areas considered in it:

- **Walthamstow Central:** Transport Interchange for a Major Centre in London.

- **Redeveloping Leyton Underground Station:** Meeting Growing Demand

- **A new Ruckholt Road Station:** Unlocking the Leyton Growth Area.

- **Station Gateways:** Investment in Place-Making and Access for All.

- **Planning a Smarter, Greener Bus Network.**

- **Making Liveable Neighbourhoods for Everyone.**

- **Culture Change:** Shift to Sustainable Travel and Green Vehicles.

2.2   Protected Characteristic Groups (Target Equalities Groups)

The groups considered in the EqIA have been identified on the basis of guidance set out in the Equality Act (2010). This requires the Council generally in developing the LIP to consider whether it is likely to result in impacts on the groups with Protected Characteristics as set out in the 2010 Act. In addition, the assessment includes one additional group from the TfL Equalities Groups.

Table 2.1 following sets out why each group has been considered in this EqIA.

Table 2.1   **Relevance of Equalities Groups in the London Borough of Waltham Forest LIP EqIA**

Equalities Group	Relevant equalities determinant themes	Considerations
Age	Safety Infrastructure Transport Access Environment	Travel needs, behaviour and barriers faced differ between age groups. This assessment focuses on those most vulnerable to discrimination, i.e. children under 16 and older people over 65. Children focus on accessing education and recreational facilities. They are particularly vulnerable to accidents, and need special consideration when designing schemes / access diversions etc. They tend to be inexperienced, unconfident with change and need special consideration in information provision. They also are prone to loss of concentration because of noise. Older people focus on accessing services such as healthcare, while also wishing to retain independence and/or social interaction. Older people often face barriers to access, including perceived safety and confidence issues. They often have specific travel requirements due to limited mobility. Travel information needs specifically to consider the needs of this group in terms of access to new technologies, which is significantly lower than the population at large, and increasing overlap with the needs of people with disabilities.
Disability	Safety Infrastructure Transport Access Environment	The Disability Equality Duty in the Disability Discrimination Act (DDA) continues to apply under the Equality Act 2010. Under this, disabled people have rights of access to public transport, as well as a right to information about transport in formats accessible to them. This EqIA will consider the range of likely barriers faced and requirements of disabled people compared with able-bodied people (e.g. requiring access to medical facilities more frequently; reliance on specific local community facilities for social interaction). Disabled people may be deterred from travelling due to difficulties with physical access to the transport system, understanding public transport information if visually or hearing impaired, perceived safety issues, and a lack of confidence using transport services. The provision of accessible information (i.e. in large font text, Braille), ramps, guard railing, textured paving and removal of street clutter will be particularly important design considerations. 90% of disabled Londoners report that their disability limits their ability to travel and disabled Londoners travel less often than non-disabled Londoners as a result.
Marriage and civil partnership	Safety Infrastructure Transport Access	Issues relating to this group may include fair employment practices, access to specific services and safety and security issues due to hate crimes.

Equalities Group	Relevant equalities determinant themes	Considerations
Pregnancy and maternity	Safety Infrastructure Transport Access Environment	Pregnant women and mothers may be affected by employment practices, temporary disability whilst pregnant, specific travel requirements (i.e. travelling whilst pregnant or with children and prams), needing more frequent and regular access to medical and childcare facilities. Also, due to greater time spent at home during the working day undertaking caring duties can result in disproportionate impacts of policies, for example noise and vibration.
Ethnicity and/or nationality	Safety Infrastructure Transport Access	The needs and impacts felt by different ethnic groups vary significantly. Black and Minority Ethnic (BME) groups and immigrants may experience difficulties in accessing information if English is not their first language. They may require access to specific educational establishments or language schools. Public transport is also frequently relied upon by BME groups to access essential services. Personal safety and security issues are a specific concern for this group due to the perceived threat of racist attacks or hate crime.
Faith	Safety Infrastructure Transport Access Environment	The religion/faith of an individual may impact on their needs and access requirements. This may include accessing several different religious establishments or specialist food stores on different days of the week and times of day. In addition, actual or perceived safety relating to prevalence of hate crimes in an area can be an issue for this group. Some faith groups have specific travel requirements, e.g. the need to walk to places of worship rather than used motorised travel modes. Places of worship may also be particularly sensitive receptors for noise impacts.
Gender	Safety Infrastructure Transport Access	The different issues, barriers and priorities for women and men may include not discriminating against employees because of their gender, ensuring both men and women have the same access to educational facilities, and considering safety and security issues for travelling as research has shown that women experience more perceived safety issues when travelling alone than men.
Sexual orientation	Safety Infrastructure Transport Access Environment	Issues relating to this group may include fair employment practices, access to specific services and safety and security issues due to hate crimes.

