Harrow Long Term Transport Strategy: Equality Impact Assessment (EqIA)

London Borough of Harrow
24531701

steer

Draft Report
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Harrow Long Term Transport Strategy: Equality Impact Assessment (EqIA)

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1 Introduction

Background

1.1 This Equality Impact Assessment (EqIA) relates to the London Borough of Harrow's (LB Harrow) Long Term Transport Strategy (LTTS). An EqIA is a process designed to ensure that a policy, project, or scheme does not unlawfully discriminate against any protected characteristic as defined by the Equality Act 2010.

1.2 The LTTS sets the future vision for a more accessible, safer, and greener transport system, where travel is designed and integrated around communities, and drives long-term sustainable growth. The Borough aims to make the public transport and active travel networks attractive alternatives to private vehicles, while facilitating the transition to zero-emission electric vehicles. LB Harrow looks to make transport infrastructure resilient to climate change and secure the borough's status as an attractive place to live, work and visit. LB Harrow is committed to working in partnership to deliver this strategy for all residents, workers, and visitors.

1.3 The Harrow LTTS acts to bridge the gap between the London-wide policy priorities of the Mayor's Transport Strategy (2018) and the Harrow Local Implementation Plan (2019), by providing local-level vision and direction for how transport will serve the Borough now and in the future.

Approach to the Equality Impact Assessment

1.4 This EqIA has been assessed based on the assumption that the LTTS delivers on its vision and the 9 key priority areas presented below:

Vision Statement

"*Harrow is committed to creating more pleasant neighbourhoods and town centres with better air quality, improved accessibility and sustainable travel opportunities for all. Harrow will work towards achieving the vision for a more accessible, safer and greener transport system. Travel in Harrow will be designed and integrated around communities to support everyday journeys and drive long-term sustainable growth. The public transport and active travel networks will be attractive alternatives to private vehicles, whilst more people will switch to driving electric vehicles, reducing carbon emissions. Those travelling through the borough will be encouraged to shift towards these healthier and greener choices. This will support the borough's mission to decarbonise transport, ensure infrastructure is resilient to climate change, and secure Harrow's long-term status as an attractive location for residents, workers and visitors.*"

1.5   There are nine key priority areas underpinning the Vision for Harrow's transport network, listed below:

- **Priority 1 – Enabling healthy lifestyles for residents, workers, and visitors:** Transport in Harrow will enable people to access key destinations, green spaces, and leisure facilities by sustainable travel options, encouraging active travel choices where possible.
- **Priority 2 – Ensuring communities feel safe making journeys:** Transport in Harrow *will* feel safe to use and people will feel comfortable making journeys by sustainable modes at any time of day.
- **Priority 3 – Maintaining vibrant town centres and communities:** Transport in Harrow *will* play a key role in bringing together local people, local businesses and cultures, injecting vibrancy into town centres and neighbourhoods.
- **Priority 4 – Ensuring the network is accessible and inclusive:** *Transport in Harrow will* provide accessibility to opportunities, services, and leisure for all. The system will support independent travel for people of all ages and abilities.
- **Priority 5 – Encouraging sustainable, low carbon travel for people, goods and services:** Transport in Harrow will encourage travel by non-car modes that are low carbon, support sustainable growth and have a reduced environmental footprint.
- **Priority 6 – Decarbonising transport and raising awareness of the climate emergency:** Transport in Harrow will support the borough's effort around decarbonisation and adaptation to climate change, the network will be climate-resilient.
- **Priority 7 – Enhancing the environment and biodiversity:** Transport in Harrow will operate with reduced environmental impact on existing biodiversity and green spaces, to protect the natural environment for future generations.
- **Priority 8 – Reducing inequality and supporting local and sustainable economic growth:** Transport in Harrow will connect individuals to opportunities and goods to consumers. The network will support the electric vehicle transition to a greener future.
- **Priority 9 – Optimising digital technologies to facilitate seamless trips:** Transport in Harrow will utilise the latest developments in digital technology to enhance journey planning, experience and navigation of the network, supporting flexible lifestyles.

Expected outcomes

1.6   The LTTS presents specific outcomes for each priority area, which act as building blocks for a more accessible, safer, and greener borough. These have been used the basis for developing an overarching outcome statement linked to each Priority. Outcome statements are assumptions for what will happen if Priorities are achieved. These outcomes are presented below:

- **Outcome 1 – Healthy lifestyles for residents, workers, and visitors:** The transport network will be of high quality; reliable, accessible, and easy-to-use, to enable better quality of life. The network will be legible for all, with improved access to green infrastructure and cleaner air.
- **Outcome 2 – Communities feel safe when making journeys:** Streets, neighbourhoods and journeys will feel safer as a result of reduced volumes and speeds of motor traffic, and better provision of active travel infrastructure. People will have access to cycle training and information, giving them the skills and confidence to cycle.
- **Outcome 3 – Vibrant town centres and communities:** Pleasant town centres and streets will reflect the needs of users, while delivering the efficient movement of goods and services to people and businesses. Future development will be designed to enable and encourage sustainable travel.

- **Outcome 4 – An accessible and inclusive network:** Streets and transport networks will be more accessible and facilitate safer movement for all users. Pedestrian areas with be free from obstruction, allowing unimpeded access for all user types and public transport will be step-free wherever possible. The public realm will accommodate all users and new transport proposals will consider the needs of all.
- **Outcome 5 – Sustainable, low carbon travel for people, goods, and services:** Public transport, active travel and micro-mobility infrastructure will be improved and prioritised. Passenger, goods, and servicing vehicles will become electrified, and deliveries will be coordinated to improve sustainability.
- **Outcome 6 – Decarbonised transport and awareness of the climate emergency:** Residents and businesses will have wider and more easily accessible options for using decarbonised transport, as well as increased awareness of how to respond to the climate emergency through campaigns and programmes. Transport infrastructure will be designed to withstand extreme weather where possible.
- **Outcome 7 – Enhanced environment and biodiversity:** Increased protection of biodiversity, sustainable management, and increased investment into green spaces will make the borough a nicer place to live, work and visit, while maximising the benefits of a biodiverse ecosystem.
- **Outcome 8 – Reduced inequality and local, sustainable economic growth:** A better connected sustainable transport network will provide more equitable access to key destinations and services. Improvements to the transport network will make it easier to move around the borough and across London, increasing opportunities for employment and training.
- **Outcome 9 – Digital technologies facilitate seamless journeys:** Increased use of digital technology and systems across transport networks will enable more seamless journeys. Residents and businesses will benefit from improved internet connectivity at home and in town centres.

2   Scoping

2.1   A scoping exercise has been undertaken to identify whether the LB Harrow LTTS will have a disproportionate impact on groups of people who share one or more protected characteristic. This assessment considers both potential positive and negative impacts, and, where possible, provides evidence to explain why this group might be particularly affected.

2.2   'Disproportionate impact' means that groups of people who share a protected characteristic (e.g., people of a particular age, people of a particular gender, or people from a particular race and religion) will be significantly more affected by the change than other groups.

2.3   Protected characteristics are specific aspects of a person's identity defined by the Equality Act 2010. The 'protection' relates to protection from discrimination. The law defines nine protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

2.4   The LB Harrow LTTS outlines a range of transport-related policies that are aimed at improving safety, air pollution, health, and economic outcomes in Harrow. These will predominantly impact people's movement and experience of streets and spaces.

2.5   It is not considered that the 'marriage and civil partnership' or 'religion and belief' protected characteristics have a significant intersection with movement and space. As such, they have not been included in the baseline data or the detailed analysis of equality impacts that follows.

2.6   A summary of scoping exercise is presented within Table 2.1.

Table 2.1: Protected characteristics scoping

Protected Characteristic	Disproportionate impact unlikely	Disproportionate impact likely	Commentary
Age - people in particular age groups (particularly over 65s and under 16s)		✓	There is likely to be a disproportionate impact which this EqIA will investigate. A person's ability to use the transport network can be shaped by age and age-related health conditions.
Disability - people who have physical, sensory, intellectual, or mental health impairment(s)		✓	There is likely to be a disproportionate impact which this EqIA will investigate. A person's use of the transport network can be shaped by certain impairments.
Pregnancy and maternity – those who are pregnant or caring for new-borns		✓	There is likely to be a disproportionate impact which this EqIA will investigate. A person's use of the transport network can be shaped by pregnancy and parental care.
Gender reassignment - people who are intending to undergo, are undergoing, or have undergone a process or part of a process of gender reassignment		✓	There is likely to be a disproportionate impact which this EqIA will investigate.
Marriage or civil partnership – people who are married or within civil partnerships	✓		People who are married or within civil partnerships are unlikely to be disproportionately impacted by the scheme.
Race - people of a particular race or ethnicity (including refugees, asylum seekers, migrants, gypsies and travellers)		✓	There is likely to be a disproportionate impact which this EqIA will investigate. Use of the transport network and/or occupation may differ depending on ethnicity.
Religion or belief - people of particular faiths and beliefs	✓		The religion or belief that people follow is unlikely to result in being disproportionately impacted by the scheme.
Sex – whether people are male or female		✓	There is likely to be a disproportionate impact which this EqIA will investigate. Use of the transport network and/or occupation may differ depending on sex.
Sexual orientation – whether a person's sexual orientation is towards the same sex, a different sex, or both.		✓	There is likely to be a disproportionate effect which this EqIA will investigate.

3   Data Sources

3.1   For the purpose of this assessment, information has been gathered about protected characteristics for all Harrow Census Output Areas as well as London as a whole. The Census Output Areas that are included in Harrow are shown below in Figure 3.1. London has been included in the assessment to provide greater context to the data for residents living in Harrow.

Figure 3.1: Surveyed Census Output Areas within Harrow
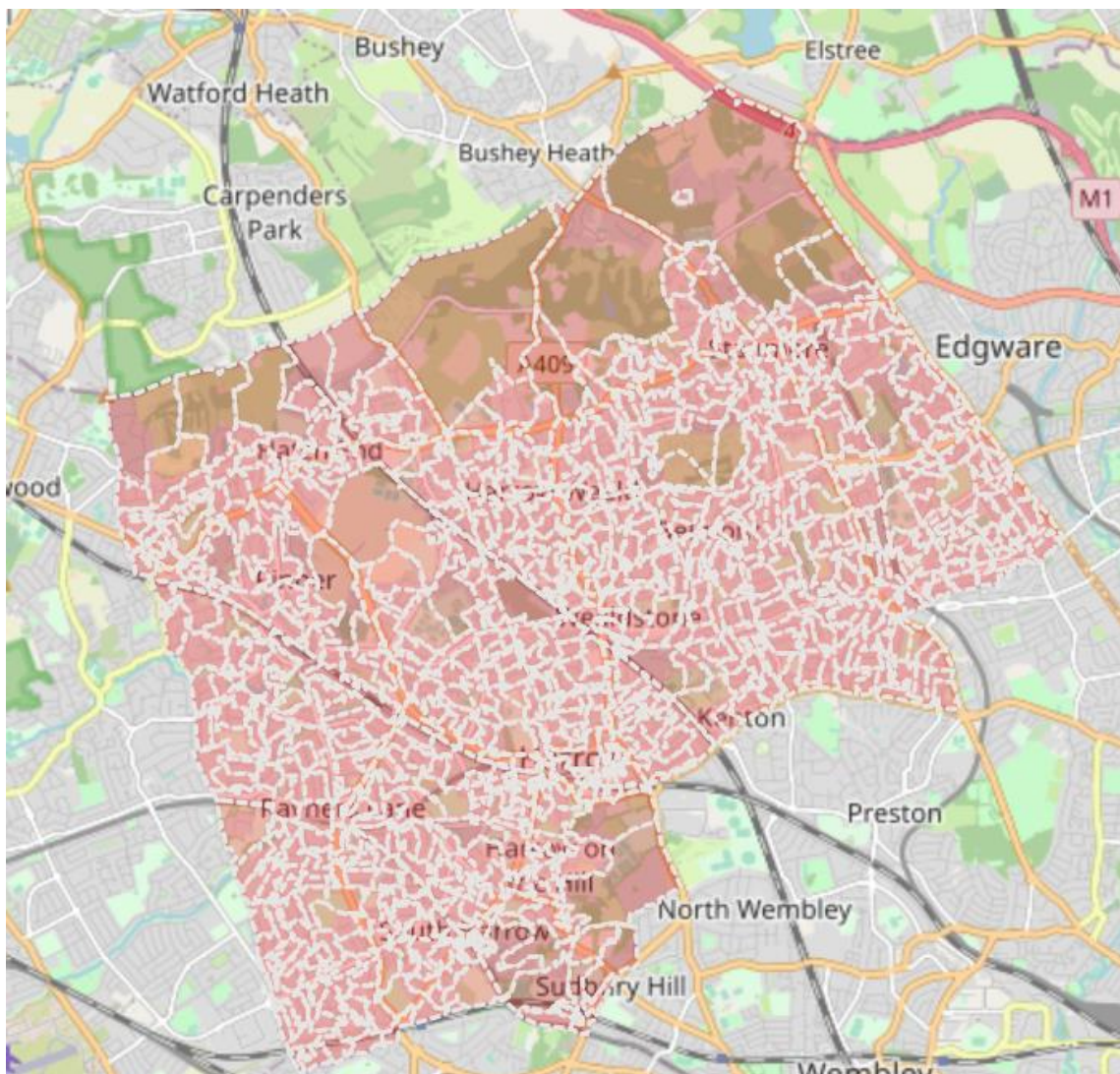
Source: Census 2021

Data sources and limitations

3.2 London Travel Demand Survey (LTDS) and Census data are the two primary data sources used throughout this assessment. Supplementary data sources have been used and are referenced throughout. For each protected characteristic, data has been collated and analysed, with comparisons made at borough, regional and national levels, where relevant.

3.3 While Census data is a useful tool to understand and compare travel characteristics of an area with another, it does have limitations as following:

- The 2021 dataset provides up-to-date demographic context but lacks accurate insight on travel patterns due to its undertaking on 21st March 2021, where a larger proportion of workers will have recorded working mostly or at home, compared to the date of which this EqIA was prepared.

3.4 LTDS data provides granular data within Harrow, however it is not wholly representative of the wider population as it is calculated using sample sets and subsequently scaled up.

4 Baseline Evidence

Demographics

4.1   The population of Harrow was recorded at 261,300 residents in 2021, which is forecast to increase to 283,900 by 2041, representing an 8.6 per cent increase.

4.2   Data from the LTDS has been analysed to understand differences in travel patterns for various trip purposes. Figure 4.1 shows the most common trip purposes for trips ending in Harrow. Almost a third (31 per cent) of trips were done for personal business, a further quarter (26 per cent) for leisure, and just over a fifth for work (21 per cent). 14 per cent of trips were taken for education purposes.

Figure 4.1: Trip purposes in Harrow
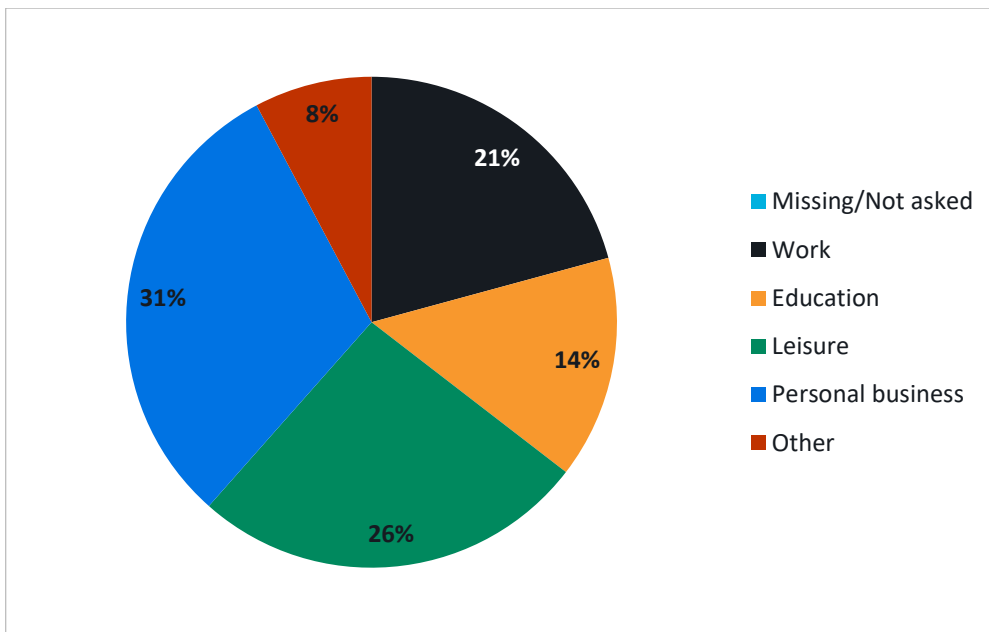
Source: LTDS average (2017/18, 2018/19, 2019/20)

4.3   LTDS data demonstrates the modal split of trips made for all purposes. Figure 4.2 shows just under half (48 per cent) of trips ending in Harrow were done using a private vehicle. Just under a third (31 per cent) were made using active travel modes. Over a fifth (21 per cent) were done by public transport modes. This is fairly similar to the relative modal split of method of travel to work shown in Figure 4.3.

