

## Equality Impact Assessment (EqIA)

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<b>Type of Decision:</b> Key Decision	Cabinet	
<b>Title of Proposal</b>	Future High Street Fund Programme – Kodak Bridge	<b>Date EqIA created</b> 03/11/2021
<b>Name and job title of completing/lead Officer</b>	Manzoor Hussain – Project Manger	
<b>Directorate/ Service responsible</b>	Community Directorate	
Organisational approval		
<b>EqIA approved by EDI Team</b>	<b>Name</b> Shumaila Dar, Head of EDI	<b>Signature</b>  <input checked="" type="checkbox"/> <b>Tick this box to indicate that you have approved this EqIA</b>  <b>Date of approval</b> 5 Nov 2021

**1. Summary of proposal, impact on groups with protected characteristics and mitigating actions**  
(to be completed after you have completed sections 2 - 5)

**a) What is your proposal?**

The Future High Streets Fund was launched by the Ministry of Housing, Communities & Local Government (MHCLG) in December 2018 and is a key part of the government’s plan to renew and reshape town centres and to make them more attractive places to live, work and visit.

The Council submitted an outline proposal followed by a full Business Case for funding from the Future High Streets Fund for Wealdstone Town Centre. The Business Case detailed the benefits of investing in the following proposals:

- 1. Provide a new fully accessible footbridge from the Kodak Factory site (now known as Harrow View East) over the West Coast Mainline to connect to areas to the north of the High Street
- 2. Invest in a network of sensors and responsive lighting installation to create an Intelligent High Street to enable better management of the High Street
- 3. Public realm improvements, to improve the pedestrian route between the footbridge and Wealdstone Town Centre.

Harrow has been awarded £7.5 million by MHCLG to take forward these projects.

**Consultation with the local community is planned as the projects are developed and this EqlA will be updated to reflect any particular aspects of community feedback related to the protected groups.**

**b) Summarise the impact of your proposal on groups with protected characteristics**

There are wider benefits to all members of the public, particularly people living and working in Wealdstone, within the protected characteristics groups. Additionally there are specific benefits for those for those with mobility issues or more vulnerable road users such as the elderly and children in the Age and Disability groups which will improve access to the transport network and their quality of life. These specific benefits will be delivered through public realm improvements for a new rail crossing point with lifts to provide more direct and accessible connections for pedestrians, healthier streets and other infrastructure improvements to improve the quality of the street environment facilitating improved accessibility for those with disabilities and safer routes for more

vulnerable road users such as the young and elderly.

**Consultation with the local community is planned as the projects are developed and this EqIA will be updated to reflect any particular impacts on the protected groups from community feedback.**

The public has been consulted via the 'Commonplace' website, 'My Harrow' newsletter and Wealdstone Action Group. There are plans to hand out leaflets in Wealdstone and place some in the library and other public places. Local councillors have been consulted via email.

**c) Summarise any potential negative impact(s) identified and mitigating actions**

No negative impacts have been identified.

<b>2. Assessing impact</b>																	
You are required to undertake a detailed analysis of the impact of your proposals on groups with protected characteristics. You should refer to <a href="#">borough profile data</a> , <a href="#">equalities data</a> , service user information, consultation responses and any other relevant data/evidence to help you assess and explain what impact (if any) your proposal(s) will have on <b>each</b> group. Where there are gaps in data, you should state this in the boxes below and what action (if any), you will take to address this in the future.		What does the evidence tell you about the impact your proposal may have on groups with protected characteristics? Click the relevant box to indicate whether your proposal will have a positive impact, negative (minor, major), or no impact															
Protected characteristic	For <b>each</b> protected characteristic, explain in detail what the evidence is suggesting and the impact of your proposal (if any). Click the appropriate box on the right to indicate the outcome of your analysis.	Positive impact	Negative impact		No impact												
			Minor	Major													
<b>Age</b>	<p><b>Wealdstone (2019)</b></p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;">All Ages</th> <th style="text-align: center;">0-14</th> <th style="text-align: center;">15-64</th> <th style="text-align: center;">65+</th> </tr> </thead> <tbody> <tr> <td style="text-align: left;">12,284</td> <td style="text-align: center;">2847</td> <td style="text-align: center;">7966</td> <td style="text-align: center;">1471</td> </tr> <tr> <td></td> <td style="text-align: center;">23%</td> <td style="text-align: center;">65%</td> <td style="text-align: center;">12%</td> </tr> </tbody> </table> <p>There are wider benefit for all members of the public. There are affects for vulnerable road users, particularly the elderly and children in a positive way. Approximately 23% of the population of Wealdstone are young or of school age and 12% are elderly or over the age of 65. Over a third of the population is therefore in a more vulnerable category.</p> <p>The bridge will create connections between homes, schools, green spaces and local shops and will support more direct and safe walking routes for vunerable users on key desire lines. This will reduce exposure to more hazardous areas of the road network and improve road safety. Safer walking routes will encourage more active lifestyles and improve levels of health and fitness.</p> <p>Increased provision of healthy streets on connecting routes is suitable for improved access for all including improved road safety, an improved environment for walking and general environmental improvements.</p>	All Ages	0-14	15-64	65+	12,284	2847	7966	1471		23%	65%	12%	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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<p><b>Disability</b></p>	<p><b>Wealdstone (2011)</b>  <b>Long-term health problem or disability</b></p> <table border="0"> <tr> <td>Population</td> <td>11,355</td> <td></td> </tr> <tr> <td>Day-to-day activities limited a lot</td> <td>772</td> <td>7%</td> </tr> <tr> <td>Day-to-day activities limited a little</td> <td>887</td> <td>8%</td> </tr> <tr> <td>Day-to-day activities not limited</td> <td>9,696</td> <td>85%</td> </tr> </table> <p>Wider benefit for all members of the public. Affects people with impaired mobility in a positive way. There are approximately 15% of the population where day to day activities are limited and about 7% where activities are more significantly limited.</p> <p>The bridge will create connections between homes, schools, green spaces and local shops and will support more direct and safe walking routes for disabled users on key desire lines. This will reduce exposure to more hazardous areas of the road network and improve road safety.</p> <p>The bridge will include lifts to support those with mobility impairments and wheelchair users that cannot use staircases. Safer and shorter walking routes will encourage more active lifestyles and improve levels of health and fitness amongst those with some degree of self mobility. For those reliant on additional support to move around (e.g. wheelchair users) more direct and shorter routes will assist their carers supporting them.</p> <p>Increased provision of healthy streets on connecting routes is suitable for improved access for all including improved road safety, an improved environment for walking and general environmental improvements.</p>	Population	11,355		Day-to-day activities limited a lot	772	7%	Day-to-day activities limited a little	887	8%	Day-to-day activities not limited	9,696	85%				
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<p><b>Gender reassignment</b></p>	<p>No specific impact on this protected characteristic.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>												