Equalities Group	Relevant equalities determinant themes	Considerations
Gender reassignment	Safety Infrastructure Transport Access	Issues relating to this group may include fair employment practices, access to specific services and safety and security issues due to hate crimes.
Londoners on lower incomes	Safety Infrastructure Transport Access Environment	People with low incomes travel less frequently than other Londoners. When they do travel, they are more likely to walk or use buses. They are more concerned about anti-social behaviour on public transport than the average Londoner and are less likely to have access to the internet or feel comfortable using a smartphone, making it harder to obtain travel information. The cost of travel is more likely to be a barrier for working people in this group. However, the TfL definition of low income households includes higher income older people and disabled people who can use the Freedom Pass for free travel, as well as other people eligible for travel discounts (e.g. job seekers), who will be less affected by fare changes. Research has also indicated that people on low incomes can be disproportionately exposed to environmental effects such as poor air quality and excessive noise levels depending on where they live and work.

2.3 Equalities determinants

A range of potential equalities issues ("Equalities Determinants") in relation to the LIP, and taking account of regulatory and policy requirements, have been identified. **Table 2.2** following sets out the equalities determinants relevant to the LIP and the seven key themes identified in **Paragraph 2.1** above.

Table 2.2:   Equalities Determinants

| Theme	Determinant	Equalities Groups									
		Age	Disability	Marriage/ civil partnership	Pregnancy/ maternity	Race/ ethnicity/ nationality	Faith	Gender	Sexual Orientation	Gender reassignment	Low Income
Access	Access to key services including:										
	• Employment;	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
	• Education;	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
	• Health care;	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
	• Open spaces;	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
	• Food and other shopping;	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
	• Social and community facilties;	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
	• Places of worship;						✓				
	• Child care; and	✓		✓	✓			✓			
	• Transport (all modes).	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
	Language services		✓			✓	✓				
	Access to information on public transport and highway construction/maintainence activities:	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
	• In a variety of languages;		✓			✓					
	• In easy to read formats / large print/ Braille etc.	✓	✓			✓					✓
	• In hard copy as well as online.	✓	✓			✓					✓
	Severance (design of the scheme, traffic diversions, construction activities etc.)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
	Severance between communities	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
	Reducing physical and percieved environmental impacts.	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓

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Theme	Determinant	Equalities Groups									
		Age	Disability	Marriage/ civil partnership	Pregnancy/ maternity	Race/ ethnicity/ nationality	Faith	Gender	Sexual Orientation	Gender reassignment	Low Income
Economy	Creation of employment opportunities/improved access to jobs	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Environment	Noise effects from transport:										
	• At all times	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
	• During the daytime	✓	✓		✓		✓				
	Air quality effects during construction and operation	✓	✓		✓						✓
	Townscape and visual effects	✓	✓			✓	✓				
	Water resources and flood risk during construction, transport operation and maintainence works	✓	✓		✓						✓
	Archaeology and historic environment during construction, transport operation and maintainence works.					✓	✓				
Safety and Security	Need for physically safe access routes	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
	Need for access routes that improved percieved safety and security	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
	Effect on safety and security associated with changes in transport provision, particularly for vulnerable users	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓

