

## F1457 A1 Equality Impact Assessment (EqIA) form

N.B: the completed form should be emailed to the [Diversity and Inclusion team](#)

<b>Project * Programme Strategy Policy*</b>	A41 Finchley Road (Hendon Way to College Crescent) Bus Priority Scheme/TfL Bus Priority Programme as part of the Mayor's Transport Strategy
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<b>Accountable</b>	Job Title*	
	Signature	Date

<b>Produced By</b>	Job Title: Principal Sponsor	
	Signature	Date: 31/07/2019

<b>Reviewed By</b>	Job Title:	
	Signature	Date: 31/07/2019
	Job Title: Director of Diversity, Inclusion & Talent	
	Signature	Date: Thursday 23 <sup>rd</sup> January 2020

<b>Document History</b>	Version	Date	Summary of changes
	0.1	24/04/2019	First draft (Internal Comments)
	0.2	03/07/2019	Second draft (Internal Comments)
	0.3	31/07/2019	Finalised for Consultation

\* Delete as appropriate (the Accountable person should always be at least one management level higher than the Responsible person).



<b>Project Related Documents</b>	Doc No.	Document title	Relevant Section(s) of this Document



## Step 1: Clarifying Aims

### Q1. Outline the aims/objectives/scope of this piece of work

#### Introduction

The way people travel around London is constantly changing. We need to have a public transport system that adapts to varying demand, while supporting economic growth and allowing Londoners to live, work and enjoy life in the Capital. Buses play a unique role in the life of London. They are the most accessible form of public transport and they provide the widest and densest network of travel options for distances that are too long to walk or cycle. Good reliable bus services are fundamental to how our customers move around the city.

The bus network is crucial to London's continued economic and social development and will be vital in meeting the Mayor's Transport Strategy target of 80 per cent of journeys being made using sustainable transport options by 2041. In 2016, the Mayor introduced the Hopper fare which has already helped millions of passengers make affordable bus journeys across London. The Hopper fare allows Londoners to make multiple journeys within one hour at no extra cost.

Our customers are now finding that they have new travel options that are quicker, easier and more accessible when compared to their existing bus journeys. The change in bus use affects Camden and the map below illustrates how many people are using our buses and how this has changed considerably during the period 2014/15 – 2017/18.