Figure 4.2: Mode split of all trips ending in Harrow

	Mode split (3 yr avg)
■ Walk and cycle	31%
■ Underground, train, light rail, bus, minibus or coach	21%
■ Private vehicle driver or passenger	48%
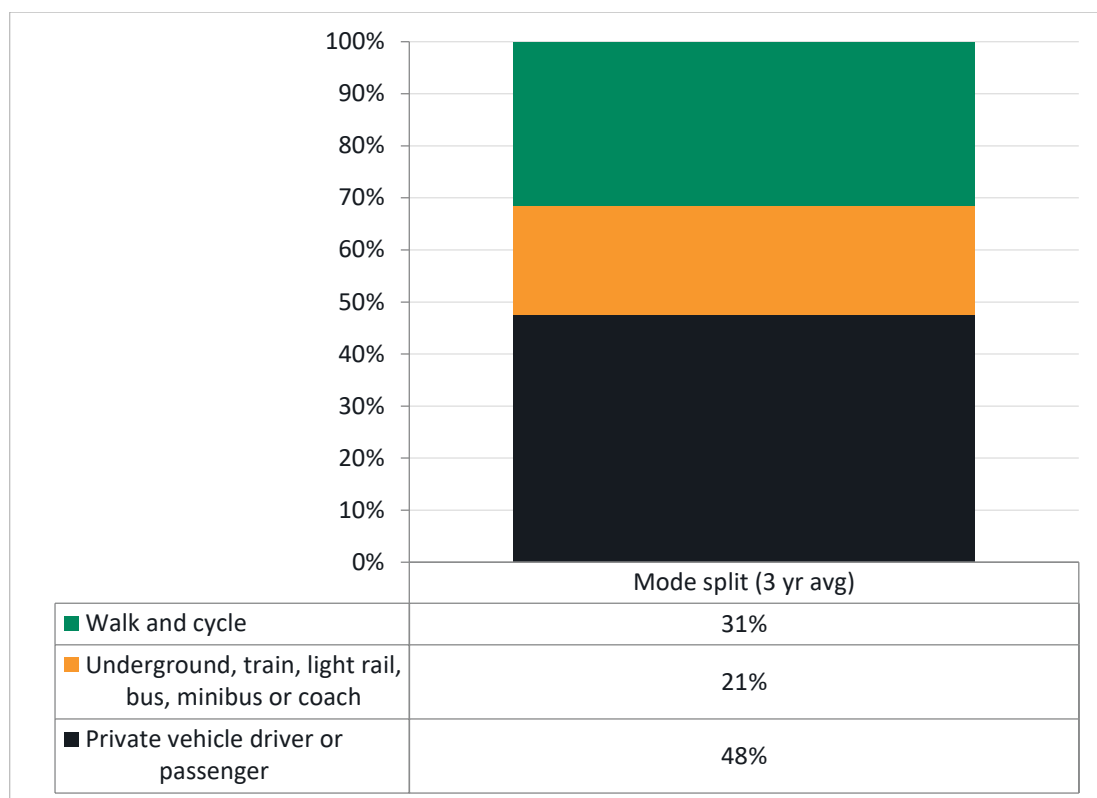
Source: LTDS average (2017/18, 2018/19, 2019/20)

Workforce

4.4　As of 2022, Harrow's resident workforce was 128,700. The largest industries by employment were Health, Professional, Scientific & Technical, and Education.

4.5　The modal split for work-related trips ending in Harrow is presented in Figure 4.3. Work-related trips are more likely to be done by private vehicle (51 per cent) compared to all trip types (48 per cent), and less likely to be done via active travel modes (26 per cent) compared to all trip types (31 per cent).

Figure 4.3: Mode split of work trips ending in Harrow

	Mode split of Work journeys (3 yr avg)
■ Walk and cycle	26%
■ Underground, train, light rail, bus, minibus or coach	23%
■ Private vehicle driver or passenger	51%
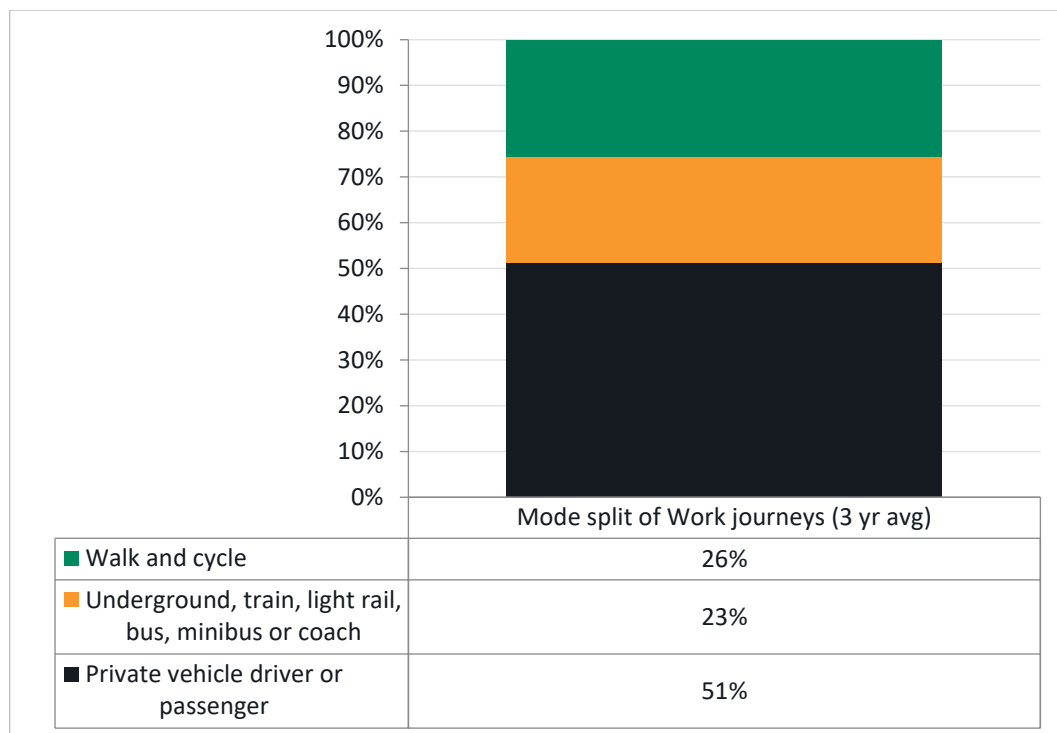
Source: LTDS average (2017/18, 2018/19, 2019/20)

Age

Definition according to the Equality Act 2010

1. In relation to the protected characteristic of age -

    a. A reference to a person of a particular age group
    b. A reference to persons who share a protected characteristic is a reference to persons of the same age group.

2. A reference to an age group is a reference to a group of persons defined by reference to age, whether by reference to a particular age or to a range of ages

Baseline equalities data

4.6   Figure 4.4 shows the age distribution in Harrow and across London as a whole. The population aged 60 and over is notably higher in Harrow (21 per cent) than in London (16 per cent). The population aged 25-44 is slightly lower in Harrow (31 per cent) than in London (34 per cent). Aside from this, the age distributions are fairly similar.

Figure 4.4: Age distribution in Harrow and London

	Harrow	London
■ 60 and over	21%	16%
■ 45 to 59	19%	19%
■ 25 to 44	31%	34%
■ 16 to 24	10%	11%
■ under 16	20%	19%
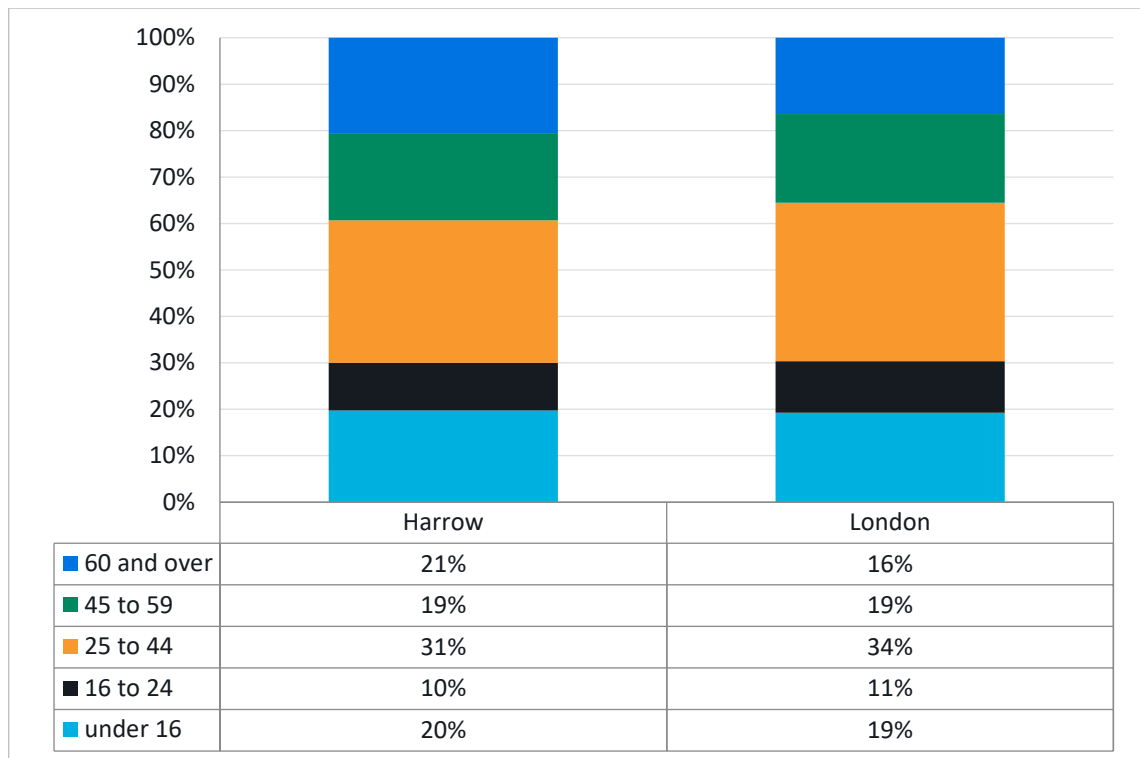
Source: Census 2021

4.7   As shown in Figure 4.5, Harrow is forecast to see lower (but still significant) population age change between 2021 and 2041 than both the rest of Outer London and London as a whole for those aged between 45-64, and those over-65. The population aged under 15 is also forecast to increase by 8 per cent in Harrow compared to virtually no change in both the rest of Outer London and London as a whole. At the same time, the population aged 25-44 is forecast to decline by 8 per cent in Harrow but increase in the other two areas.

Figure 4.5: Age distribution change (2021 - 2041) across Harrow, Outer London, and London

	Under 15	15-24	25-44	45-64	Over 65	Overall
■ Harrow	8%	-1%	-8%	8%	51%	9%
■ Outer London	-1%	5%	3%	17%	61%	14%
■ London	1%	5%	10%	23%	74%	18%

Source: Census 2021

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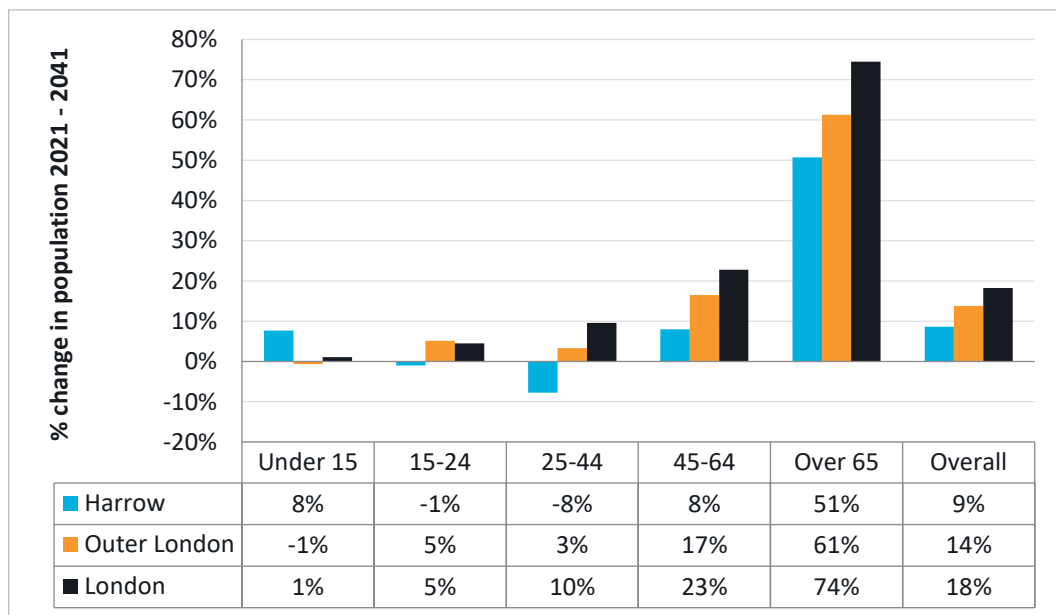
4.8   Figure 4.6 illustrates the spatial distribution of the mean age across Harrow's wards. It can be observed that, in general, the northern wards average an older population compared to the southern wards with lower mean ages.

Figure 4.6: Mean age by ward in Harrow
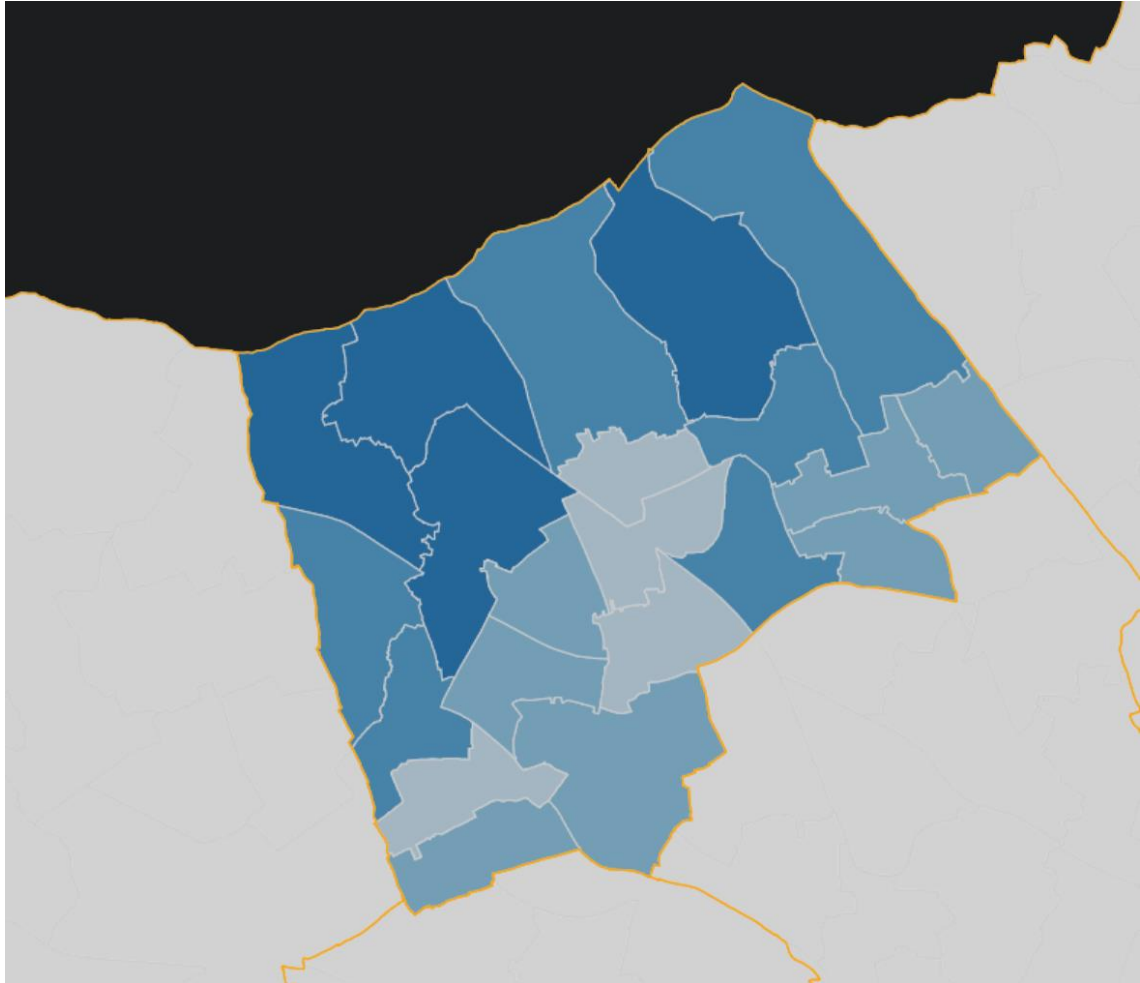
Source: Greater London Authority, 2013

4.9   Figure 4.7 presents LTDS data on how people travel around Harrow within each age group. In Harrow, the highest usage of active travel modes (walking and cycling) is among those aged under 16 (42 per cent), followed by those aged 16-24 (32 per cent). On the other hand, only 26 per cent of those aged 45-59 walk or cycle. The highest usage of public transport modes (underground, train, light rail, bus, minibus, or coach) is among those aged 16-24 (35 per cent), followed by those aged 25-44 (22 per cent). On the other hand, only 17 per cent of those aged 45-59 use public transport.