Theme	Determinant	Age	Disability	Marriage/ civil partnership	Pregnancy/ maternity	Race/ ethnicity/ nationality	Faith	Gender	Sexual Orientation	Gender reassignment	Low Income
						Equalities Groups					
Infrastructure	Accessible design requirements, particularly at stations, bus stops and on vehicles.	✓	✓		✓	✓					

2.4   Defining the assessment area

The spatial scope for the EqIA is the London Borough of Waltham Forest area. The EqIA also takes account of potential impacts on adjoining boroughs and districts as appropriate. **Figure 2.1** following shows a map of the London Borough of Waltham Forest area.

Figure 2.1: London Borough of Waltham Forest Area and adjoining boroughs

Source: London Councils
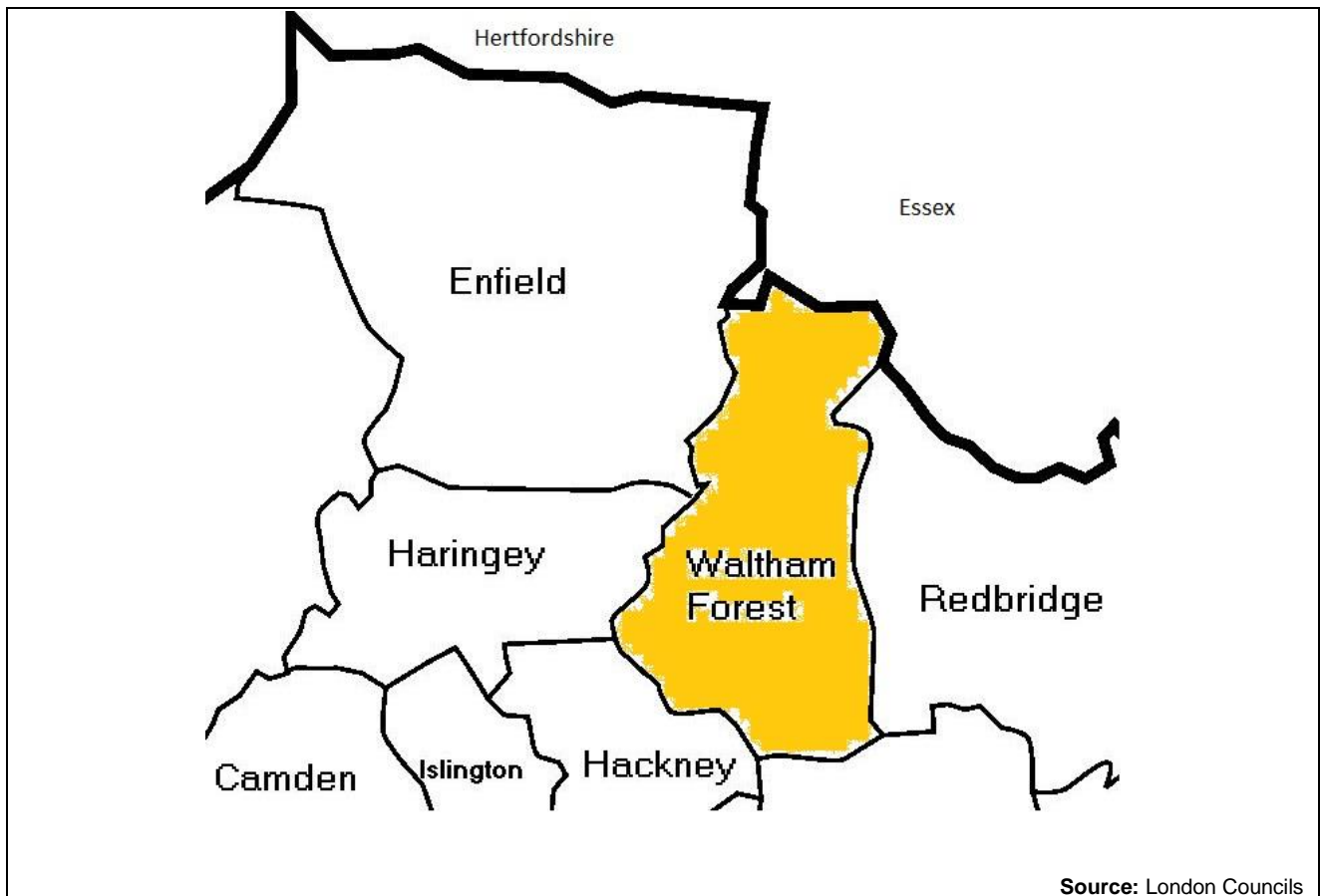
The LIP includes policies that cover the period up to 2023. This is therefore also the timeframe for the EqIA.