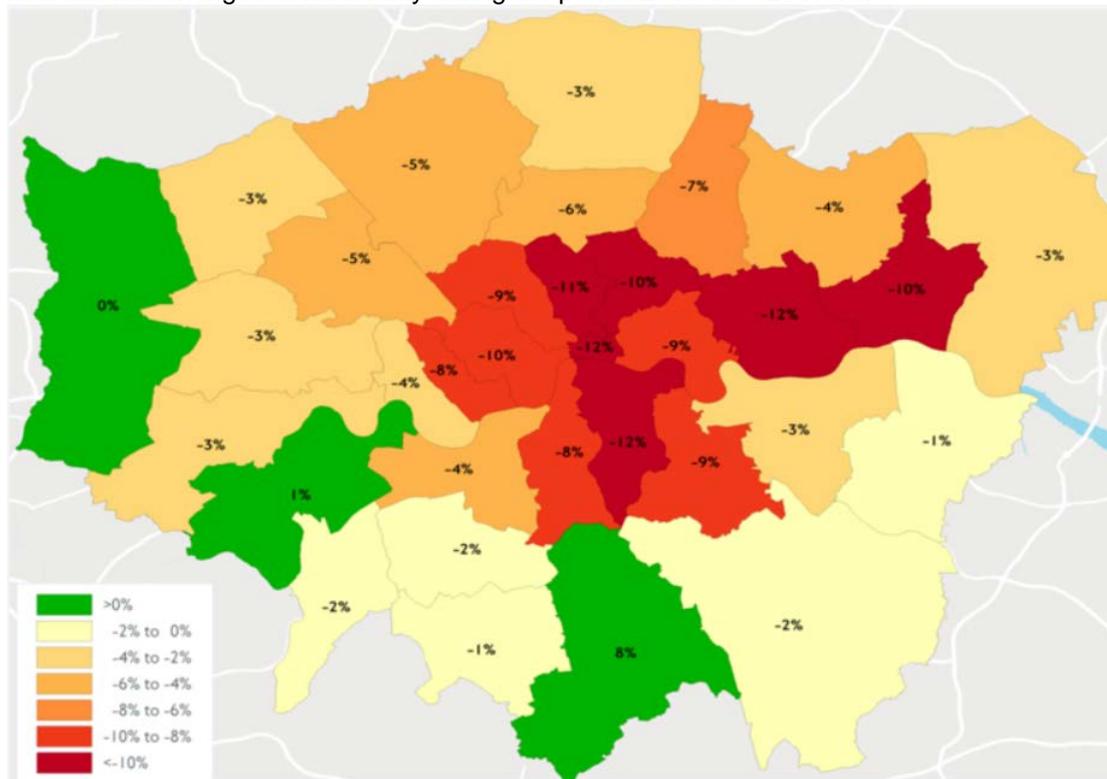


Figure 1: Change in Bus Capacity Utilisation from 2014/15 to 2017/18

Our proposals are part of TfL's Bus Priority Programme. This programme of work forms part of the Mayor of London, Sadiq Khan's plan for Healthy Streets. This is a long-term vision to encourage more Londoners to walk, cycle and use public transport, by making London's streets healthier, safer and more welcoming. We are working together with the London Boroughs of Camden and Barnet to deliver these proposals.

## **Scheme Objectives**

We aim to implement bus priority measures at key locations on affected routes to return the expected waiting time (EWT) to 0.5 minutes and maintain customer satisfaction at its current level against a backdrop of increasing congestion and population growth. We aim to generate journey time savings for bus passengers, increased number of bus passengers and possibly operational cost savings for buses. Also, we are focused on minimising impacts on other modes and where possible, benefits to other modes will be provided.

More specifically, the benefits of this scheme are associated with bus journey time savings in the northbound direction of the A41 Finchley Road corridor. The existing pedestrian facilities at the A41 Finchley Road/Hendon Way junction will be upgraded as well. We provide our proposed interventions in detail, as below.

## **Bus Priority Measures**

### **Our Proposals**

#### **A41 Finchley Road/Hendon Way Junction**

We propose to convert the existing staggered crossing into a straight across crossing and to introduce pedestrian countdown displays at this location. The central island on Finchley Road would be modified to allow for the introduction of a right turn pocket for traffic. This would ensure that traffic travelling southbound from Finchley Road into Hendon Way can do so without blocking the junction. The central island on Hendon Way would also be widened to reduce the existing pedestrian crossing distance and provide more space for pedestrians.

#### **A41 Finchley Road/Fortune Green Road Junction**

We propose to ban the left turn from Finchley Road northbound into Fortune Green Road and remove the left turn slip road. This will allow the northbound bus lane to be extended to the main junction, improving bus progression and providing a more convenient and safer layout for vulnerable road users.

The existing left turn slip road will be converted to footway space, providing an opportunity to improve public realm and creating more space for pedestrians. We are still exploring the details of how the space would look.

#### **Bus Lane Operational Hours (Northbound Direction – Hilgrove Road to Fortune Green Road)**

The existing northbound bus lane hours are Monday to Friday 4pm to 7pm, apart from the bus lane between Goldhurst Terrace and Canfield Gardens which is 24/7. We propose to change this to Monday to Saturday 7am to 10am and 4pm to 10pm. This will result in improved journey times and reliability for buses. As now taxis, motorcycles and pedal cyclists can use the bus lane.

The current 24/7 bus lane between Goldhurst Terrace and Canfield Gardens is also proposed to be converted to Monday to Saturday 7am to 10am and 4pm to 10pm. This is to provide clarity and consistency in the area and these hours are the most impactful for buses.