Figure 4.7: Mode share by age in Harrow

	under 16	16-24	25-44	45-59	over 60	Overall
■ Walk and cycle	42%	32%	30%	26%	31%	31%
■ Underground, train, light rail, bus, minibus or coach	18%	35%	22%	17%	19%	21%
■ Private vehicle driver or passenger	40%	32%	47%	57%	50%	48%
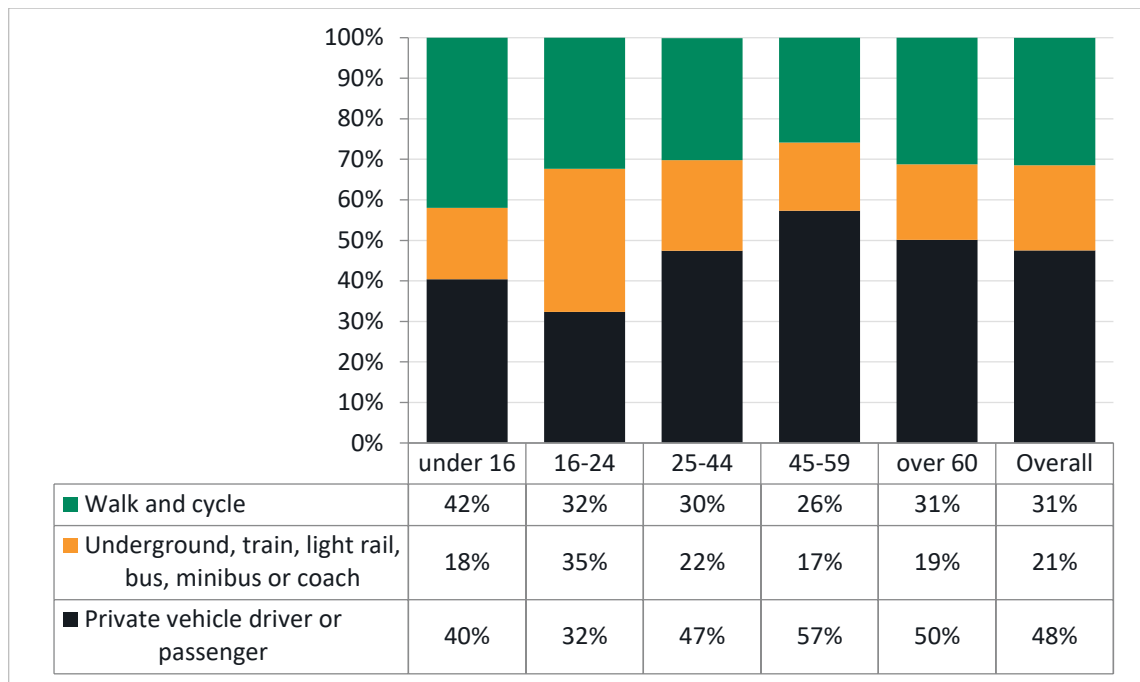
Source: LTDS average (2017/18, 2018/19, 2019/20)

4.10   Figure 4.8 presents this same information for London as a whole. The pattern for London is similar to Harrow in terms of which age group uses active travel modes the most - 41 per cent of those aged under 16 walk or cycle. The pattern for London is also similar to Harrow in terms of which age group uses public transport the most - 47 per cent of those aged 16-24 use public transport.

Figure 4.8: Mode share by age in London

	under 16	16-24	25-44	45-59	over 60	Overall
■ Walk and cycle	41%	31%	37%	32%	34%	35%
■ Underground, train, light rail, bus, minibus or coach	22%	47%	32%	25%	26%	30%
■ Private vehicle driver or passenger	37%	22%	32%	43%	40%	35%

Source: LTDS average (2017/18, 2018/19, 2019/20)

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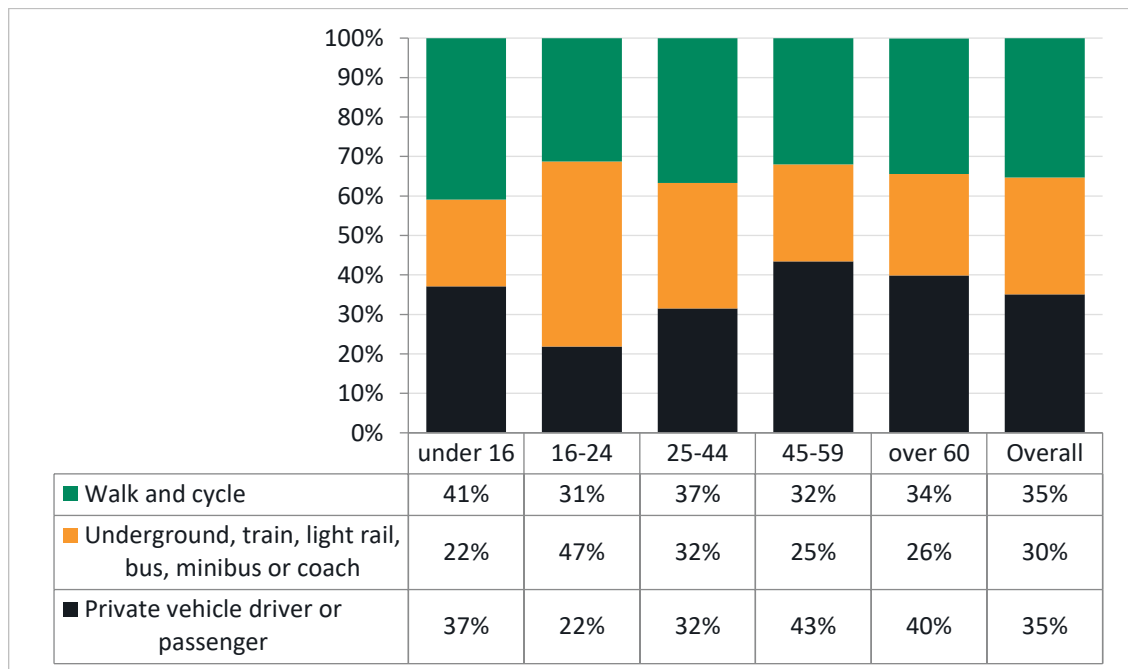
4.11   The proportion of Killed or Seriously Injured (KSIs) and Slightly Injured casualties in Harrow per age category is shown in Figure 4.9. KSIs are higher than average for those aged 60 and over (19 per cent). Those aged between 25 and 59 are the most likely to be slightly injured (90 per cent) and the least likely to be killed or seriously injured (10 per cent).

Figure 4.9: Percentage killed or seriously injured by age in Harrow
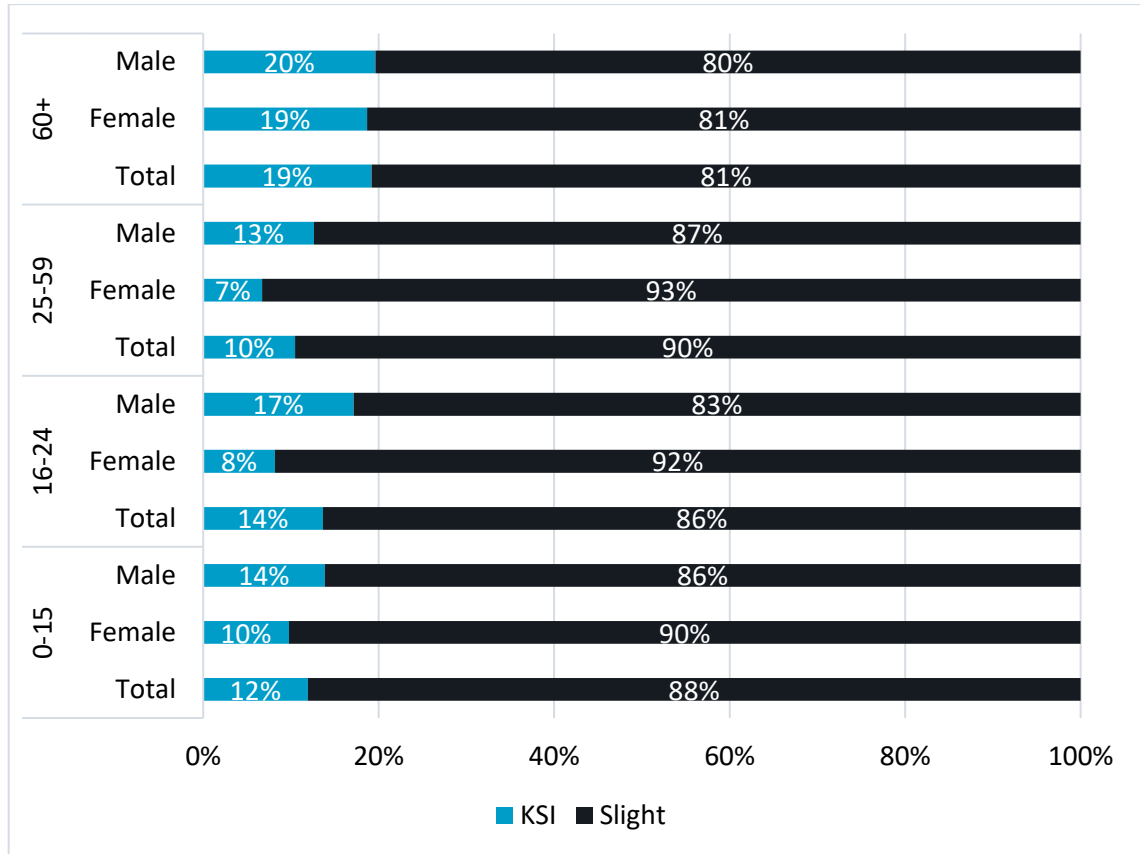
Source: DfT road casualty statistics

4.12   Figure 4.10 illustrates instances of road collisions in Harrow by age group. There is a much greater spread of collisions in the southern part of the borough, with there being more 'slight' collisions on residential streets. There are higher concentrations of 'serious' collisions in the western part of the borough. There are three 'fatal' collisions along main roads in Harrow.

Figure 4.10: Road Collisions by age group in Harrow
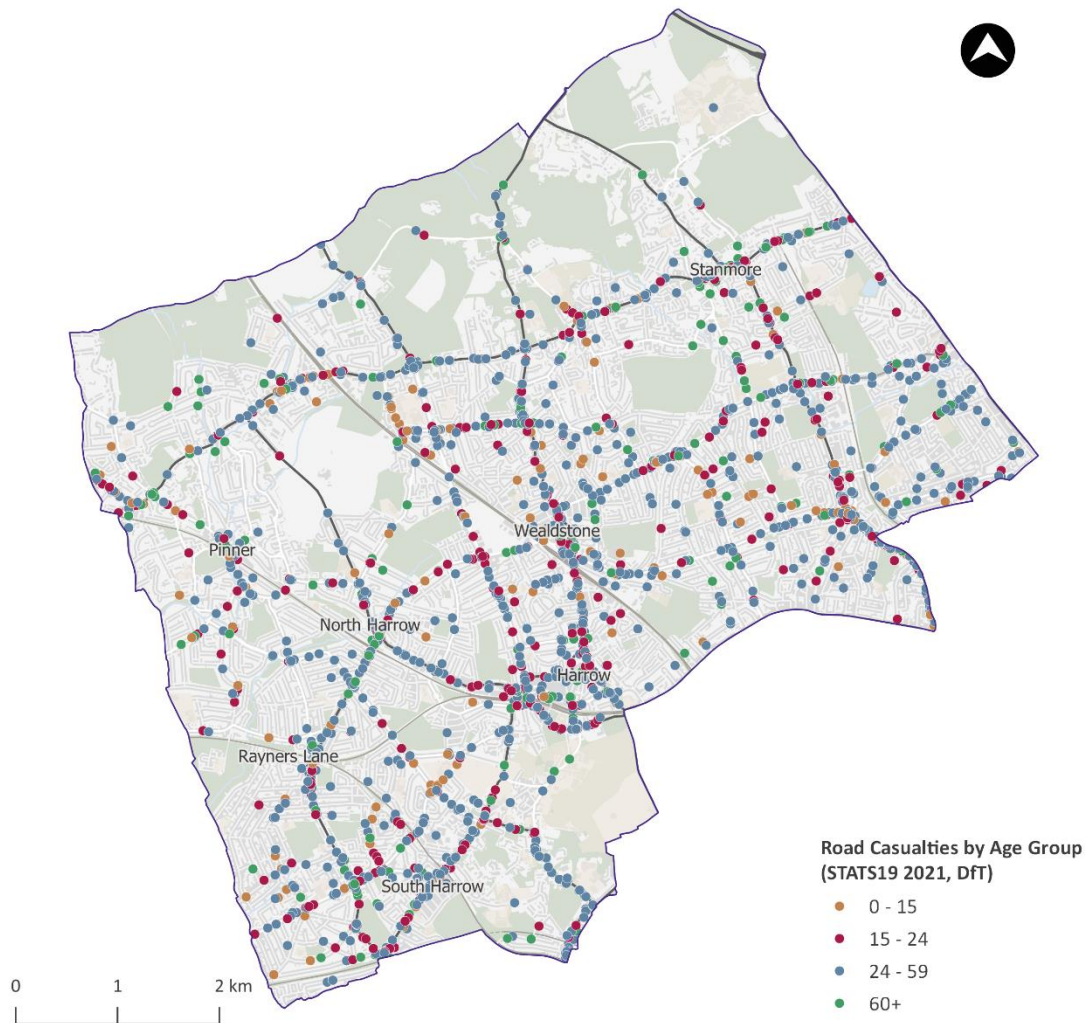
Source: DfT Stats19

4.13   For the 10-14 age group, people killed in motor traffic collisions make up over 50 per cent of all external causes of death. 15-19-year-olds experience almost double the risk of death from motor traffic collisions (82.5 deaths per million population) in comparison to the general population (42.2 deaths per million population). For males in this age group the risk is higher still at 127.3 deaths per million population[1].

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[1] **https://www.racfoundation.org/assets/rac_foundation/content/downloadables/road per cent20accident per cent20casualty per cent20comparisons per cent20- per cent20box per cent20- per cent20110511.pdf**

Disability

Definition according to the Equality Act 2010

1. A person (P) has a disability if—

    a. P has a physical or mental impairment, and
    b. the impairment has a substantial and long-term adverse effect on P's ability to carry out normal day-to-day activities.

2. A reference to a disabled person is a reference to a person who has a disability.
3. In relation to the protected characteristic of disability—

    a. a reference to a person who has a particular protected characteristic is a reference to a person who has a particular disability;
    b. a reference to persons who share a protected characteristic is a reference to persons who have the same disability.