3.0   Information gathering

3.1   Overview

The population of the London Borough of Waltham Forest was just under 260,000 at the 2011 Census. This is estimated to have risen to under 291,500 by 2021, an increase of nearly 8%.

3.2   Age

The age profile of people living in Waltham Forest is shown in **Table 3.1** and illustrated in **Figure 3.1** following:

Table 3.1: Age Group Breakdown for Waltham Forest compared with London as a Whole

	% of Population	
	Waltham Forest	London
Aged 0-4	8	7
Aged 5-15	14	13
Aged 16-24	11	11
Aged 25-49	43	42
Aged 50-64	15	15
Aged 65+	10	12

Source: ONS

Figure 3.1 Population Change 2016-2021 in Waltham Forest (GLA)
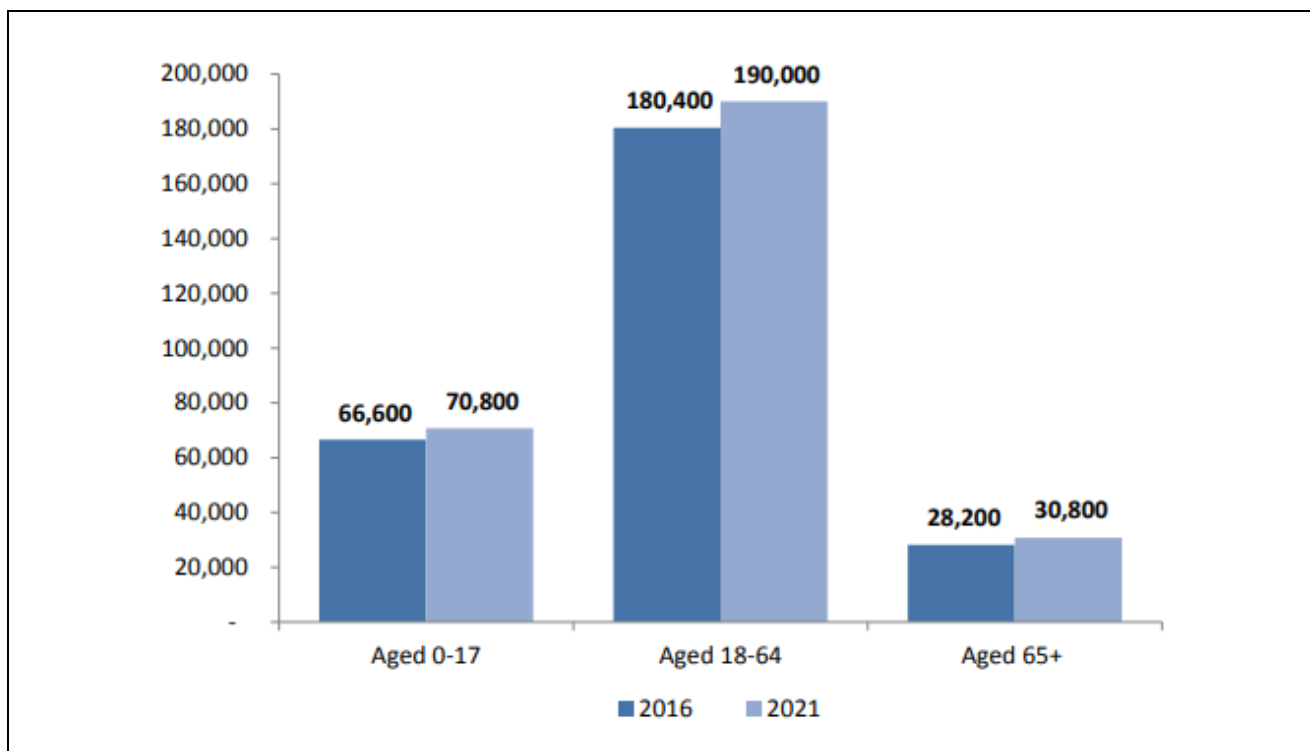
As can be seen, Waltham Forest has slightly higher proportions in younger age groups, and fewer people in working-age and older groups when compared with London as a whole. The fastest growing population locally is typically among working age people aged between 30 and 50. The number of people aged 65 and over has typically been declining. Although future population trends are highly uncertain, population growth locally seems mostly due to an increase life expectancy and net gain from international migration, principally from EU states in Eastern and Southern Europe.