#### **Stopping Restrictions and Loading Hours (Northbound Direction – Hilgrove Road to Fortune Green Road)**

To align with the planned new bus lane hours, we propose to amend the single red line controls. The existing stopping restrictions are from Monday to Saturday 7am to 7pm.

We propose to extend these to Monday to Saturday 7am to 10pm. This will keep bus lanes clear and free flowing until 10pm.

Parking bay hours will be changed to 10am – 4pm no return within 1 or 2 hours, in order to fit in between the AM and PM Peaks for the bus lane.

For the two loading boxes located outside No 139, 151, 279 Finchley Road and the O2 Centre, currently a 20-minute duration loading is permitted between 7am and 4pm (Monday to Saturday). To improve bus operation in the morning peak, we propose to reduce this loading period to between 10am to 4pm Monday to Saturday. Blue badge holders would continue to be able to use these bays albeit with the reduced permitted times.

### **Traffic impacts**

The scheme will deliver journey time improvements to buses travelling northbound on Finchley Road. We expect the impacts of these changes on general traffic to be minimal.

### **Pedestrian Benefits**

The existing left turn slip towards Fortune Green Road will be converted to footway space, providing more space to pedestrians.

Additionally, pedestrian countdowns will be introduced at the A41 Finchley Road/Hendon Way junction, enhancing pedestrian comfort and safety.

## Q2. Does this work impact on staff or customers? Please provide details of how.

The aim of this project is to reduce bus journey times and enhance bus reliability in the northbound direction of the A41 Finchley Road corridor from College Crescent to Hendon Way.

### **Staff**

The proposed works are not expected to have any impact on staff.

### **Customers**

**Pedestrians:** Pedestrians will benefit from the upgraded pedestrian facilities at the A41 Finchley Road/Hendon Way junction as well as the additional footway space at the A41 Finchley Road/Fortune Green Road junction because of the proposed banned left turn. The construction phase may slightly increase the pedestrian distances in the short term because of the temporary routes.

**Cyclists:** Cyclists will benefit from the extended bus lane at the A41 Finchley Road/Fortune Green junction. The proposed banned left turn at the same junction will enhance cyclist safety and may encourage a more diverse community to cycle as well. Cyclists might be impacted during the construction in the short term. This is because of the construction activities and therefore the need of closing part or full of the carriageway during construction. Diversion routes for cyclists will be proposed during the construction phase.

**Bus Passengers:** Bus routes may be diverted during the construction works. This will affect bus passengers on those routes as well as residents, businesses and tourists within the area. In the long term, the bus journey time savings of the proposed interventions are 40 seconds per bus in the northbound direction.

**Motorists:** Private vehicle drivers and passengers will be impacted during construction in the short-term. This is because of the construction activities and therefore the need of closing part or full of the carriageway during construction. Following implementation of the project there will be a 4 seconds increase for traffic in the northbound direction.

**Motorcyclists:** Motorcyclists will be impacted in a similar way to car users during construction. This is because of the construction activities and therefore the need of closing part or full of the carriageway during construction. Following implementation of the project there will be a 4 seconds increase for traffic in the northbound direction.

**Taxi/Private Hire Vehicles:** Taxis and private hire vehicles and passengers will be impacted during construction in the short-term. This is because of the construction activities and therefore the need of closing part or full of the carriageway during construction. Following implementation of the project there will be a 4 seconds increase for traffic in the northbound direction. Diversion via Weech Road is recommended because of the banned left turn at the A41 Finchley Road/Fortune Green Road junction.