<b>Marriage and Civil Partnership</b>	No specific impact on this protected characteristic.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>												
<b>Pregnancy and Maternity</b>	<p><b>Wealdstone (2019)</b></p> <table border="1"> <thead> <tr> <th><b>Female - All Ages</b></th> <th><b>0-14</b></th> <th><b>15-44</b></th> <th><b>45+</b></th> </tr> </thead> <tbody> <tr> <td>6,213</td> <td>1454</td> <td>2492</td> <td>2267</td> </tr> <tr> <td></td> <td>23%</td> <td>40%</td> <td>36%</td> </tr> </tbody> </table> <p>There is a wider benefit for all members of the public. This affects pregnant women and mothers with children in a positive way. Approximately 40% of the female population are of an age where they could have children and maternal responsibilities.</p> <p>The bridge will create connections between homes, schools, green spaces and local shops and will support more direct and safe walking routes for mothers on key desire lines. This will reduce exposure to more hazardous areas of the road network and improve road safety. The bridge will include lifts to support those that cannot use staircases easily such as mothers with prams / buggies.</p> <p>Increased provision of healthy streets on connecting routes is suitable for improved access for all including improved road safety, an improved environment for walking and general environmental improvements.</p>	<b>Female - All Ages</b>	<b>0-14</b>	<b>15-44</b>	<b>45+</b>	6,213	1454	2492	2267		23%	40%	36%	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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<b>Race/ Ethnicity</b>	No specific impact on this protected characteristic.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>												
<b>Religion or belief</b>	No specific impact on this protected characteristic.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>												

<b>Sex</b>	No specific impact on this protected characteristic.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Sexual Orientation</b>	No specific impact on this protected characteristic.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

**2.1 Cumulative impact – considering what else is happening within the Council and Harrow as a whole, could your proposals have a cumulative impact on groups with protected characteristics?**

Yes                      No

The cumulative impact of this programme will have a significant beneficial impact on people in the Age, Disabled and Pregnancy and maternity protected characteristic groupings.

**2.2 Any other impact - considering what else is happening nationally/locally (national/local/regional policies, socio-economic factors etc), could your proposals have an impact on individuals/service users, or other groups?**

Yes                      No

The policy has the potential for significant wider benefits to the health agenda and encouraging people to take up active travel.

### 3. Actions to mitigate/remove negative impact

**Only complete this section if your assessment (in section 2) suggests that your proposals may have a negative impact on groups with protected characteristics. If you have not identified any negative impacts, please complete sections 4 and 5.**

In the table below, please state what these potential negative impact (s) are, mitigating actions and steps taken to ensure that these measures will address and remove any negative impacts identified and by when. Please also state how you will monitor the impact of your proposal once

implemented.				
State what the negative impact(s) are for <b>each</b> group, identified in section 2. In addition, you should also consider and state potential risks associated with your proposal.	Measures to mitigate negative impact (provide details, including details of and additional consultation undertaken/to be carried out in the future). If you are unable to identify measures to mitigate impact, please state so and provide a brief explanation.	What action (s) will you take to assess whether these measures have addressed and removed any negative impacts identified in your analysis? Please provide details. If you have previously stated that you are unable to identify measures to mitigate impact please state below.	Deadline date	Lead Officer
None identified				

**4. Public Sector Equality Duty**

How does your proposal meet the Public Sector Equality Duty (PSED) to:

1. Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010
2. Advance equality of opportunity between people from different groups
3. Foster good relations between people from different groups

There are no negative consequences of the policy on relations between people from different groups or on unlawful conduct prohibited



by the Equality Act 2010.

The proposed FHSF programme will advance the equality of opportunity for people in the Age and Disability groups by enabling easier access to the transport network and access to homes, employment, green spaces thereby improving quality of life. In particular the programme will support vulnerable road users such as children, the elderly and those with mobility disabilities.

Consultation with the local community is planned as the projects are developed and this EqIA will be updated to reflect any particular impacts on the protected groups from community feedback.

#### 5. Outcome of the Equality Impact Assessment (EqIA) click the box that applies

Outcome 1

**No change required: the EqIA has not identified any potential for unlawful conduct or disproportionate impact and all opportunities to advance equality of opportunity are being addressed**

Outcome 2

**Adjustments to remove/mitigate negative impacts identified by the assessment, or to better advance equality, as stated in section 3&4**

Outcome 3

**This EqIA has identified discrimination and/ or missed opportunities to advance equality and/or foster good relations. However, it is still reasonable to continue with the activity. Outline the reasons for this and the information used to reach this decision in the space below.**

Include details here