

ROYAL BOROUGH OF KINGSTON
Local Implementation Plan 3 – xxxxx 2019

FULL EQUALITIES IMPACT ASSESSMENT FORM B

Function being assessed:

The Council's Highways and Transport Service are the authority responsible for the preparation and submission of the boroughs Local Implementation Plan (LIP). The LIP is a statutory document prepared under Section 145 of the Greater London Authority (GLA) Act. It sets out how the Council proposes to deliver the Mayors Transport Strategy (MTS), published in March 2018, in the borough as well as contributing to other local and sub-regional goals.

This Equalities Impact Assessment (EqIA) assesses the potential implications of draft LIP - incorporating the council's proposed long-term transport interventions up to 2041; three-year indicative Programme of Investment for 2019/20 to 2021/22; and detailed delivery plan for 2019-20 - on each of the equality target groups within the Borough.

The need to undertake an EqIA arises from Section 149 of the Equality Act 2010 which introduces a 'general duty on all public sector bodies to have regard to the following considerations in the exercise of their functions – i.e. eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act; advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; and foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

Is this a new function or a review of an existing function?

The preparation of, and submission of LIPs is an existing function.

The Council has now produced the Third LIP, covering the same period as the MTS (to 2041). It sets out long term transport objectives for the borough over the next 20 years; a three-year programme of investment and delivery proposals starting in 2019/20; and a more detailed delivery plan for the 2019/20 financial year. When finally adopted, the Third LIP it will supersede the council's second LIP introduced in 2011.

Under the GLA Act 1999, the borough of is required to produce a Local Implementation Plan (LIP) setting out the Council's proposals for delivering the Mayor's Transport Strategy (MTS)¹ published in March 2018. LIPs must also contribute to the broader aims of the London Plan, other Mayoral Strategies and relevant borough priorities.

What are the aims/purpose of the function?

For the purposes of this EqIA the function is the preparation and submission of the boroughs LIP, which as highlighted above sets out how the Council proposes to deliver the Mayors Transport Strategy (MTS).

The key messages for LIP 3 are achieving the MTS goals of creating Healthy Streets and Healthy People, good Public Transport experience and new homes and jobs. When considering how we propose to do this we must be mindful of those residents who have the above protected characteristics

An EqIA is defined by the Equality and Human Rights Commission as “a tool that helps public authorities make sure their policies, and the ways they carry out their functions, do what they are intended to do for everybody”. EqIAs help local authorities to identify potential sources of discrimination against specific equalities groups arising from their policies or operations and take appropriate steps to address them. This can also highlight opportunities to promote equalities and make a positive contribution to improving quality of life for local communities.

The [Public Sector Equality Duty](#) ensures public bodies play their part in making society fairer by tackling discrimination and providing equality of opportunity for all. It requires public bodies to work towards:

- eliminating unlawful discrimination, harassment and victimisation
- advancing equality of opportunity between people who share a protected characteristic and those who do not
- fostering good relations between people who share a protected characteristic and those who do not

This means ‘consciously thinking’ about equality issues and the influence of any decisions on Council policies, services and functions.

Protected characteristics, in relation to our duties, include:

- age
- disability
- gender reassignment
- pregnancy and maternity
- race (including ethnic or national origin, colour, nationality or caste)
- religion or belief (including lack of belief)
- sex (men and women)
- sexual orientation
- marriage and civil partnership (only in respect of unlawful discrimination)

Is the function designed to meet specific needs such as the needs of minority ethnic groups, older people, disabled people etc?