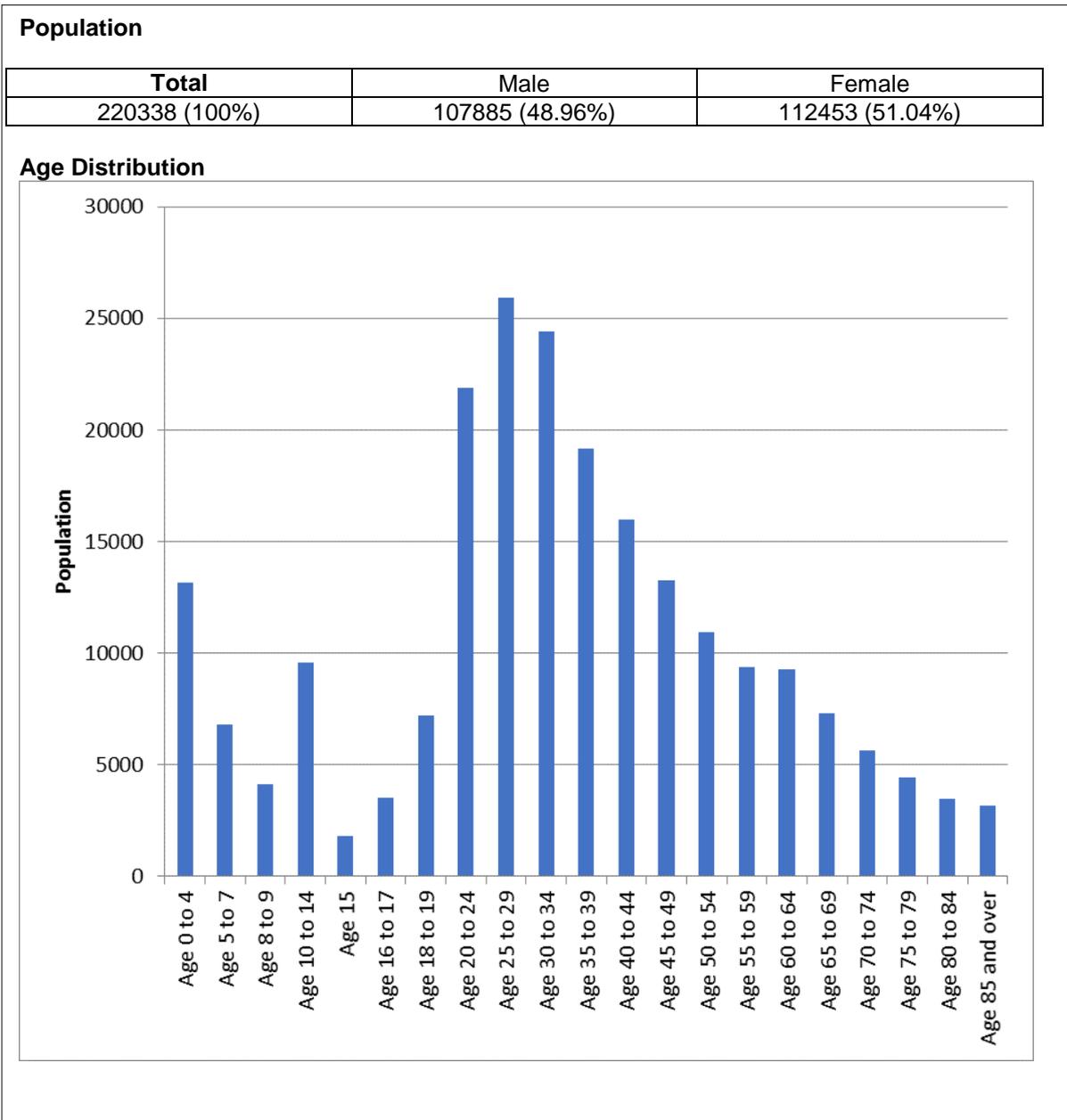


## Step 2: The Evidence Base

**Q3. Record here the data you have gathered about the diversity of the people potentially impacted by this work. You should also include any research on the issues affecting inclusion in relation to your work**

Consider evidence in relation to all relevant protected characteristics;

- Age
- Disability including carers<sup>1</sup>
- Gender
- Gender reassignment
- Marriage/civil partnership
- Other – refugees, low income, homeless people
- Pregnancy/maternity
- Race
- Religion or belief
- Sexual orientation