Baseline equalities data

4.14   In Harrow, Census 2021 data shows that 88 per cent of residents are not limited by a long-term health problem or disability (Figure 4.11). This is slightly higher than London as a whole (87 per cent). 12 per cent of Harrow residents said their day-to-day activities are limited to some extent by a long-term health problem or disability, compared to 13 per cent in London.

Figure 4.11: Population limited by long-term health problem or impairment in Harrow and London

	Day-to-day activities limited a lot	Day-to-day activities limited a little	Not disabled under the Equality Act
■ Harrow	5%	7%	88%
■ London	6%	7%	87%
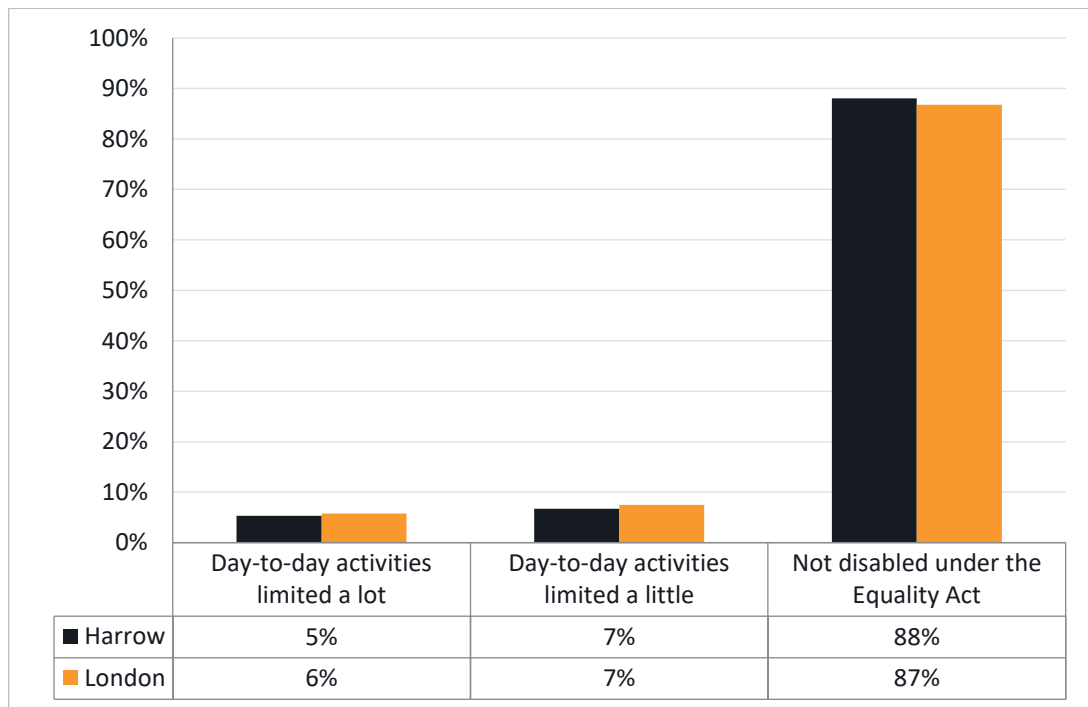
Source: Census 2021

4.15   Impairment types stated by those with an impairment affecting travel in Harrow is presented in Figure 4.12. Mobility impairment represents the highest proportion (65 per cent), followed by learning disability (12 per cent).

Figure 4.12: Impairment types stated by those with an impairment affecting travel in Harrow
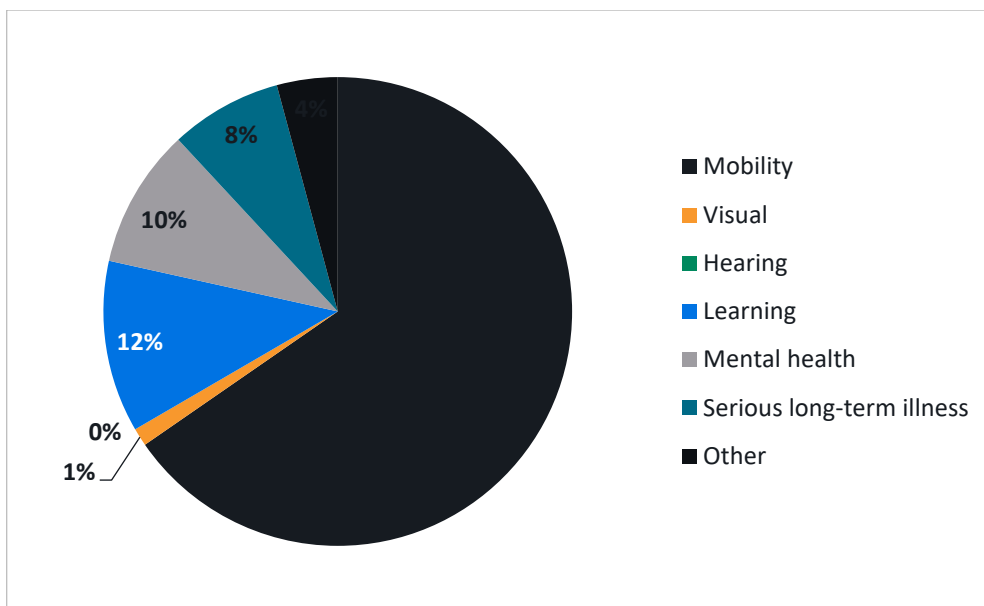
Source: LTDS average (2017/18, 2018/19, 2019/20)

4.16   The mode split for people with physical or mental impairments in Harrow is shown in Figure 4.13, with the London-wide mode split presented in Figure 4.14. In Harrow, people without a long-term health problem or disability are more likely to use public transport (21% vs 20%), more likely to use private vehicles (48% vs 48%), and more likely to walk or cycle (31% vs 32%) than people with a long-term health problem or disability.

Figure 4.13: Mode split by those with a physical or mental impairment affecting daily travel in Harrow

	Has a long term health problem/disability	Does not have a long term health problem/disability	Overall
■ All other methods	1%	0%	0%
■ Walk and cycle	32%	31%	31%
■ Underground, train, light rail, bus, minibus or coach	20%	21%	21%
■ Private vehicle driver or passenger	48%	48%	48%
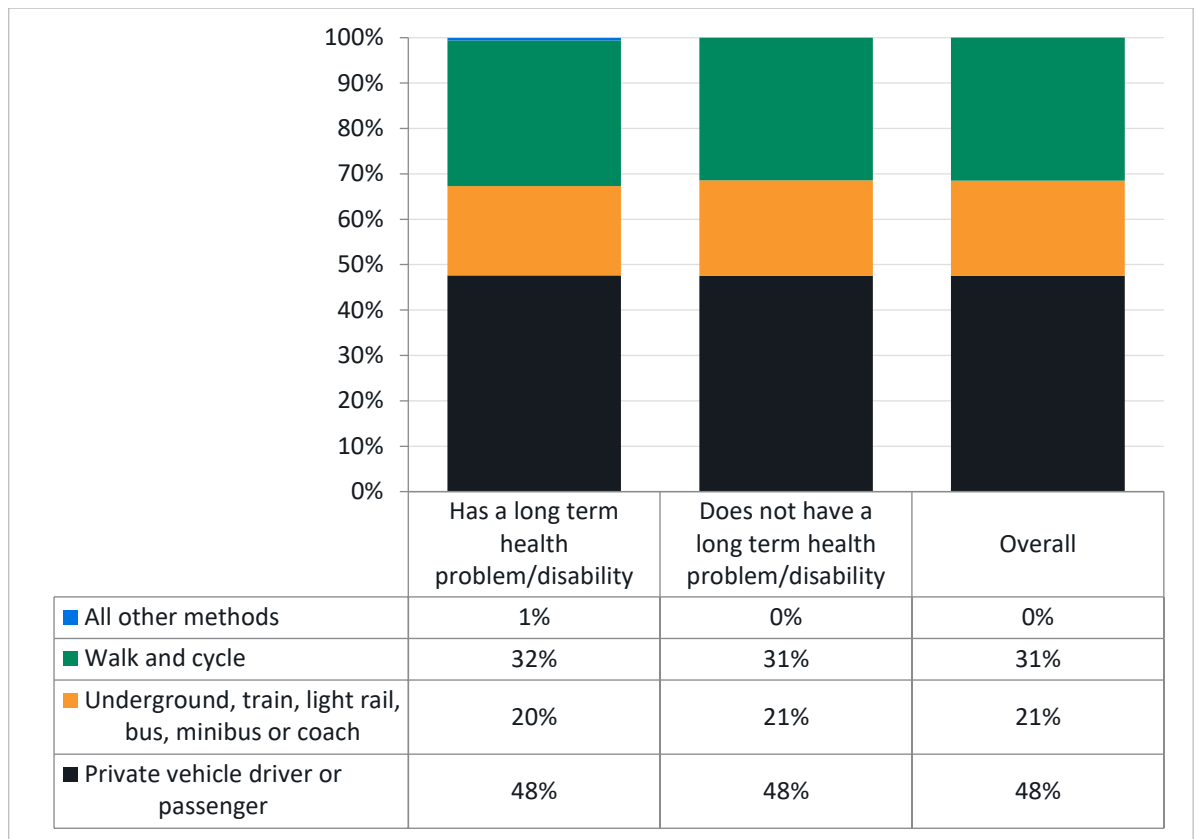
Source: LTDS average (2017/18, 2018/19, 2019/20)

Figure 4.14: Mode split by those with a physical or mental impairment affecting daily travel in London

	Has a long term health problem/disability	Does not have a long term health problem/disability	Overall
■ Walk and cycle	34%	35%	35%
■ Underground, train, light rail, bus, minibus or coach	27%	30%	30%
■ Private vehicle driver or passenger	38%	35%	35%
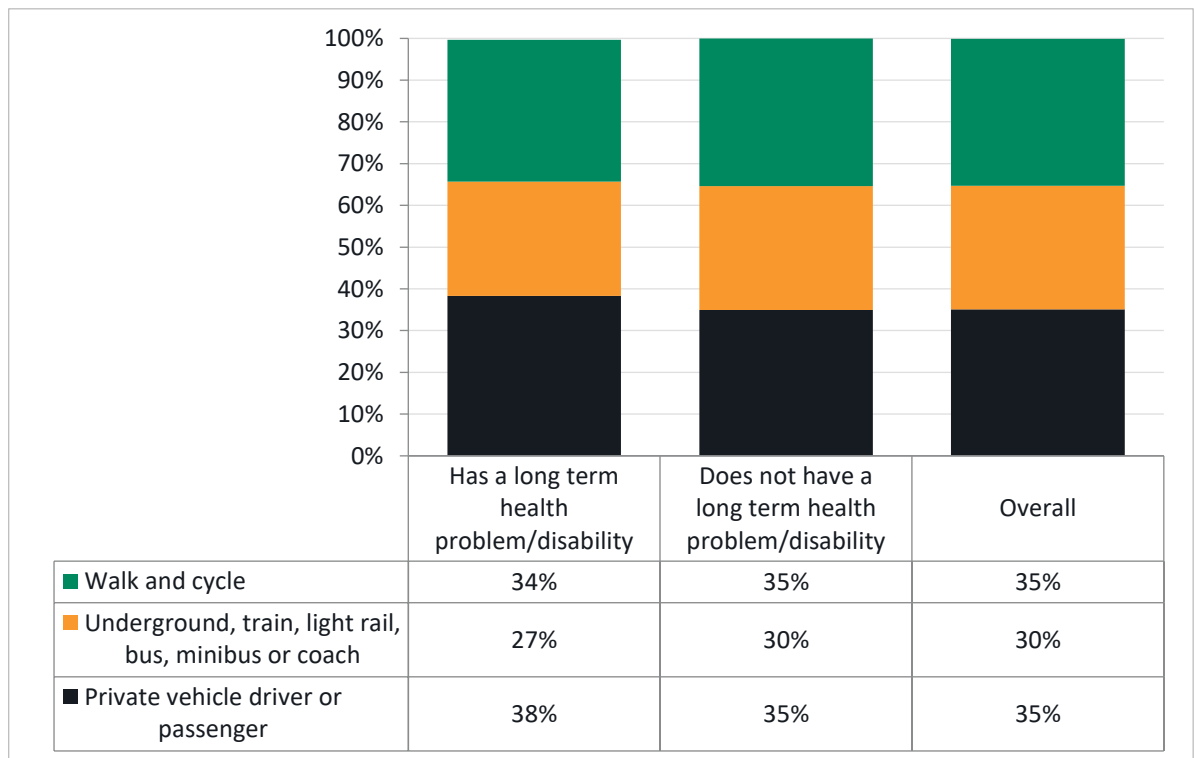
Source: LTDS average (2017/18, 2018/19, 2019/20)

4.17   For Greater London, the modal split is very similar for people with and without long-term health problems or disabilities. The data for Greater London shows that those with a long-term health problem or disability are less likely to use public transport than those without a long-term health problem or disability (27% vs 30%).

4.18   Figure 4.15 illustrates how mode shares across types of impairment vary in London as a whole.

Figure 4.15: Mode shares by impairment type in London

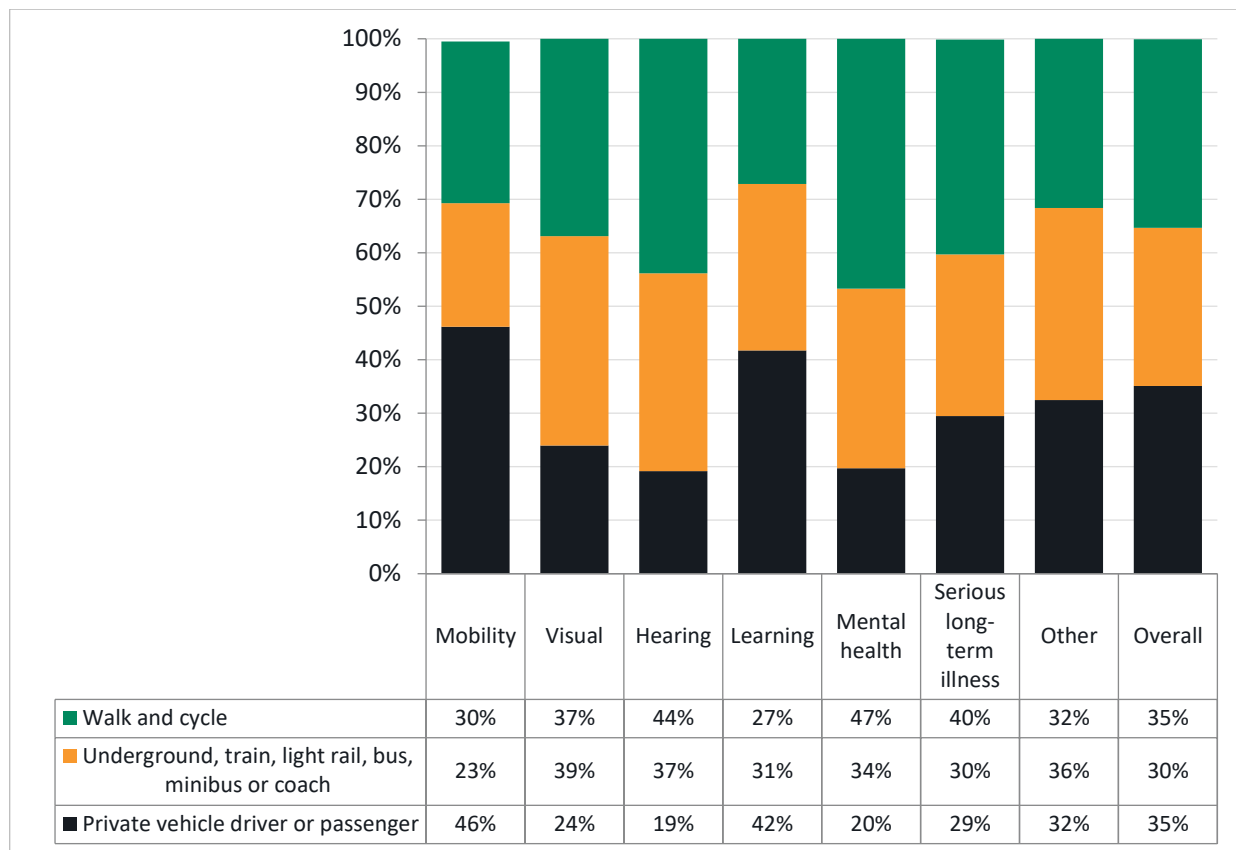|	Mobility	Visual	Hearing	Learning	Mental health	Serious long-term illness	Other	Overall
■ Walk and cycle	30%	37%	44%	27%	47%	40%	32%	35%
■ Underground, train, light rail, bus, minibus or coach	23%	39%	37%	31%	34%	30%	36%	30%
■ Private vehicle driver or passenger	46%	24%	19%	42%	20%	29%	32%	35%

Source: LTDS average (2017/18, 2018/19, 2019/20)

4.19   Focusing on disabled cyclists, the Wheels for Wellbeing annual survey (2019/20)[2] showed that 65 per cent of disabled cyclists use their bike as a mobility aid, and 64 per cent found cycling easier than walking. Survey results also show that 31 per cent of disabled cyclists' bike for work or to commute to work and many found that cycling improves their mental and physical health.