3.3   Disability

The 2011 Census indicated that in Waltham Forest, there were 29,312 households where at least one person had a long-term health problem or disability, representing 24.4% of the total. Health and well-being in Waltham Forest typically are higher to the London average. Life expectancy rates in Waltham Forest are increasing and are expected to improve further. Health inequalities are most evident in the more deprived areas in the east of the Borough where people tend to experience the poorest health. Mental illness, levels of physical activity and obesity a greater concern in more deprived parts of the borough. Men who live in the most deprived areas in the borough die (on average) 5.2 years and women 6.1 years younger than those in more affluent areas[3]. Also, health inequalities are more prevalent among groups with protected characteristics.

3.4   Race, ethnicity and nationality

The population of Waltham Forest is very diverse, with almost two-thirds of people living in the borough from ethnic minority backgrounds. The breakdown of Waltham Forest's population by ethnicity is indicated in **Table 3.2** following:

Table 3.2: Ethnic makeup of London Borough of Waltham Forest 2018

Ethnicity	Number	%
White - British	84,884	29.9
White - Irish	4,110	1.4
Other White	53,566	18.9
White and Black Caribbean	5,203	1.8
White and Black African	2,621	0.9
White and Asian	3,292	1.2
Other Mixed	5,895	2.1
Indian	10,395	3.7
Pakistani	30,983	10.9
Bangladeshi	5,961	2.1
Chinese	3,023	1.1
Other Asian	12,037	4.2
Black African	21,932	7.7
Black Caribbean	18,230	6.4
Other Black	7,688	2.7

[3] Public Health England 2015 https://www.nelft.nhs.uk/download.cfm?doc=docm93jijm4n2085.pdf&ver=3323

Ethnicity	Number	%
Arab	5,704	2
Any other ethnic groups	8,000	2.8
Total	*283,524*	*100*

Source: London Datastore

3.5 Gender, pregnancy and maternity

The gender split in the borough is about 50/50 with equal number of women and men living here.

The number of births, fertility rates and comparisons are shown in Table 3.3 following. From this, it can be seen that fertility rates are notably higher than those for Greater London and nationally. However, there is a gender imbalance with roughly 3,000 more women than men in the older cohort aged 65 and over. Women start to outnumber the men from around age 50 and the gap grows with age, which can be explained by the migration pattern and differences in life expectancy between men and women[4].