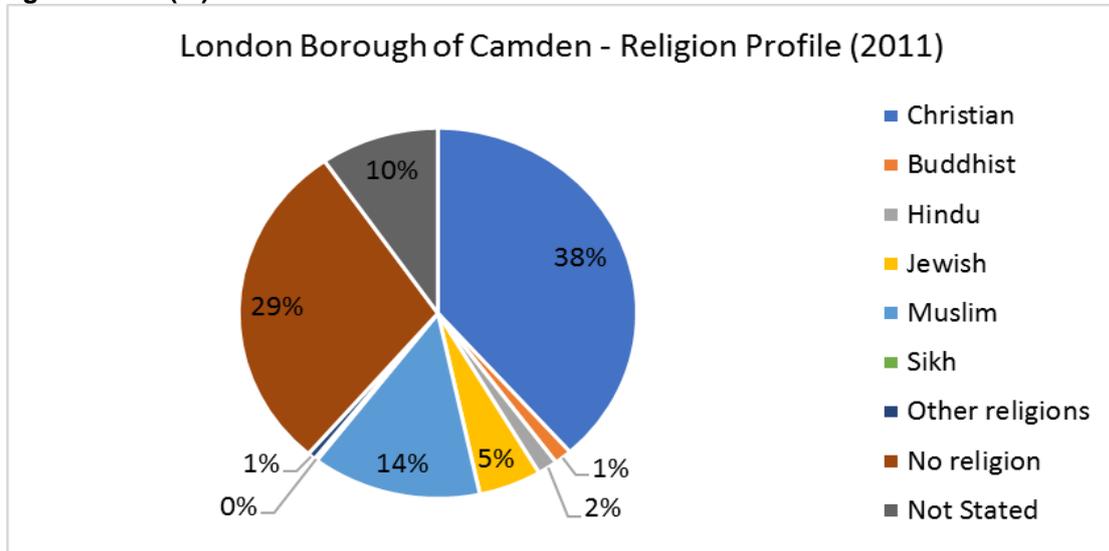
<sup>1</sup> Including those with physical, mental and hidden impairments as well as **carers** who provide unpaid care for a friend or family member who due to illness, disability, or a mental health issue cannot cope without their support



**Ethnicity Profile (%)**

- White 61.6%
- Asian 11.6%
- Black 11.6%
- Mixed/Other 15.3

**Religion Share (%)**



Schools	No. of Schools	No. of Pupils
Nursery	1	107
Primary	42	11,942
Secondary	10	10,038
Special	5	589
Pupil Referral Units (PRUs)	4	134
Independent	33	9,808

**Language Mix**

30% of Camden's usual residents were born outside the UK and European Union. English is not the main language for 23% of people, though the clear majority (86%) said they spoke English either 'very well' or 'well'.



## Step 3: Impact

**Q4. Given the evidence listed in step 2, consider and describe what potential short, medium- and longer-term negative impacts this work could have on people related to their protected characteristics?**