4.20   Inaccessible cycle infrastructure was found to be the biggest barrier to cycling, followed by the prohibitive cost of adaptive cycles and the absence of legal recognition of the fact that cycles are mobility aids on par with wheelchairs and mobility scooters. These results are presented on a national level, yet it should be noted that the data is based on a small samples and results should be taken as an indication only.

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[2] **https://wheelsforwellbeing.org.uk/wp-content/uploads/2020/07/WFWB-Annual-Survey-Report-2019-FINAL.pdf**

4.21   Those of retirement age are more likely to hold a Blue Badge compared to those younger. In Harrow the ratio of the retired population to those with a valid Blue Badge is 3.9 to 1, which is slightly higher than London's average of 3.6 to 1[3]. However, as shown in Figure 4.4, Harrow has a notably larger population aged 60 and over than the London average.

4.22   Data demonstrates that as of March 2022 a total of 9,000 valid Blue Badges were held by residents in Harrow, out of a total of 259,000 across London as a whole. As a percentage of the total population, 3.4% of Harrow residents hold a valid Blue Badge, in comparison to 2.9% of London as a whole[3].

Pregnancy and maternity

Definition according to the Equality Act 2010

4.23   Pregnancy and maternity discrimination apply to people who are pregnant or expecting a baby and during the period after the birth.

4.24   As per the Equality Act 2010, pregnancy is the condition of being pregnant or expecting a baby, and 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.

Baseline equalities data

4.25   From mid-year 2020 to mid-year 2021 there were 3,312 live births in the borough. The General Fertility Rate (GFR) in Harrow was 69 births per 1,000 women aged 15-44, while in London the GFR was 56. This suggests that more women were likely to be pregnant or have given birth in 2021 in Harrow compared to the London average [4].

4.26   Data shows that the number of live births has slowly been declining in both Harrow and London as a whole. During this time, the rate of live births in Harrow has consistently remained above the London average, as shown in Figure 4.16.

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[3] **DfT: Blue Badge scheme statistics**

[4] **Births and Fertility Rates, Borough - London Datastore**

Figure 4.16: Number of live births per thousand female population per year in Harrow compared to the London average
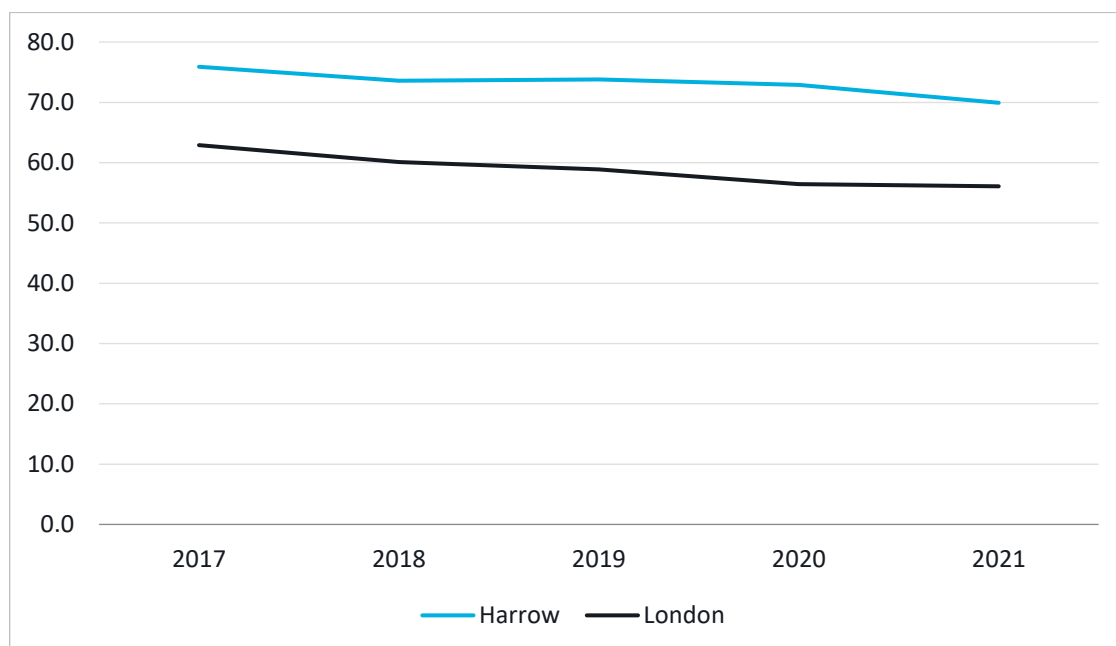
Source: ONS, 2021

Gender reassignment

Definition according to the Equality Act 2010

1. A person has the protected characteristics of gender reassignment if the person is proposing to undergo, is undergoing, or has undergone a process (or part of a process) for the purpose of reassigning the person's sex by changing physiological or other attributes of sex.
2. A reference to a transsexual person is a reference to a person who has the protected characteristics of gender reassignment.
3. In relation to the protected characteristics of gender reassignment –

    a. A reference to a person who has a particular characteristic is a reference to a transsexual person.
    b. A reference to persons who share a protected characteristic is a reference to transsexual persons.

Baseline equalities data

4.27 Figure 4.17 presents Census 2021 data on population by gender identity. The percentage split in both Harrow and London as a whole is very similar. 0.9 per cent of the population of Harrow have a gender identity that is different from their sex registered at birth. This is the same as London, which also has a 0.9 per cent share. 9 per cent of people in Harrow chose not to answer the question compared to 7.9 per cent of people in London.

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Figure 4.17: Population by gender identity in Harrow and London

	Harrow	London
■ Gender identity the same as sex registered at birth	90.1%	91.2%
■ Gender identity different from sex registered at birth	0.9%	0.9%
■ Not answered	9.0%	7.9%
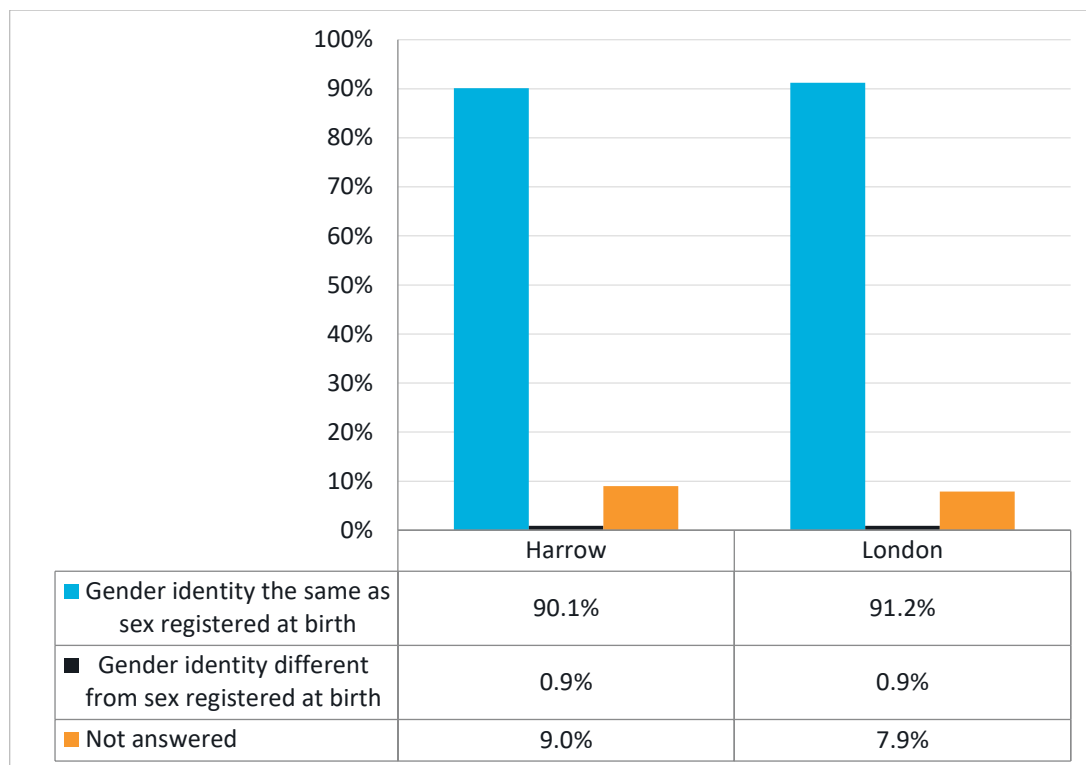
Source: Census 2021

4.28   UK crime data for 2019/20 shows 'Transgender identity' accounts for one per cent of hate crimes recorded by the British Transport Police and 1.25 per cent of hate crimes recorded by the Metropolitan Police.

4.29   The 2021 Walking and Cycling Index (formerly known as Bike Life) found that only 51 per cent of people who identified their gender 'in another way' feel welcome and comfortable walking or spending time on the streets of their neighbourhood, compared to 65 per cent of women and 67 per cent of men. Only 59 per cent of LGBTQ+ people feel welcome and comfortable walking or spending time on the streets in their neighbourhood, compared to 67 per cent of heterosexual people[5].

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[5] Sustrans Walking and Cycling Index (2021) **https://www.sustrans.org.uk/the-walking-and-cycling-index/**
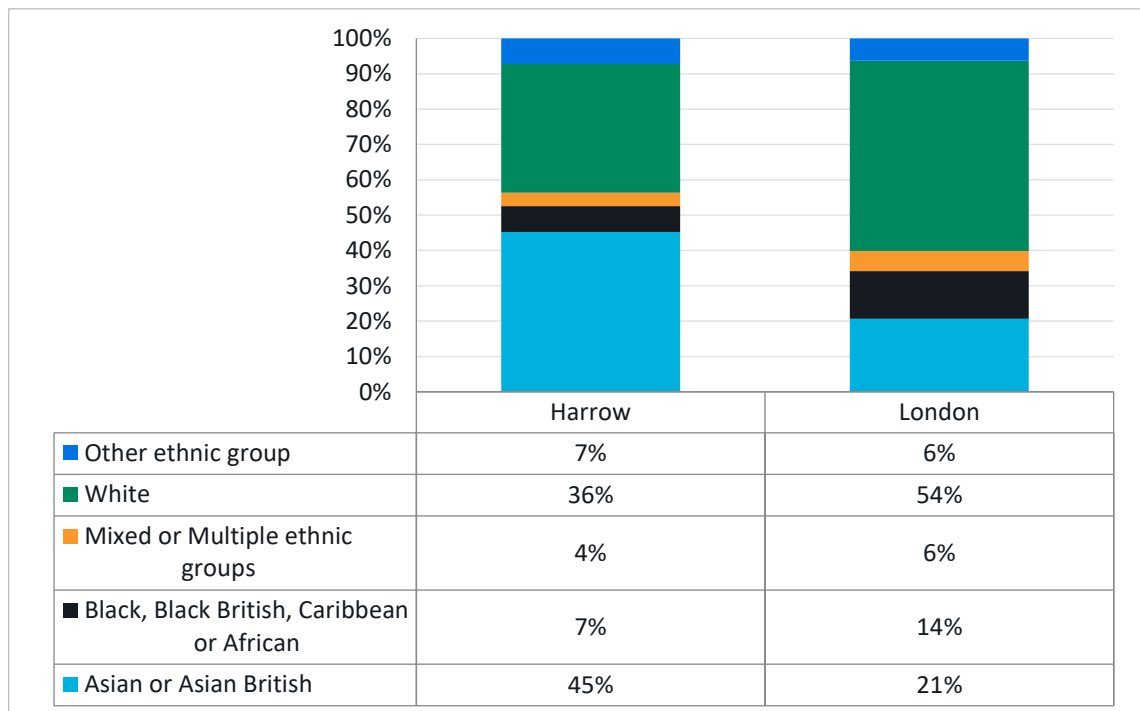
Race

Definition according to the Equality Act 2010

1. Race includes—

    a. colour;
    b. nationality;
    c. ethnic or national origins.

2. In relation to the protected characteristic of race—

    a. a reference to a person who has a particular protected characteristic is a reference to a person of a particular racial group;
    b. a reference to persons who share a protected characteristic is a reference to persons of the same racial group.

3. A racial group is a group of persons defined by reference to race; and a reference to a person's racial group is a reference to a racial group into which the person falls.
4. The fact that a racial group comprises two or more distinct racial groups does not prevent it from constituting a particular racial group.

Baseline equalities data

4.30   Figure 4.18 presents the population of Harrow, and London as a whole, by ethnicity. Based on Census 2021 data, nearly half (45 per cent) of the borough's population is 'Asian, Asian British, or Asian Welsh', making it the most common ethnicity. This is much higher than the London share of 21 per cent. 37 per cent of the population in Harrow is 'White', which is lower than the London share of 54 per cent. Only 7 per cent of Harrow's population is 'Black, Black British, Black Welsh, Caribbean or African', compared to London which has a 14 per cent share.

Figure 4.18: Harrow ethnicity compared to London

	Harrow	London
■ Other ethnic group	7%	6%
■ White	36%	54%
■ Mixed or Multiple ethnic groups	4%	6%
■ Black, Black British, Caribbean or African	7%	14%
■ Asian or Asian British	45%	21%

Source: Census 2021

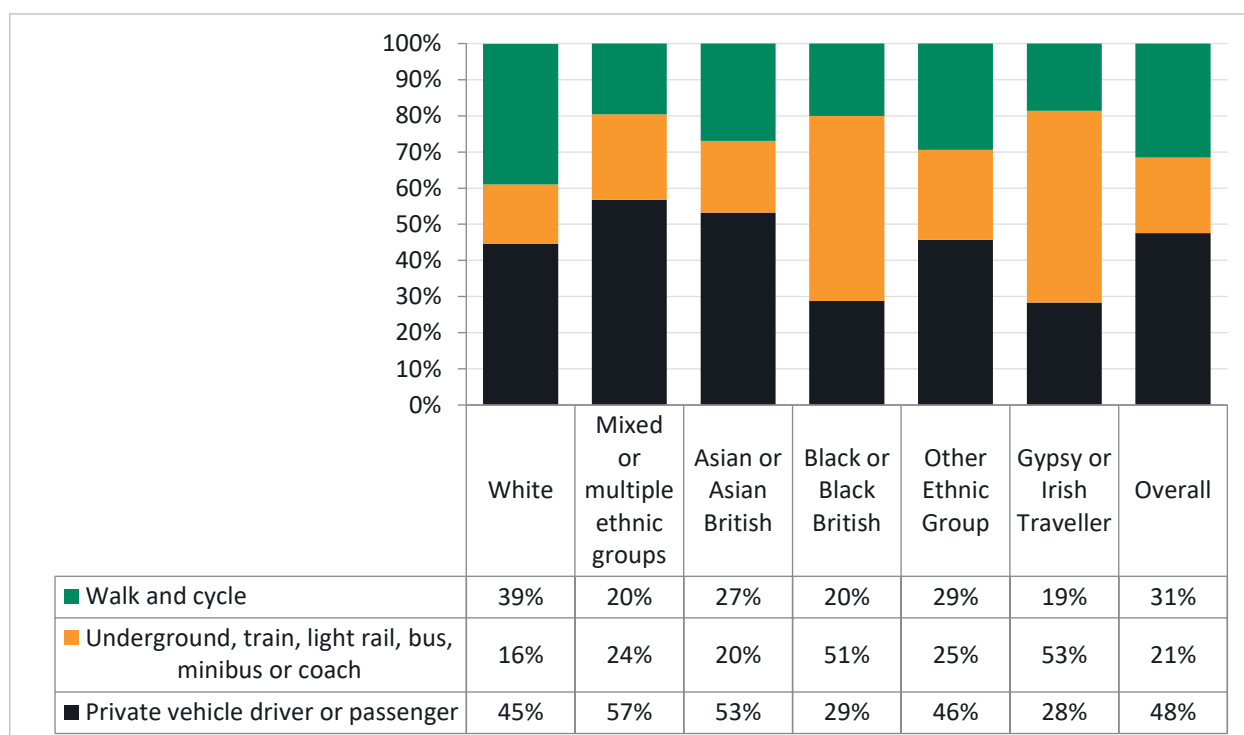**steer**

4.31   Based on the LTDS data presented in Figure 4.19, 'White' ethnicities are the most likely to walk or cycle in Harrow (39%) and 'Black or Black British' ethnicities are the most likely to use public transport (51%). Across all ethnic groups, private vehicle usage ranges between 57% ('Mixed or multiple ethnic groups' ethnicities) and 29%.