Table 3.3: Live births, General Fertility Rates[5] and Total Fertility Rates[6] 2017

Area	Live Births	GFR	TFR
Waltham Forest	4,684	75.9	2.05
Greater London	126,308	62.9	1.70
England and Wales	646,794	61.2	1.76

Source: ONS

3.6 Sexual orientation and gender reassignment

Table 3.4 following sets out the recorded information available at the Greater London and UK levels:

Table 3.4: Representation of LGBT (%)

LGBT	Greater London	UK
Heterosexual	89.9	93.5
Lesbian/gay/bisexual	2.5	1.5
Other	0.4	0.3
Don't know/refusal/non-response	7.2	4.7

Source: ONS - Integrated Household Survey 2012

No reliable data on the number of transgender people at local or national level are currently available. However, the EqIA has considered representation of this group within the assessment to ensure any likely impacts arising because of the LIP are considered.

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[4] London Borough of Waltham Forest Borough Profile 2017

[5] GFR = Live births per 1,000 women aged 15-44.

[6] TFR = Average number of children born if women experience age-specific fertility rates in 2017.

3.7   Religion and belief

Table 3.5 sets out the breakdown of religious belief among people living in Waltham Forest.

Table 3.5: Population by Religion 2016

Religion	Waltham Forest		Greater London		Great Britain	
	Number	%	Number	%	Number	%
Christian	132,600	48%	4,057,000	46.8%	34,328,800	54.7%
Buddhist	4,300	1.6%	99,100	1.1%	281,000	0.4%
Hindu	4,600	1.7%	446,000	5.1%	960,100	1.5%
Jewish	Included in 'other religion'		178,300	2.1%	298,700	0.5%
Muslim	56,800	20.5%	1,246,300	14.4%	3,292,300	5.2%
Sikh	Included in 'other religion'		127,400	1.5%	411,500	0.7%
Other religion	4,600	1.7%	189,000	2.2%	1,029,100	1.6%
No religion	73,400	26.6%	2,328,700	26.9%	22,136,700	35.3%
Total	276,300	100%	8,671,700	100.0%	62,738,100	100.0%

Source: ONS Annual Population Survey

As can be seen, the Borough has a greater proportion of people expressing no religious belief than at national level. There is a greater proportion of Christians than at the London level, but less than the national level. The proportion of Muslims is higher than both London-wide and national levels.

3.8   People on Lower Incomes

The London Borough of Waltham Forest is currently ranked 35th most deprived borough nationally according to the 2015 Index of Multiple Deprivation (an improvement from 15th most deprived in the 2010 edition). Waltham Forest is just outside the bottom 10 per cent of the most deprived local authorities. According to estimates by the Campaign to End Child Poverty, 23% of children (before housing costs are factored in) and 35% (after housing costs) were living in poverty as of late 2013, which is higher than the UK average of 16% (BHC) and 25% (AHC).

4.0   Assessment and Action Planning (Mitigation)

4.1   Assessment

In this section, the likely impacts of the strategy are considered in the light of the baseline data described in **Section 3** above to provide an assessment of its effects on the various equalities groups as set out in **Table 4.1** on the following pages.

The EqIA recognises that the impacts of the strategy will be experienced by all sections of the population living and working in the areas within the London Borough of Waltham Forest and beyond that are affected by the strategy. However, the requirements of the EqIA focus only on the equalities groups identified in the 2012 Act, and people on low incomes, as identified in **Section 1.2** above.

The assessment considers the overall impact of the policy for the Public Sector Equality Duty for the council in terms of whether proposals of the LIP:

- Could result in any direct/indirect discrimination for any group that shares the relevant protected characteristics;

- Help to advance equality of opportunity between groups who share a relevant protected characteristic and those who do not. This includes:

  o Removing or minimising disadvantage suffered by persons protected under the Equality Act;

  o Taking steps to meet the needs of persons protected under the Equality Act that are different from the needs of other groups; and

  o Encouraging people protected under the Equality Act to participate in public life or in any other activity in which participation by such persons is disproportionately low.

- Help foster good relations between groups who share a relevant protected characteristic and those who do not.