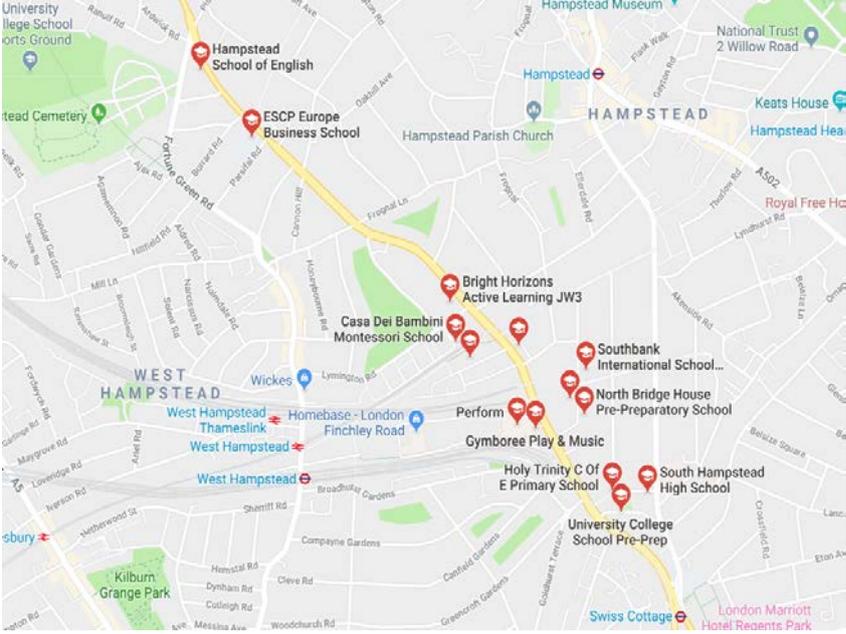
Protected Characteristic		Explain the potential negative impact
<b>Age</b>	<b>Y</b>	In the medium-long term, no negative impacts are predicted. In the short term, there may be some confusion for elderly users arising during the construction phase. During the construction phase, it is also likely that some footway may become narrow or blocked, therefore having a negative impact on parents with children and buggies due to reduced footway space.
<b>Disability including carers</b>	<b>Y</b>	In the medium-long term, no negative impacts are predicted. In the short term, there may be some negative impacts and confusion for those with learning disabilities or other impairments due to the nature of change and disruption caused during construction. For example, those with autism may be adversely affected due to the noise pollution, unfamiliar activities and increased commotion during the construction phase. During the construction phase, it is also likely that some footway may become narrow or blocked, therefore having a negative impact on those with mobility impairments and carers having to navigate wheelchairs or mobility scooters with reduced footway space.
<b>Gender</b>	<b>N</b>	No negative impact predicted.
<b>Gender reassignment</b>	<b>N</b>	No negative impact predicted.

<b>Marriage/civil partnership</b>	<b>N</b>	No negative impact predicted.
<b>Other – e.g. refugees, low income, homeless people</b>	<b>Y</b>	In the medium-long term no negative impacts are predicted. In the short term, a diverse population mix has been identified in Step 2 whereby residents may have limited English language skills and could have difficulty in understanding our proposals.
<b>Pregnancy/maternity</b>	<b>N</b>	No negative impact predicted.
<b>Race</b>	<b>N</b>	No negative impact predicted.
<b>Religion or belief</b>	<b>N</b>	No negative impact predicted.



<p><b>Sexual orientation</b></p>	<p><b>N</b></p>	<p>No negative impact predicted.</p>
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**Q5. Given the evidence listed in step 2, consider and describe what potential positive impacts this work could have on people related to their protected characteristics?**

Protected Characteristic		Explain the potential positive impact
<p><b>Age</b></p>	<p><b>Y</b></p>	<p>For the elderly population, the installation of PCaTS as well as the conversion of the staggered crossing to straight across will reduce confusion while increasing their comfort levels and perceptions of safety as they navigate around the junction.</p> <p>The location of the scheme in proximity to local school will benefit young people with faster and more reliable access to schools.</p>  <p>The map shows the Hampstead area in London, highlighting several educational institutions and landmarks. Key locations include the Hampstead School of English, ESCP Europe Business School, Hampstead Parish Church, and various primary and secondary schools such as Casa Dei Bambini Montessori School, Bright Horizons Active Learning JW3, Southbank International School, North Bridge House Pre-Preparatory School, Holy Trinity C of E Primary School, South Hampstead High School, and University College School Pre-Prep. The map also shows the West Hampstead Thameslink station and the Royal Free Hospital.</p>



<b>Disability including carers</b>	<b>Y</b>	This work will have a positive impact on those with impaired mobility as footways will benefit from significant footway buildout. This makes the footway area at the A41 Finchley Road/Fortune Green Road junction more spacious and pleasant from those waiting to cross, and easier to move around if you use a wheelchair or walking aid.
<b>Gender</b>	<b>N</b>	No impact predicted.
<b>Gender reassignment</b>	<b>N</b>	No impact predicted.
<b>Marriage/civil partnership</b>	<b>N</b>	No impact predicted.
<b>Other – e.g. refugees, low income, homeless people</b>	<b>Y</b>	Low income people are also more reliant on public transport, particularly buses, than other groups. The scheme will enhance bus reliability and journey times for this group.
<b>Pregnancy/maternity</b>	<b>Y</b>	This work will have a positive impact on those with young children as footways will benefit from significant footway buildout and the conversion of the staggered crossing to straight across at the A41 Finchley Road/Hendon Way junction. It will be much easier to move around if you are trying to navigate with a buggy and with young children.