4.32   Overall, levels of private vehicle use are higher in Harrow across all ethnicities compared to the London average (Figure 4.20), while levels of public transport use are lower. Across London, 'Asian or Asian British' ethnicities are most likely to use a private vehicle to get around (39%); in Harrow, 53% of 'Asian or Asian British' residents report doing so. 'Black or Black British' residents are most likely (41%) to use public transport in London, while 51% of 'Black or Black British' residents say they do so in Harrow.

Figure 4.19: Mode share by ethnicity in Harrow

	White	Mixed or multiple ethnic groups	Asian or Asian British	Black or Black British	Other Ethnic Group	Gypsy or Irish Traveller	Overall
Walk and cycle	39%	20%	27%	20%	29%	19%	31%
Underground, train, light rail, bus, minibus or coach	16%	24%	20%	51%	25%	53%	21%
Private vehicle driver or passenger	45%	57%	53%	29%	46%	28%	48%

Source: LTDS average (2017/18, 2018/19, 2019/20)

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Figure 4.20: Mode share by ethnicity in London

	White	Mixed or multiple ethnic groups	Asian or Asian British	Black or Black British	Other Ethnic Group	Gypsy or Irish Traveller	Overall
■ Walk and cycle	37%	35%	32%	29%	36%	33%	35%
■ Underground, train, light rail, bus, minibus or coach	28%	32%	28%	41%	34%	30%	30%
■ Private vehicle driver or passenger	35%	33%	39%	31%	30%	37%	35%
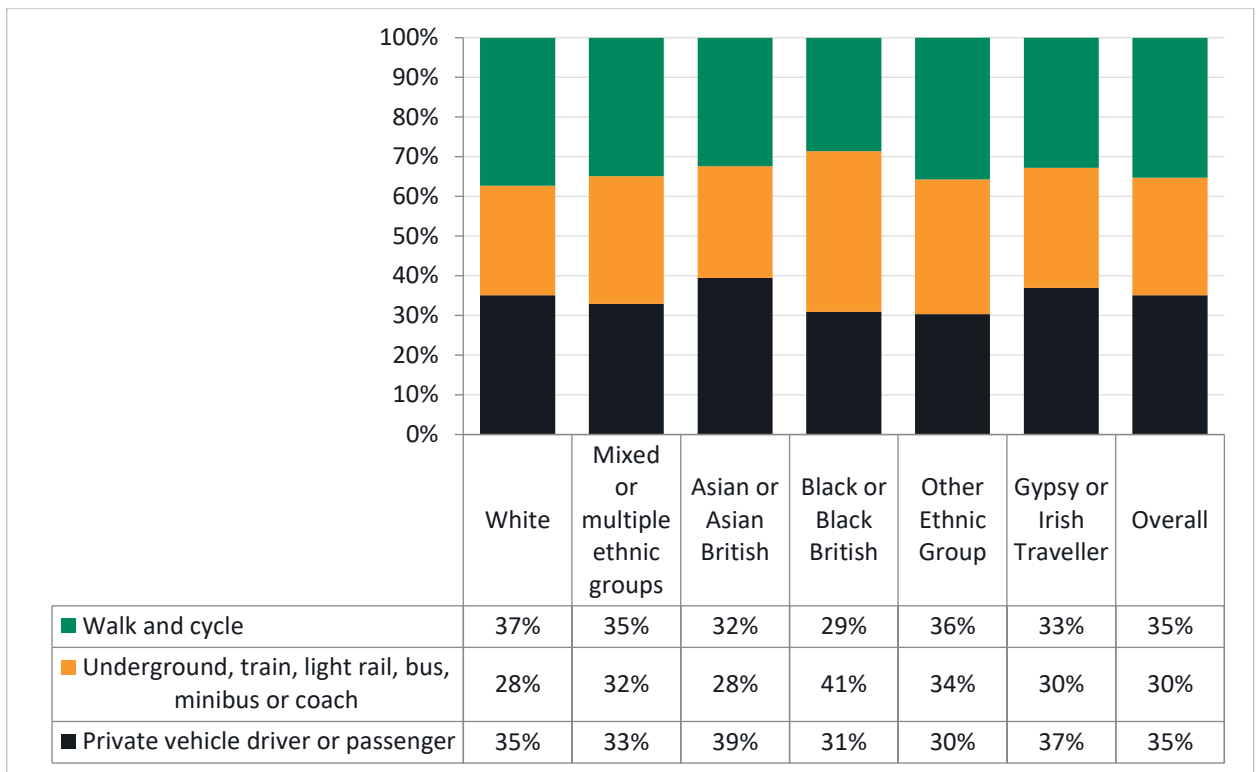
*Source: LTDS average (2017/18, 2018/19, 2019/20)*

Sex

Definition according to the Equality Act 2010

5. In relation to the protected characteristic of sex—

    a. a reference to a person who has a particular protected characteristic is a reference to a man or to a woman;
    b. a reference to persons who share a protected characteristic is a reference to persons of the same sex.

Baseline equalities data

4.33   Figure 4.21 presents Census 2021 data on usual resident population by sex. The percentage split in Harrow is very similar to that of London as a whole, with slightly more residents identifying as male.

Figure 4.21: Population breakdown by sex in Harrow and London

	Harrow	London
■ Female	50.7%	51.5%
■ Male	49.3%	48.5%
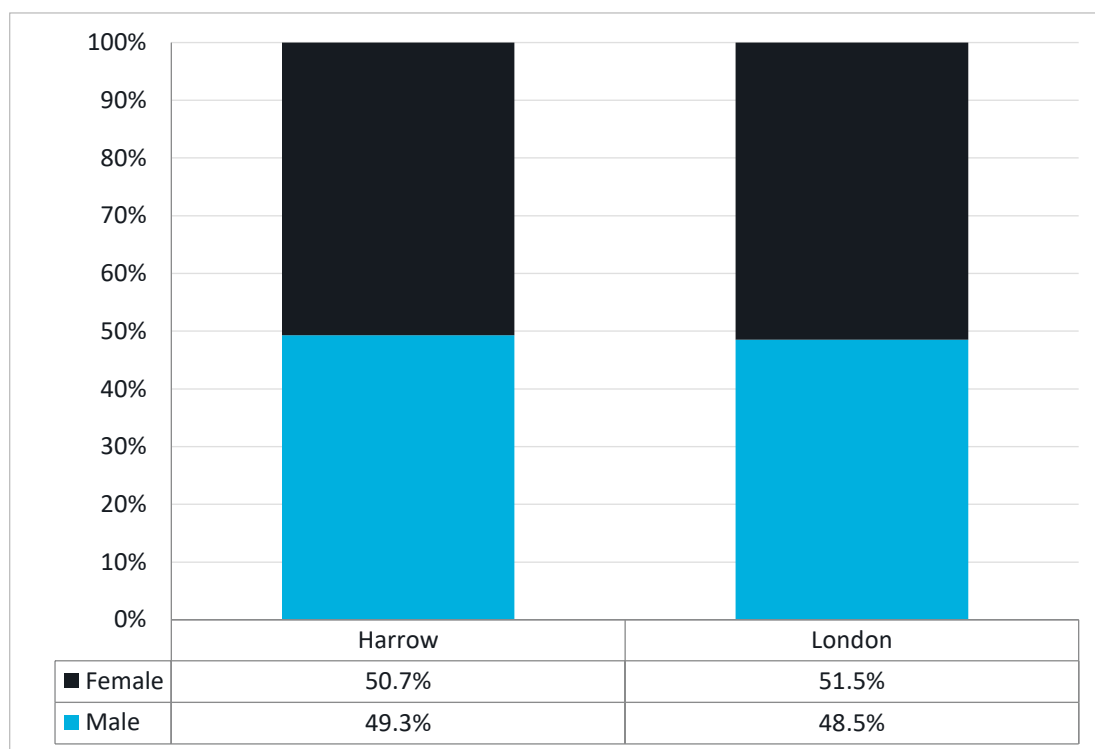
Source: Census 2021

4.34   Figure 4.22 presents the mode share by sex in Harrow. Private vehicle is the most used transport mode by both male and female residents, representing 47 per cent of all trips for males and 48 per cent of all trips for females. Females are more likely to use active travel modes than males, with 33 per cent and 30 per cent respectively opting for walking and cycling. This is lower than the London average of 35 per cent male and 36 per cent female.

4.35   Males are more likely to take public transport in Harrow compared to females in contrast to London as a whole, while females are more likely to use a private vehicle in Harrow compared to males in contrast to London as a whole (Figure 4.23).

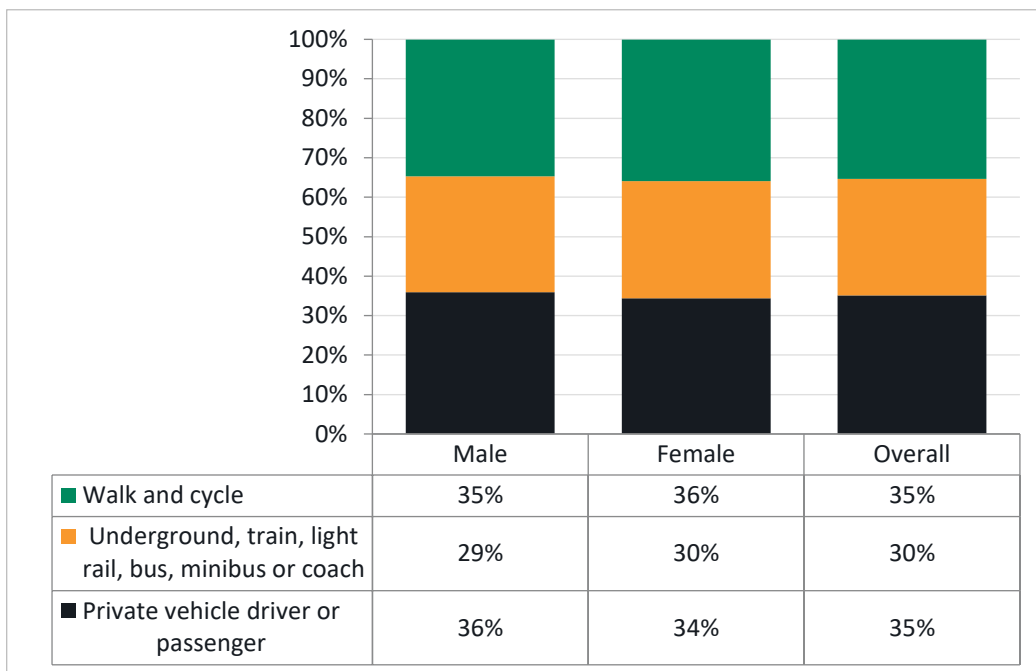**Figure 4.22: Mode share by sex in Harrow**

	Male	Female	Overall
■ All other methods	0%	0%	0%
■ Walk and cycle	30%	33%	31%
■ Underground, train, light rail, bus, minibus or coach	23%	19%	21%
■ Private vehicle driver or passenger	47%	48%	48%
■ Missing/Not asked	0%	0%	0%
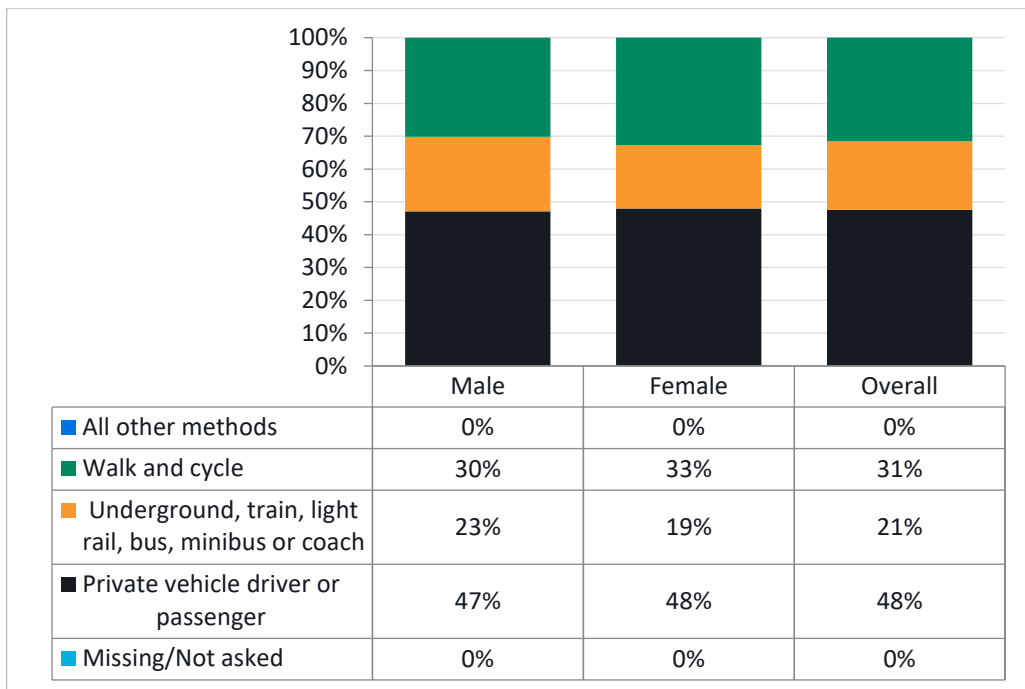
Source: LTDS average (2017/18, 2018/19, 2019/20)

Figure 4.23: Mode share by sex in London

	Male	Female	Overall
■ Walk and cycle	35%	36%	35%
■ Underground, train, light rail, bus, minibus or coach	29%	30%	30%
■ Private vehicle driver or passenger	36%	34%	35%

Source: LTDS average (2017/18, 2018/19, 2019/20)

4.36   Across London, research undertaken by TfL[6] shows that females are more likely to use buses than males (62 per cent compared to 56 per cent) but are less likely to use other types of transport including the Tube (38 per cent of females compared to 43 per cent of males).

4.37   Female travel needs can be more complex than males due to a range of factors; the increased likelihood of travelling with a buggy and/or shopping affects the travel choices females make, females are also more likely to be carers of children[7], further affecting the choices they make.

4.38   Female Londoners make more trips per weekday than male Londoners (2.5 trips compared to 2.3 trips)[6]. This pattern, however, is reversed amongst older adults, with older female Londoners making fewer weekday trips than older male Londoners (2.0 compared to 2.2). It is important to recognise that females are more likely than males to be travelling with buggies and/or shopping, and this can affect transport choices.

4.39   Females aged 17 or over who are living in London are less likely than males to have a full driving licence (58 per cent compared to 72 per cent) or have access to a car (63 per cent compared to 66 per cent). These factors are likely to be related to the frequency of car use as a driver.

Sexual orientation

Definition according to the Equality Act 2010

1. Sexual orientation means a person's sexual orientation towards

    a. Persons of the same sex
    b. Persons of the opposite sex, or
    c. Persons of either sex

2. In relation to the protected characteristics of sexual orientation
    a. A reference to a person who has particular protected characteristic is a reference to a person who is of a particular sexual orientation
    b. A reference to persons who share a protected characteristic is a reference to persons who are of the same sexual orientation.

Baseline equalities data

4.40   Figure 4.24 presents Census 2021 data on population by sexual orientation. Majority of people in both Harrow and London are 'Straight or Heterosexual' (87.2 per cent and 86.2 per cent respectively). 2 per cent of people in Harrow identify as 'Gay or Lesbian, Bisexual, or other sexual orientation', which is much lower than the London average of 4.3 per cent.