Within the LIP there are 9 key outcomes that TfL are seeking to measure boroughs against, in terms of the MTS direction of travel. These are listed below:

Outcome 1: London's streets will be healthy and more Londoners will travel actively

Outcome 2: London's streets will be safe and secure

Outcome 3: London's streets will be used more efficiently and have less traffic on them

Outcome 4: London's streets will be clean and green

Outcome 5: The public transport network will meet the needs of a growing London

Outcome 6: Public transport will be safe, affordable and accessible to all

Outcome 7: Journeys by public transport will be pleasant, fast and reliable

Outcome 8: Active, efficient and sustainable travel will be the best option in new developments

Outcome 9: Transport investment will unlock the delivery of new homes and jobs

Whilst none of the Outcomes listed above make specific reference to meeting the needs of any of the groups covered by the protected characteristics, it is a fundamental part of any scheme proposed for introduction on the highway that they undergo the appropriate audit process. Traditionally this has involved the Road Safety Audit process, which not only assess layouts in terms of safety from a modal perspective, but it also assesses layouts from the mobility impaired perspective. In more recent times this process has been enhanced by carrying out more detailed mobility and accessibility audits, principally on bigger schemes but with the advent of the Healthy Streets agenda this now forms a key part of scheme development. Officers are also aware of and give consideration to Department for Transport's 'Inclusive Transport Strategy - Improving Access for Disabled People'.

When the LIP 3 Spending Plans for 2019/20 were submitted to the Environment and Sustainable Transport Committee for consideration in September 2018, a report was on behalf of KCIL's Access and Mobility Committee to highlight some specific issues that are important to older and disabled people when navigating the public realm, and accessing places and spaces. The report highlighted the concerns around movement in public realm areas, the use of tactile paving, appropriate lighting levels and considering Disability Awareness as part of the Behaviour Change programme. As highlighted above, the majority of the concerns raised are already a key part of the development of highway schemes, and officers have agreed to meet and work with KCIL's Access and Mobility

Committee moving forwards.

Officers will carefully consider what opportunities may arise for disability awareness to be dovetailed into our programme but we are currently producing videos to promote considerate road use by all road users, including use of bus boarders and shared use/spaces, and will continue to do so in future years.

It is further highlighted, that for many years now the Highways and Transport service area have facilitated a quarterly Traffic Management Liaison Group forum, where interested stakeholders from the transport operators (buses/trains/taxis/Police) and mobility groups (KCIL/KAB/LDP) come together to discuss these very matters.

What information has been gathered on this function? (Indicate the type of information gathered e.g. statistics, consultation, other monitoring information)? Attach a summary or refer to where the evidence can be found.

Kingston has one of the lowest populations in London, excluding the City of London, but the population of the borough has been growing in recent years and it is expected to continue to increase for the foreseeable future.

Key Statistics

Kingston Estimated Borough Population in 2013 162,167, which is now estimated to be 174,600, so has seen a significant increase in recent years, when compared assessments on Population Projection - Percentage increase 2011 to 2031 10.4%

Age group with the largest percentage change in population 2011 to 2031 65 and over (+39.7%)

Source: Greater London Authority (GLA) 2012-Round SHLAA Standard Fertility Population Projections
GLA Population Estimates for 2013

The population projections from the GLA estimated the population of the borough to be 162,167 in 2013. A breakdown of the population by age and gender is shown in the table below.

Note that these figures are not counts but estimates rolled forward from the 2011 Census, based on assumptions about the number of births and deaths, migration and housing capacity.

Kingston's population is expected to increase by 10.4% between 2011 and 2031, with the largest increases in population amongst those aged 65 and over. The GLA predicts the number of 20-39 year olds, currently the largest age group in the borough, will stay about the same.

Age Group Projected percentage change in population 2011 to 2031 65 and over +39.7%

Source: GLA 2012-Round SHLAA Standard Fertility Population Projections
Age

Like the rest of London, Kingston has a relatively young population and fewer older people compared to the rest of the country. Most of the population is aged between 20 and 39, with a particularly high number of 20-24 year olds due to the large student population attending Kingston University.

Over 65's make up a relatively small proportion of the population (20,358 people or 12.7% of the population), compared to 16.4% in England and 11.1% in London.

Population (mid-2017 est.)