<b>Race</b>	<b>N</b>	No impact predicted.
<b>Religion or belief</b>	<b>Y</b>	The scheme will provide reduced journey times and enhanced reliability to the churches, mosques and synagogues along and close to Finchley Road.
<b>Sexual orientation</b>	<b>N</b>	No impact predicted.



## Step 4: Consultation

### Q6. How has consultation with those who share a protected characteristic informed your work?

List the groups you intend to consult with or have consulted and reference any previous relevant consultation? <sup>2</sup>	If consultation has taken place what issues were raised in relation to one or more of the protected characteristics?
Members of Parliament	<p>Consultation has not yet taken place. Following the formal public consultation, the EQIA will be updated to reflect relevant consultation responses from the listed groups.</p>
Councillors	
Members of the Transport Committee	
Residents	

<sup>2</sup> This could include our staff networks, the Independent Disability Advisory Group, the Valuing People Group, local minority groups etc.



**Q7. Where relevant, record any consultation you have had with other projects / teams who you are working with to deliver this piece of work. This is really important where the mitigations for any potential negative impacts rely on the delivery of work by other teams.**

Engagement has already taken place internally with the following stakeholders:

- TfL Buses – Support;
- TfL Projects and Programmes Delivery – Support;
- TfL Traffic Design Engineering – Support;
- TfL Traffic Signals - Support; and,
- TfL Safety Audit – No objections raised.



## Step 5: Informed Decision-Making

### Q8. In light of the assessment now made, what do you propose to do next?

Please select one of the options below and provide a rationale (for most EqIAs this will be box 1). Please remember to review this as and when the piece of work changes

<p><b>1. Change the work to mitigate against potential negative impacts found</b></p>	<p><b>This option has been selected as potential negative impacts have been found and mitigations have been put in place.</b></p>
<p><b>2. Continue the work as is because no potential negative impacts found</b></p>	
<p><b>3. Justify and continue the work despite negative impacts (please provide justification)</b></p>	
<p><b>4. Stop the work because discrimination is unjustifiable and no obvious ways to mitigate</b></p>	



## Step 6: Action Planning

**Q9. You must address any negative impacts identified in step 3 and 4. Please demonstrate how you will do this or record any actions already taken to do this. Please remember to add any positive actions you can take that further any positive impacts identified in step 3 and 4.**

Action	Due	Owner
<p>During the construction phase it is likely that some footways may become narrow or blocked, therefore having a negative impact on those with mobility impairments, carers, and parents with children and buggies due to reduced footway space.</p> <p><b>Special care will be given during the construction phase, through engagement with the contractors to ensure that enough space is provided, and mitigations are put in place wherever possible. Temporary step free route (no longer than 20m) to be provided as well as temporary signs. Diversion routes for cyclists to be provided. Temporary signals and, if needed, ramps suitable for wheelchair users will be installed as well. The contractor's construction management team should ensure that the area is well lit and safe during the construction phase.</b></p>	October 2019	Contractor's construction management team
<p>Diverse population mix identified whereby residents may have limited English language skills and could have difficulty in understanding our proposals and what's going to be changed.</p> <p><b>Ensure that consultation materials are available in different languages and ensure that this is made clear to residents through the engagement process.</b></p>	October 2019	Local Communities & Partnerships



## Step 7: Sign off

<b>Signed Off By</b>	<b>EQIA Author</b>	
	Signature	Date: 31/07/2019
	<b>EQIA Superuser</b>	
	Signature	Date
	<b>Senior accountable person</b>	
	Signature	Date
	<b>Diversity &amp; Inclusion Team Representative</b>	
	Signature	Date