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[6] **https://content.tfl.gov.uk/travel-in-london-understanding-our-diverse-communities-2019.pdf**

[7]

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/476635/travel-to-school.pdf

Figure 4.24: Population breakdown by sexual orientation in Harrow and London

	Harrow	London
■ Straight or Heterosexual	87.2%	86.2%
■ Gay or Lesbian, Bisexual, or other sexual orientation	2.0%	4.3%
■ Not answered	10.8%	9.5%
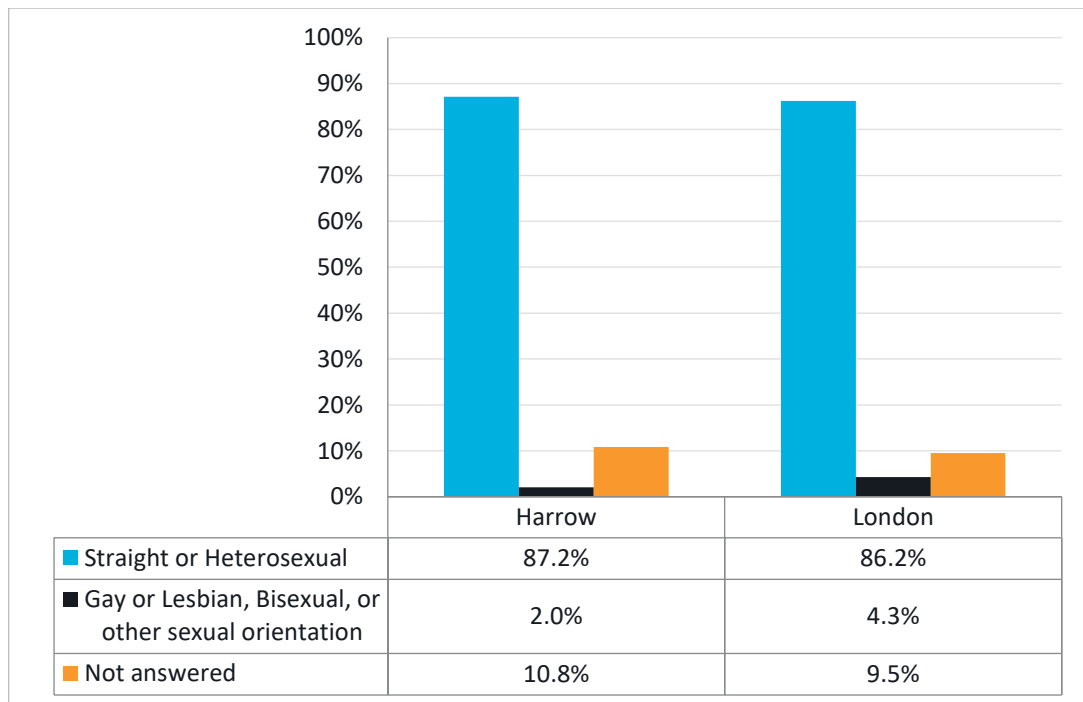
Source: Census 2021

4.41   According to TfL's 'Travel in London: Understanding our diverse communities' study (2019)[8], Londoners who identify themselves as being LGB (lesbian, gay and bisexual) account for 2.6 per cent of the city's population. It found that LGB people have a similar profile to the general population when asked about barriers to using public transport.

4.42   Over half (52 per cent) of LGB respondents cited overcrowding as an issue, compared to 48 per cent of the general population. 41 per cent of both LGB respondents and the general population identified the cost of travel as an issue. 30 per cent of LGB respondents saw passengers pushing and shoving each other on public transport as a key issue, while 26 per cent of the general population raised this as a concern. Overall, it was found that fears about abuse and/or intimidation can have a greater effect on the travel behaviours of LGB Londoners.

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[8] **https://content.tfl.gov.uk/travel-in-london-understanding-our-diverse-communities-2019.pdf**

5   Impact Assessment

5.1   Table 5.1 summarises the protected characteristics that are expected to be disproportionately impacted for each of the nine Outcomes.

5.2   For some outcomes, only potential positive impacts were identified, while for others, both positive and negative impacts were identified. These are assessed in further detail in this chapter.

Table 5.1: Protected characteristics impacted

Outcome	Protected characteristics impacted
1. Healthy lifestyles for residents, workers, and visitors	• Age • Disability • Pregnancy and maternity
2. Communities feel safe when making journeys	• Age • Disability • Pregnancy and maternity • Gender reassignment • Sex • Sexual orientation
3. Vibrant town centres and communities	• Age • Disability • Pregnancy and maternity
4. An accessible and inclusive network	• Age • Disability • Pregnancy and maternity
5. Sustainable, low carbon travel for people, goods, and services	• Age • Disability • Pregnancy and maternity • Race
6. Decarbonised transport and awareness of the climate emergency	• Age • Disability • Pregnancy and maternity • Race
7. Enhanced environment and biodiversity	It is not considered that the measures in Outcome 7 will have disproportionate positive or negative impacts on any protected characteristic.
8. Reduced inequality and local, sustainable economic growth	• Age • Disability • Pregnancy and maternity

		• Race
9.	Digital technologies facilitate seamless journeys	• Age • Disability

1. Healthy lifestyles for residents, workers, and visitors

5.3   The transport network will be of high quality; reliable, accessible, and easy-to-use, to enable better quality of life. The network will be legible for all, with improved access to green infrastructure and cleaner air.

Protected characteristics impacted

- Age
- Disability
- Pregnancy and maternity

Summary of potential impacts

Age

5.4   Those aged under 16 in Harrow are most likely to walk and cycle (42 per cent), while those aged 16-24 are most likely to take public transport (35 per cent). Consequently, improvements to the quality of active travel and public transport networks are likely to disproportionately benefit young people. Likewise, young people are likely to disproportionately benefit from measures to expand School Streets and School Clean Air Zones, as these schemes specifically target places of learning for young people.

5.5   Older people are more likely to experience health issues due to ageing and are therefore likely to disproportionately benefit from measures to improve bus routes and active travel routes to GP surgeries and hospitals. Older people are also likely to face greater barriers when interacting with audio-visual information across the transport network due to ageing. Therefore, they are likely to disproportionately benefit from measures to improve legibility across the network.

5.6   Both young and old age groups are disproportionately vulnerable to poor air quality and pollution. For older people, exposure to high levels of air pollution can lead to a range of long-term health problems, while children may suffer from reduced lung development. Measures which result in improvements to air quality, such as School Clean Air Zones, are likely to disproportionately benefit these groups.

5.7   Older people are more likely to experience reduced mobility due to ageing and are more likely to rely on a private vehicle or taxi for everyday travel needs. Those aged over 60 in Harrow are more likely to use a private vehicle (50 per cent) than other modes of travel. Any traffic management schemes which have an impact on the movement of private vehicles and/or taxis, either permanently or during specific hours, or to reallocate parking spaces, are likely to disproportionately negatively impact older people. These impacts would take the form of potential increased vehicle journey times and potential reduction in taxi circulation.

Disability

5.8   Disabled people are more likely to require regular access to health services than non-disabled people. During the 2022 GP Patient Survey, over 55 per cent of patients said they have a long-term health problem or disability[9]. Consequently, measures to improve bus routes and active travel routes to GP surgeries and hospitals are likely to have a disproportionately positive impact on this characteristic group. Individuals with hearing and visual impairments are likely

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[9] **https://www.england.nhs.uk/statistics/2022/07/14/gp-patient-survey-2022/**

to face greater barriers when interacting with audio-visual information across the transport network, therefore they are likely to benefit disproportionately from measures to improve legibility across the network.

5.9 Measures which result in improvements to air quality are likely to disproportionately benefit disabled people who are particularly vulnerable to air pollution and/or those reporting stamina or breathing impairments.

5.10 Mobility impairments constitute 65 per cent of disabilities among Harrow residents. Those with mobility impairments are more likely to rely on a private vehicle or taxi for everyday travel needs. Private vehicles are the most common mode of travel (48 per cent) among people with a long-term health problem or disability in Harrow. Any traffic management schemes which have an impact on the movement of private vehicles and/or taxis, either permanently or during specific hours, or to reallocate parking spaces, are likely to disproportionately negatively impact disabled people. These impacts would take the form of potential increased vehicle journey times and potential reduction in taxi circulation.

Pregnancy and maternity

5.11 Measures which result in improvements to air quality are likely to disproportionately benefit pregnant women. Polluted air is harmful for babies in the womb and can cause premature birth or low birth weight – both factors are associated with higher infant mortality[10]. Furthermore, new-born babies, babies in prams and children are more vulnerable to breathing in polluted air than adults due to their airways being in development.

5.12 Pregnant women are also more likely to rely on a private vehicle or taxi for everyday travel needs due to their physical condition. Any traffic management schemes which have an impact on the movement of private vehicles and/or taxis, either permanently or during specific hours, or to reallocate parking spaces, are likely to disproportionately negatively impact pregnant women. These impacts would take the form of potential increased vehicle journey times and potential reduction in taxi circulation.

Suggested action(s) to be taken

- **Targeted engagement:** ensure that older people, disabled people, and pregnant women are engaged with during the development of any traffic management schemes. This will enable Harrow to capture the views and feedback of these groups, assess overall impacts, and implement any mitigation measures.
- **Monitoring and evaluation:** Ensure that robust monitoring and evaluation plans are developed for any traffic management, parking space reallocation and air quality schemes. This will allow Harrow to establish the knock-on impacts of these on traffic, as well as travel by other modes. These will provide valuable data for learning and evolving these schemes over time.
- **Accessibility**: consider the pros and cons for implementing exemptions for Blue Badge holders and taxis for any traffic management schemes, where appropriate.

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[10] **Impacts on Newborns | State of Global Air**

2.   Communities feel safe when making journeys

5.13   Streets, neighbourhoods, and journeys will feel safer as a result of reduced volumes and speeds of motor traffic, and better provision of active travel infrastructure. People will have access to cycle training and information, giving them the skills and confidence to cycle.

Protected characteristics likely to be disproportionally impacted

- Age
- Disability
- Pregnancy and maternity
- Gender reassignment
- Sex
- Sexual orientation

Summary of potential impacts

Age

5.14   Older people (over 60s) are more likely to be killed or seriously injured in a road traffic accident (19 per cent) than all other age groups in Harrow. Consequently, they are likely to disproportionately benefit from road safety and traffic calming measures due to reductions in motor traffic speeds and motor traffic volumes. Lower motor traffic volumes will reduce conflict between different road users overall and will make it easier for people crossing the road to find a gap in traffic. This is likely to disproportionately benefit older people who may take longer to cross the road as a result of reduced mobility due to ageing.

5.15   Under 16s are most likely to use active travel modes (42 per cent) in Harrow and are therefore likely to disproportionately benefit from measures to deliver improved information and access to cycle training.

5.16   Changes to Controlled Parking Zones (CPZs) or introducing new CPZs is likely to have an impact on the availability of parking across the borough. In some cases, this may inadvertently restrict parking access around key services such as GP surgeries. This could disproportionately negatively impact older people who are more likely to be reliant on private vehicles for everyday travel. CPZs can also increase the likelihood of 'front garden parking', which involves new footways crossovers being installed, creating uneven surfacing which can be more difficult to navigate for some users.

5.17   However, CPZs could also provide priority access for residents so it's easier for them to park near your home. This is likely to disproportionately benefit those who rely on their private car for mobility.

Disability

5.18   Disabled people with mobility impairments are likely to disproportionately benefit from road safety and traffic calming measures, including reductions in motor traffic speeds and motor traffic volumes. Lower motor traffic volumes will reduce conflict between different road users overall and will make it easier for people crossing the road to find a gap in traffic. This is likely to disproportionately benefit disabled people with reduced mobility who may take longer to cross the road.

5.19   Disabled adults often feel less safe than non-disabled adults using active travel modes in a quite street close to home and using public transport on their own.[11] Of those in Harrow, 34 per cent walk and cycle, while 27 per cent use public transport. Measures designed to improve personal safety, such as improved lighting and CCTV coverage are therefore likely to disproportionately benefit disabled people.

5.20   Mobility impairments constitute 65 per cent of disabilities among Harrow residents. Those with mobility impairments are more likely to rely on a private vehicle or taxi for everyday travel needs. Private vehicles are the most common mode of travel (48 per cent) among people with a long-term health problem or disability in Harrow. Measures to implement bus-only restrictions may disproportionately negatively impact disabled people. These impacts would take the form of potential restrictions around to-door access, potential increased vehicle journey times and potential reduction in taxi circulation.

5.21   Changes to Controlled Parking Zones (CPZs) or introducing new CPZs is likely to have an impact on the availability of parking across the borough. In some cases, this may inadvertently restrict parking access around key services such as GP surgeries. This could disproportionately negatively impact disabled people who are more likely to be reliant on private vehicles for everyday travel. CPZs can also increase the likelihood of 'front garden parking', which involves new footways crossovers being installed, creating uneven surfacing which can be more difficult to navigate for some users, especially disabled people with mobility impairments.

5.22   However, CPZs could also provide priority access for residents so it's easier for them to park near your home. This is likely to disproportionately benefit those who rely on their private car for mobility.

5.23

Pregnancy and maternity

5.24   Pregnant women are likely to disproportionately benefit from road safety and traffic calming measures, including reductions in motor traffic speeds and motor traffic volumes. Lower motor traffic volumes will reduce conflict between different road users overall and will make it easier for people crossing the road to find a gap in traffic. This is likely to disproportionately benefit pregnant women who may have reduced mobility due to their condition.

5.25   Pregnant women are likely to be disproportionately impacted by the same CPZ-related issues as older people and disabled people, due to reduced mobility.

Race

5.26   Improvements to road safety will disproportionately benefit racial or ethnic groups who are more likely to walk or cycle in Harrow (39 per cent of people identifying as 'White'), as well as those who are more likely to use public transport (as most public transport journeys start or ends on foot or cycle).

Sex

5.27   Females in Harrow are more likely to walk or cycle than males and are therefore likely to disproportionately benefit from road safety measures involving reductions in motor vehicle

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[11] **Perceptions of personal safety and experiences of harassment, Great Britain - Office for National Statistics**

traffic. Lower motor traffic volumes will reduce conflict between different road users overall, making it easier for pedestrians to cross the road.

5.28   Males are more likely to be killed or seriously injured in road traffic accidents in Harrow across all age groups than females. This means males are likely to disproportionately benefit from road safety and traffic calming measures which are intended to reduce the number of road traffic collisions in the borough.

5.29   Females are reported to be 10 per cent more likely to feel unsafe using public transport than males[12]. Research from Transport for London showed that females are half as likely to say that they are 'not at all worried' about personal safety on public transport (14 per cent) than males[13]. Measures to improve personal safety, including improvements to lighting, CCTV and working with London Metropolitan Police are likely to disproportionately benefit females.

Sexual orientation and gender reassignment

5.30   Research from Transport for London shows that LGBTQIA+ Londoners are significantly more likely than heterosexual Londoners to have experienced unwanted sexual behaviour while using public transport in London, and that overall fears about abuse and/or intimidation can have a greater effect on the travel behaviours on LGBTQIA+ Londoners. Measures to improve personal safety, including improvements to lighting, CCTV and working with London Metropolitan Police are likely to disproportionately benefit those who identify as LGBTQIA+.

Suggested action(s) to be taken

- **Considerations during Control Parking Zone reviews**: When reviewing the operation of Controlled Parking Zones (CPZs) and installing new CPZs, considerations should be given on the need of the intervention, plus the impact it might have on accessing key services and amenities within the affected areas for people with protected characteristics. The mitigate against the potential negative impacts of front garden parking, it is recommended that policies are reviewed (and introduced if necessary) to discourage applications for footway crossovers.
- **Targeted engagement:** ensure that older people, disabled people, and pregnant women are engaged during the development of any bus-only schemes. This will enable Harrow to capture the views and feedback of these groups and assess overall impacts.

3.   Vibrant town centres and communities

5.31   Pleasant town centres and streets will reflect the needs of users, while delivering the efficient movement of goods and services to people and businesses. Future development will be designed to enable and encourage sustainable travel.

Protected characteristics likely to be disproportionally impacted

- Age
- Disability
- Pregnancy and maternity

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[12] **https://rss.onlinelibrary.wiley.com/doi/abs/10.1111/rssa.12558**

[13] **Travel in London: Understanding our diverse communities 2019 (tfl.gov.uk)**

Summary of potential impacts

Age and disability

5.32   Older people and disabled people are particularly vulnerable to loneliness and social isolation[1415]. Measures to revitalise public and community spaces such as town centres will encourage greater interaction between members of the community. This will likely disproportionately benefit these groups.

5.33   Older people and disabled people are likely to experience reduced mobility and disproportionately benefit from measures designed to improve public spaces, including in new developments, by adding places to rest. This will particularly benefit individuals with reduced stamina.