4.2   Action Planning   (Mitigation)

Action planning in this context means the development of measures to mitigate and/or manage any identified discriminatory effects of the proposed scheme, so that these can be avoided or reduced to acceptable levels. Also, this provides an opportunity to identify positive effects of the scheme, so that these can be actively promoted. Changes recommended to the LIP because of the EqIA may be made in terms of:

- **No major change to the proposal:** the EqIA demonstrates the proposal is robust and there is no potential for discrimination or adverse impact. All opportunities to promote equality have been taken. If you have found any inequalities or negative impacts that you are unable to mitigate, please provide a compelling reason below why you are unable to mitigate them.

- **Adjust the proposal:** the EqIA identifies potential problems or missed opportunities. Adjust the proposal to remove barriers or better promote equality. Clearly set out below the key

adjustments you plan to make to the policy. If there are any adverse impacts you cannot mitigate, please provide a compelling reason below

- **Stop and remove the proposal:** the proposal shows actual or potential avoidable adverse impacts on different protected characteristics. The decision maker must not make this decision.

These actions are identified in the 'Approach and Mitigation' column in **Table 4.1** following.

Table 4.1: EqIA Summary Table

Issue	Potential Impacts	Equalities Groups Affected	Proportionality	Impact* (+ / -)	Approach and Mitigation
Walthamstow Central: Transport Interchange for a Major Centre in London	Improved and more reliable access to station and facilities Improved safety Urban realm improvements	Older Londoners	Disproportionate	+	The potential impacts of these policies are likely to benefit people in many of the protected groups, including improved access and safety for disabled, elderly and pregnant women. No mitigation measures required as no adverse or discriminatory impacts identified.
		Children and younger people	Disproportionate	+	
		People with disabilities	Disproportionate	+	
		Pregnant women and parents	Disproportionate	+	
		People from BAME groups	Proportionate	+	
		Faith groups	Proportionate	+	
		Women, people identifying as LGBT	Proportionate	+	
		Londoners on lower incomes	Proportionate	+	
Redeveloping Leyton Underground Station: Meeting Growing Demand	Improved and more reliable access to station and facilities Less traffic and pedestrian congestion Safer roads	Older Londoners	Disproportionate	+	The potential impacts of these policies are likely to benefit people in many of the protected groups, particularly in terms of disabled and elderly access. No mitigation measures required as no adverse or discriminatory impacts identified.
		Children and younger people	Disproportionate	+	
		People with disabilities	Disproportionate	+	
		Pregnant women and parents	Disproportionate	+	
		People from BAME groups	Proportionate	+	
		Faith groups	Proportionate	+	
		Women, people identifying as LGBT	Proportionate	+	

		Londoners on lower incomes	Proportionate	+	
A New Ruckholt Road Station to unlock the Leyton Growth Area	Improved and more reliable access to facilities Increased public transport Improvements to public realm	Older Londoners	Proportionate	+	The potential impacts of these policies are likely to benefit people in many of the protected groups, particularly in terms of disabled and elderly access. No mitigation measures required as no adverse or discriminatory impacts identified.
		Children and younger people	Disproportionate	+	
		People with disabilities	Disproportionate	+	
		Pregnant women and parents	Disproportionate	+	
		People from BAME groups	Proportionate	+	
		Faith groups	Proportionate	+	
		Women, people identifying as LGBT	Proportionate	+	
		Londoners on lower incomes	Proportionate	+	
Station Gateways: Investment in Place-Making and Access for All	Less traffic congestion Safer roads Improved and more reliable access to facilities Fewer delays and less congestion	Older Londoners	Disproportionate	+	The potential impacts of these policies are likely to benefit people in many of the protected groups. No mitigation measures required as no adverse or discriminatory impacts identified.
		Children and younger people	Proportionate	+	
		People with disabilities	Disproportionate	+	
		Pregnant women and parents	Disproportionate	+	
		People from BAME groups	Proportionate	+	
		Faith groups	Proportionate	+	
		Women, people identifying as LGBT	Proportionate	+	
		Londoners on lower	Proportionate	+	