• Total	174,600
• Rank	109th (of 326)
• Density	4,700/km ² (12,000/sq mi)
• Ethnicity⁽¹⁾	63.1% White British
	1.7% White Irish
	0.1% White Gypsy or Irish Traveller
	9.6% Other White
	0.8% White & Black Caribbean
	0.4% White & Black African
	1.6% White & Asian
	1.1% Other Mixed
	4% Indian
	1.9% Pakistani
	0.6% Bangladeshi
	1.8% Chinese
	8.1% Other Asian
	1.6% Black African
	0.6% Black Caribbean
	0.2% Other Black
	1.5% Arab
	1.2% Other

Ethnicity

Between 2001 and 2011, the proportion of Kingston's population that came from Black, Asian and Minority Ethnic (BAME) groups rose from 15.5% to 25.5%. The Greater London Authority (GLA) expects this proportion to rise to 28% by 2023. The younger population is even more ethnically diverse: the GLA estimate that 33% of 0-19 year olds came from BAME groups in 2011. The 2011 Census

also gave us information on the main languages spoken in the borough: the top five are English (83.6%), Tamil (1.7%), Korean (1.7%), Polish (1.3%) and Arabic (1%).

Disability

The majority of Kingston residents reported that they were in good health on Census day in 2011, a greater majority than in London or England. 52.7% of Kingston residents stated they were in very good health, compared to 0.8% in very bad health. Out of 348 Local Authorities in England & Wales, Kingston had the tenth highest percentage of people stating they were not affected by a health problem or disability on a daily basis.

Roughly one in eight residents stated that their day-to-day activities were limited a lot (5.4%) or a little (7.1%) by a long-term health problem or disability, including those related to old age. This is lower than the London and England averages. A similar proportion of people to 2001 (8.3%) are providers of unpaid care (to family, friends, neighbours etc.).

Does your analysis of the information show different outcomes for different groups (higher or lower uptake/failure to access/receive a poorer or inferior service)? If yes, indicate which groups and which aspects of the policy or function contribute to inequality?

Every effort is made to ensure that all of the groups within the protected characteristics has equal opportunity to take part in and contribute to the delivery of schemes that are being delivered across the borough. The consultation processes that are in place are regularly reviewed, to look back at the results received and assess how the process might be adapted if necessary.

It has been identified that there are pockets of higher densities of Korean and Tamil speaking populations in the New Malden/Old Malden areas, and efforts are made to ensure that language barriers are overcome, as wide ranging consultations show these groups are difficult to engage with. As such there are no specific aspects which contribute to any inequality.

As identified above the scheme development process seeks to identify issues and concerns that may impact on people with mobility impairments, whether they might be physical or visual – or both. Some of the more regular issues that are raised by these groups relate to public transport, however the borough does not directly fund, manage or control any public transport services, but the seeks to secure service improvements from Transport for London and other operators. Kingston works closely with TfL and partners in developing schemes and strategies to ensure public transport is well catered for within the Borough.

The quarterly Traffic Management Liaison Group meetings offer representatives from those groups to raise any concerns directly with public transport operators and allows the borough to support and lobby those groups on their behalf.

Are these differences justified (e.g. are there legislative or other constraints)? If they are, explain in what way.

There are no apparent explanations for why the Korean and Tamil populations are difficult to reach, and where consultations are undertaken in those areas efforts are made to identify specific points of contact within the communities who may be able to assist in sharing the borough's information and explaining the proposals.

What action needs to be taken as a result of this Equality Impact Assessment to address any detrimental impacts or meet previously unidentified need? Include here any reasonable adjustments for access by disabled people. Include dates by which action will be taken. Attach an action plan if necessary.

There needs to be a repeated effort as part of any consultation with those difficult to reach communities, such that everyone has the opportunity to take part in scheme development, and to be able to influence the decision making process.

When will you evaluate the impact of action taken? Give review dates.

It is understood that the new Administration is undertaking a review of how the Neighbourhoods operate and how we, as a Council, engage and communicate with our customers. This review will be happening over the next couple of months, and colleagues from Highways and Transport will feed directly into that process, and the points raised above will be shared with other Service areas to see if there are Lessons Learned from them, or if shared thinking can identify better ways of working.

Assessment completed by:

NAME: Ian Price, Team Leader Strategy and Commissioning

SERVICE: Highways and Transport Shared Service

DATE: 12 November 2018

Please send your completed assessment to your service head. A copy should then be sent to the Equality Adviser.