5.34   Older people and disabled people are more likely to experience mobility impairments and reduced mobility and are more likely to rely on a private vehicle or taxi for everyday travel needs. Measures to reduce overall maximum parking standards are likely to disproportionately negatively impact members of these groups who are not Blue Badge Holders.

Pregnancy and maternity

5.35   Pregnant women are likely to experience reduced mobility and lower stamina due to their physical condition. Therefore, they are likely to disproportionately benefit from measures designed to improve public spaces by adding places to rest.

Suggested action(s) to be taken

- **Monitoring and evaluation:** Ensure that robust monitoring and evaluation plans are developed for all schemes. This will allow Harrow to establish the knock-on impacts of these on traffic, as well as travel by other modes. These will provide valuable data for learning and evolving these schemes over time.

4.   An accessible and inclusive network

5.36   Streets and transport networks will be more accessible and facilitate safer movement for all users. Pedestrian areas with be free from obstruction, allowing unimpeded access for all user types and public transport will be step-free wherever possible. The public realm will accommodate all users and new transport proposals will consider the needs of all.

Protected characteristics likely to be disproportionally impacted

- Age
- Disability
- Pregnancy and maternity

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[14] **https://www.nhs.uk/mental-health/feelings-symptoms-behaviours/feelings-and-symptoms/loneliness-in-older-people/**

[15] **Disability, well-being and loneliness, UK - Office for National Statistics (ons.gov.uk)**

Summary of potential impacts

Age

5.37   Under 16s walk and cycle in Harrow more than any other age group (41 per cent) and are likely to disproportionately benefit from improvements to active travel infrastructure, including cycle routes and cycling facilities.

5.38   Older people are more likely to experience reduced mobility due to ageing. Therefore, they are likely to disproportionately benefit from schemes to improve step-free access across existing and future developments, public spaces and public transport assets, as well as from reduced street clutter.

5.39   Older people are more likely to rely on a private vehicle or taxi for their everyday mobility. Those aged over 60 in Harrow are more likely to use a private vehicle (50 per cent) than other modes of travel. Measures to reallocate on-street parking towards active travel infrastructure may disproportionately negatively impact older people reliant on to-door access, as it may force them to park in less accessible and less convenient locations.

Disability

5.40   Disabled people who have mobility impairments will disproportionately benefit from schemes to improve step-free access across existing and future developments, public spaces and public transport assets. Disabled people who use wheelchairs or mobility scooters are also likely to disproportionately benefit from measures to reduce street clutter, as this is likely to provide greater clearance for movement in public spaces.

5.41   Measures to review placement of Blue Badge bays and relocate these to more accessible locations will disproportionately benefit all disabled people who are Blue Badge holders (of the 48% of disabled people in Harrow that use private vehicles), and especially those with mobility impairments. This is likely to improve door-to-door access to key services and destinations.

5.42   Measures to reallocate on-street parking towards active travel infrastructure may likewise disproportionately negatively impact disabled people reliant on to-door access, as it may force them to park in less accessible and less convenient locations.

Pregnancy and maternity

5.43   Pregnant women are likely to experience reduced mobility due to their physical condition, while new parents with prams are likely to require increased clearance while navigating public spaces and cannot effectively navigate environments with steps. Both groups are likely to disproportionately benefit from schemes to improve step-free access across existing and future developments, public spaces and public transport assets. New parents with prams are also likely to disproportionately benefit from measures to reduce street clutter, as this is likely to provide greater clearance for movement in public spaces.

5.44   Pregnant women are more likely to rely on a private vehicle or taxi for everyday travel needs due to their physical condition. Measures to reallocate on-street parking towards active travel infrastructure may disproportionately negatively impact pregnant women reliant on to-door access, as it may force them to park in less accessible and less convenient locations.

Suggested action(s) to be taken

- **Targeted engagement:** Ensure that older people, disabled people and pregnant women in particular are engaged with during the design phase of schemes, particularly around the reallocation of on-street parking. This will allow Harrow to capture feedback of these groups, which can ultimately lead to better suited and better used schemes.
- **Monitoring and evaluation:** Ensure that robust monitoring and evaluation plans are developed for all schemes. This will allow Harrow to establish the knock-on impacts of these on traffic, as well as travel by other modes. These will provide valuable data for learning and evolving these schemes over time.

5.   Sustainable, low carbon travel for people, goods, and services

5.45   Public transport, active travel and micro-mobility infrastructure will be improved and prioritised. Passenger, goods, and servicing vehicles will become electrified, and deliveries will be coordinated to improve sustainability.

Protected characteristics likely to be disproportionally impacted

- Age
- Disability
- Pregnancy and maternity
- Race

Summary of potential impacts

Age

5.46   Both young and old age groups are disproportionately vulnerable to poor air quality and pollution. For older people, exposure to high levels of air pollution can lead to a range of long-term health problems, while children may suffer from reduced lung development. Measures which facilitate the transition to electric vehicles for individuals, businesses and the Council are likely to disproportionately benefit these groups as they lead to direct reductions in tailpipe emissions on the roads.

5.47   Younger people are more likely to disproportionately benefit from improvements to public transport and active travel infrastructure. Those aged under 16 are most likely to walk or cycle (42 per cent), while those aged 16-24 are most likely to use public transport (35 per cent).

Disability

5.48   Measures which facilitate the transition to electric vehicles and consequently help to reduce tailpipe emissions on the roads, are likely to disproportionately benefit disabled people who are particularly vulnerable to air pollution and/or those reporting stamina or breathing impairments.

Pregnancy and maternity

5.49   Measures which facilitate the transition to electric vehicles and consequently help to reduce tailpipe emissions on the roads, are likely to disproportionately benefit pregnant women. Polluted air is harmful for babies in the womb and can cause premature birth or low birth weight – both factors are associated with higher infant mortality. Furthermore, new-born babies, babies in prams and children are more vulnerable to breathing in polluted air than adults due to their airways being in development.

Race

5.50   Improvements to public transport, such as bus priority schemes, will disproportionately benefit racial or ethnic groups who are more likely to use public transport in Harrow (53 per cent identifying as 'Gypsy or Irish Traveller' and 51 per cent identifying as 'Black or Black British). Likewise, improvements to active travel infrastructure is likely to disproportionately benefit racial or ethnic groups who are more likely to walk or cycle in Harrow (39 per cent of people identifying as 'White').

Suggested action(s) to be taken

- **Monitoring and evaluation:** Ensure that robust monitoring and evaluation plans are developed for all schemes. This will allow Harrow to establish the knock-on impacts of these on traffic, as well as travel by other modes. These will provide valuable data for learning and evolving these schemes over time.
- **Prioritisation of interventions:** Prioritising interventions which lead to air quality improvements in areas with the worst recorded air quality, as well as areas with higher proportions of disabled, older and younger people, will help the Council to reduce disproportionate impacts of poor air quality and deliver more equitable distribution of interventions across Harrow.

6.   Decarbonised transport and awareness of the climate emergency

5.51   Residents and businesses will have wider and more easily accessible options for using decarbonised transport, as well as increased awareness of how to respond to the climate emergency through campaigns and programmes. Transport infrastructure will be designed to withstand extreme weather where possible.

Protected characteristics likely to be disproportionally impacted

- Age
- Disability
- Pregnancy and maternity
- Race

Summary of potential impacts

Age and disability

5.52   Both young and old age groups are disproportionately vulnerable to poor air quality and pollution. For older people, exposure to high levels of air pollution can lead to a range of long-term health problems, while children may suffer from reduced lung development. Disabled people reporting stamina or breathing impairments are also likely to disproportionately impacted. Measures to reduce idling and facilitate behaviour change away from using private vehicles are likely to reduce tailpipe emissions on the roads and disproportionately benefit these groups. Measures to inform young people about the climate emergency and air quality will also help to educate them on the dangers of air pollution, providing the knowledge to avoid most polluted routes when moving across the borough.

5.53   Younger people use active travel (42 per cent of Under 16s) and public transport (35 per cent of 16-24s) more than other age groups and will benefit disproportionately from increased climate and weather resilience of transport infrastructure assets than other age groups.

Pregnancy and maternity

5.54   Measures which reduce idling and facilitate behaviour change away from using private vehicles are likely to reduce tailpipe emissions on the roads, and disproportionately benefit pregnant women. Polluted air is harmful for babies in the womb and can cause premature birth or low birth weight – both factors are associated with higher infant mortality. Furthermore, new-born babies, babies in prams and children are more vulnerable to breathing in polluted air than adults due to their airways being in development.

 Race

5.55   Increase climate and weather resilience of active travel and public transport infrastructure assets is likely to disproportionately benefit racial or ethnic groups that are more likely to use these modes. In Harrow 53 per cent identify as 'Gypsy or Irish Traveller' and 51 per cent identifying as 'Black or Black British use public transport. Likewise, 39 per cent of people identifying as 'White' use active travel modes.

Suggested action(s) to be taken

- **Targeted engagement:** Ensure that groups which suffer disproportionately from poor air quality are engaged with during the design phase of schemes. In doing this, the Council will make sure that they collect the opinions of more hard-to-reach groups, which may often suffer more acutely from air pollution. It is recommended that the Council uses air quality data and mapping to inform decisions of where engagement should take place.
- **Monitoring and evaluation:** Ensure that robust monitoring and evaluation plans are developed for all schemes. This will allow Harrow to establish the knock-on impacts of these on traffic, as well as travel by other modes. These will provide valuable data for learning and evolving these schemes over time.

8.   Reduced inequality and local, sustainable economic growth

5.56   A better-connected sustainable transport network will provide more equitable access to key destinations and services. Improvements to the transport network will make it easier to move around the borough and across London, increasing opportunities for employment and training.

Protected characteristics likely to be disproportionally impacted

- Age
- Disability
- Pregnancy and maternity
- Race

Summary of potential impacts

Age

5.57   Older people who do not have access to a private vehicle may benefit from simpler and easier journeys using active travel and public transport modes. Older people are more likely to experience reduced mobility due to ageing and are consequently likely to see additional transfers between buses and trains, and indirect walking/cycling routes as greater barriers. Therefore, older people are likely to disproportionately benefit from measures designed to

improve direct access to essential services and key opportunities by public transport and active travel modes.

5.58   Older people are more likely to experience reduced mobility due to ageing and are more likely to rely on a private vehicle or taxi for everyday travel needs. Those aged over 60 in Harrow are more likely to use a private vehicle (50 per cent) than other modes of travel. Measures to limit private vehicle traffic in local centres is likely to disproportionately reduce accessibility for this group to the amenities provided at these locations.

Disability

5.59   Disabled people who do not have access to a private vehicle may benefit from simpler and easier journeys using active travel and public transport modes. Those who have mobility impairments are likely see transfers between buses and trains, and indirect walking/cycling routes as greater barriers than those without. Likewise, those with visual or learning impairments are likely to disproportionately benefit from clearer and better signposted routes.

5.60   Public transport or lack thereof can be a key enabler or barrier to accessing employment opportunities. In 2018, 18 per cent of those who were unemployed turned down a job or decided not to apply due to problems with transport[16]. This is particularly exacerbated for disabled people, who may have even more limited travel options due to mobility impairments. Therefore, measures that provide better access to employment and educational opportunities are likely to disproportionally benefit disabled people.

5.61   According to the 2021 Census, there were 8,406 people disabled people (under the Equality Act) living in households without access to a car or van in Harrow. These people are likely to disproportionately benefit from measures designed to improve direct access to essential services and key opportunities by public transport and active travel modes.

5.62   Those with mobility impairments are more likely to rely on a private vehicle or taxi for everyday travel needs. Private vehicles are the most common mode of travel (48 per cent) among people with a long-term health problem or disability in Harrow. Measures to limit private vehicle traffic in local centres is likely to disproportionately reduced accessibility for this group to the amenities provided at these locations.

Pregnancy and maternity

5.63   Pregnant women who do not have access to a private vehicle may benefit from simpler and easier journeys using active travel and public transport modes. Pregnant women are more likely to experience reduced mobility and lower stamina due to their physical conditions, and consequently likely to see additional transfers between buses and trains, and indirect walking/cycling routes as greater barriers. Therefore, pregnant women are likely to disproportionately benefit from measures designed to improve direct access to essential services and key opportunities by public transport and active travel modes.

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[16] **https://www.health.org.uk/evidence-hub/transport/social-exclusion/difficulties-in-job-searching-due-to-problems-with-transport#:~:text=Transport%20problems%20can%20act%20as%20a%20barrier%20to%20employment&text=Transport%20problems%20include%20long%20commuting,job%20opportunities%20and%20income%20potential**.

5.64   Pregnant women are more likely to rely on a private vehicle or taxi for everyday travel needs due to their physical condition. Measures to limit private vehicle traffic in local centres is likely to disproportionately reduce accessibility for this group to the amenities provided at these locations.

Race

5.65   Measures designed to improve direct access to essential services and key opportunities by public transport and active travel are likely to disproportionately benefit the racial and ethnic groups that are more likely to use these modes. In Harrow 53 per cent identify as 'Gypsy or Irish Traveller' and 51 per cent identifying as 'Black or Black British use public transport. Likewise, 39 per cent of people identifying as 'White' use active travel modes.

Suggested action(s) to be taken

- **Targeted engagement**: Ensure that older people, disabled people and pregnant women in particular are engaged with during the design phase of schemes. This will allow Harrow to capture feedback of these groups, which can ultimately lead to better suited and better used schemes.
- **Monitoring and evaluation:** Ensure that robust monitoring and evaluation plans are developed for schemes, in particular to do with roadspace reallocation. This will allow Harrow to establish the knock-on impacts of these on traffic, as well as travel by other modes. These will provide valuable data for learning and evolving these schemes over time.
- **Action plan:** Work closely with TfL and other stakeholders to draft action plans for stations and stops where accessibility and connectivity to key services and amenities may be particularly poor. This will allow for a robust approach to deliver 'quick wins' in the most problematic areas, will tangible benefits delivered in short timescales.

9.   Digital technologies facilitate seamless journeys

5.66   Increased use of digital technology and systems across transport networks will enable more seamless journeys. Residents and businesses will benefit from improved internet connectivity at home and in town centres.

Protected characteristics likely to be disproportionally impacted

- Age
- Disability

Summary of potential impacts

Age

5.67   Older people are likely to disproportionately not feel the benefits of measures designed to increase digital access to information and improve digital transport services. In the UK, 25% of people aged 65 and over do not use the internet[17] and as such do not have access to online real-time passenger information, wayfinding apps and travel-related services. Older people

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[17] **https://www.ageuk.org.uk/our-impact/programmes/digital-skills/#:~:text=25%25%20of%20people%20aged%2065,platforms%20that%20keep%20people%20connected**.

risk being disproportionately negatively impacted by the need to rely on physical information provision.

Disability

5.68   Disabled people are likely to disproportionately not feel the benefit of measures designed to increase digital access to information and improve digital transport services. In 2017, 56 per cent of adult internet non-users were disabled, much higher than the proportion of disabled adults in the UK population[18] and as such do not have access to online real-time passenger information, wayfinding apps and travel-related services. This group risks being disproportionately negatively impacted by the need to rely on physical information provision.

Suggested action(s) to be taken

- **Support digitally excluded residents:** ensure that Harrow targets all digitally excluded groups with support programmes, making sure that all affected residents have the opportunity to learn how to use digital transport services.
- **Provide physical alternatives:** continue investing in alternatives to digital transport services, such as paper timetables at bus stops to ensure that those who cannot or do not want to use digital services are still able to effectively navigate the borough's transport system.

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https://www.ons.gov.uk/peoplepopulationandcommunity/householdcharacteristics/homeinterneta ndsocialmediausage/articles/exploringtheuksdigitaldivide/2019-03-04#what-is-the-pattern-of- internet-usage-among-disabled-people

6 Action Plan

6.1   Table 6.1 overleaf, presents an action plan for each of the suggested actions identified within this EqIA.

6.2   For each action, an action owner has been identified who will be responsible for ensuring that the action is progressed. Furthermore, timescales are outlined to assist with monitoring of this document.

6.3   Note – this chapter will be completed as the final step before issuing the EqIA. We will ensure that each suggested action is assigned an owner, as well as a timescale for implementation and monitoring.

Table 6.1: Action Plan

Strategy Priority	Protected characteristic impacted	Action required/comments	Action owner	Timescale
1.				
2.				
3.				
4.				
5.				
8.				
9.				

Control Information

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