		incomes			
Planning a Smarter, Greener Bus Network	Better access to bus station Improved borough connectivity Less traffic congestion Less delays Reduced air pollution Safer roads Improved and more reliable access to facilities	Older Londoners	Disproportionate	+	Some protected groups, i.e. older people, children and disabled people are generally more reliant on bus services, and will disproportionately benefit from improvements in bus connectivity and access No mitigation measures required as no adverse or discriminatory impacts identified.
		Children and younger people	Disproportionate	+	
		People with disabilities	Disproportionate	+	
		Pregnant women and parents	Disproportionate	+	
		People from BAME groups	Proportionate	+	
		Faith groups	Proportionate	+	
		Women, people identifying as LGBT	Proportionate	+	
		Londoners on lower incomes	Disproportionate	+	
Making Liveable Neighbourhoods for Everyone	Safer streets for walking and cycling Improvements to public realm and local environment Promoting health through active travel	Older Londoners	Proportionate	+	This complementary workstream benefits protected groups through improving local areas. No mitigation measures required as no adverse or discriminatory impacts identified.
		Children and younger people	Proportionate	+	
		People with disabilities	Proportionate	+	
		Pregnant women and parents	Proportionate	+	
		People from BAME groups	Proportionate	+	
		Faith groups	Proportionate	+	
		Women, people identifying as LGBT	Proportionate	+	
		Londoners on lower incomes	Disproportionate	+	

Culture Change: Shift to Sustainable Travel and Green Vehicles	Less air pollution and noise Increased active travel Improvements in reduced cost transport options Increased street space	Older Londoners	Proportionate	+	This complementary workstream provides benefits for protected groups in improving transport facilities in the borough. No mitigation measures required as no adverse or discriminatory impacts identified.
		Children and younger people	Proportionate	+	
		People with disabilities	Proportionate	+	
		Pregnant women and parents	Proportionate	+	
		People from BAME groups	Proportionate	+	
		Faith groups	Proportionate	+	
		Women, people identifying as LGBT	Proportionate	+	
		Londoners on lower incomes	Proportionate	+	
* Impacts are summarised in terms of Positive (+), Negative (-), Neutral (N) or Unknown (U)					

5.0   Conclusions and Findings

5.1   Introduction

5.1.1.   The EqIA has investigated the potential impact of the LIP on affected equality groups. This section summarises the findings and provides recommendations as to how equalities issues can be monitored, and impacts reviewed throughout the delivery of the LIP.

5.2   EqIA findings

The EqIA has examined the proposed strategy, socio-demographic data gathered in relation to the LIP and the available information on the outcomes of the policies. Based on this, and using professional judgement, we have identified several disproportionate (positive) impacts that may occur on Equalities Groups because of the implementation of the proposed strategy.

The key beneficial impacts relate to:

- Measures to encourage active travel, will benefit people in many of the protected groups. The health benefits for children from greater participation in active travel also will be greater than for the general population.

- Actions to improve sustainable travel and therefore improve air quality are likely to benefit older and/or disabled people with respiratory illnesses more than for the general population. Similarly, children and young people also will benefit disproportionately, as they are particularly vulnerable to air pollution as their respiratory systems are still developing, and therefore also will benefit disproportionately.

- Older people, children and disabled people are more vulnerable road users, and will disproportionately benefit from improvements in road safety.

- Policies to improve the reliability and accessibility of public transport will benefit protected groups with a greater reliance on public transport than the public at large to a disproportionate extent.

- Measures that improve access to facilities across the borough are likely to benefit protected groups that use these services disproportionately such as children and young people and pregnant women and parents.

As the plans for improved access to stations and the development of the new railway station to unlock the Leyton Growth area are developed, the needs of protected groups should be considered. Particularly building in the access needs of vulnerable groups such as disabled, elderly and pregnant women/young families.

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