Step 1: Clarifying Aims

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

Following the results of a collision study which was carried out along the A10 from Amhurst Road to Shoreditch Triangle in August 2016, Dalston Junction (ie the junction between Kingsland Road and Balls Pond Road) was identified as a significant collision hotspot. Known in the study as Cluster Site 12, it had one of the highest collision rates (17 collisions) among all 23 sites and now falls under the Safer Junction Portfolio – accelerated for build by May 2020.

The objective is to improve road safety and reduce collisions; to improve the environment for pedestrians and cyclists; and to maintain bus journey time reliability.

This scheme will address the Safe and Active Mayors Transport Strategy (MTS) indicators by reducing the risk of collisions, increasing pedestrian and cycling safety and improving the pedestrian and cyclist environment in terms of confidence, perception and satisfaction. The junction is located right next to Dalston Junction Overground Station so the scheme will also be improving pedestrian Accessibility at this high footfall location (including access for those with protected characterises).

Proposals include banning the left turn from Dalston Lane to Kingsland Road except for buses and cycles, banning the left turn from Kingsland High Street to Dalston Lane except for cycles, adding a cycle feed-in lane on Kingsland High Street, significant footway buildout, imprinted crossing points and a raised pedestrian crossing on Dalston Lane.

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

This work will have a positive impact on the way all footway users, including those with impairments, can navigate around the junction by reducing the crossing distances, widening the crossing widths, imprinting the crossing points, significantly building out the footway and implementing all-around pedestrian phase signalling with audible warnings. This will significantly improve the pedestrian environment including pedestrian perceptions, safety and experiences, while also helping to reduce the desire to cross informally which currently poses a safety risk for all road users.

This work will have a positive impact on the way cyclists navigate around the junction by installing a new cycle feed in lane on Kingsland High Street and banning two left turns which reduces the risk of left hook collisions.

In general, this work will have a positive impact on bus passengers. Improvements are being delivered to passengers and buses serving stop G on Dalston Lane by significantly building out the footway and moving the existing bus stop to a more suitable position, reducing the risk of informal crossing and reducing the risk of sudden braking on buses which helps to reduce the risk of incidents occurring on the bus (a common trend identified in the collision study).

Removal of the underutilised roadspace to facilitate pavement build out on Kingsland High Street may have a minor negative impact by increasing bus journey times for routes 67, 76, 149, 243 and 488 due to reduced road space. Removal of the underutilised roadspace to facilitate pavement build out on Dalston Lane may have a similar impact by increasing bus journey times for routes 30, 38, 56, 242 and 277 due to reduced road space.

This work will have a positive impact on those who are visually impaired through the installation of audible warnings on all crossing points. Currently this does not exist at the junction, therefore making it difficult to know when to cross if you cannot see the green man (especially with other pedestrians regularly crossing informally on the red man).

This work will have a positive impact on families and those with children by imprinting the crossing points, this makes clear which zones have pedestrian priority and encourages young children to keep within the colourful zone. It also helps to trigger a change in driver perceptions, alerting them to pedestrians in the immediate and surrounding area and therefore improving safety for all pedestrians. The raised pedestrian crossing on Dalston Lane will also help to deliver these benefits.

During the construction phase this work is likely to have a negative impact on people with disabilities such as autism due to unfamiliar change, loud noises and increased commotion. Similarly, such changes and increased activity may lead to confusion among the elderly population, or those with reduced language skills.

During the construction phase, it is also 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.

This work may have a negative impact on London Overground staff at Dalston Junction station by increasing their workload as they may get queries from members of the public

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and will have to spend time answering questions and giving guidance regarding the works, particularly during the construction phase.

Care will be given to ensure that mitigations are put in place wherever possible to address all negative impacts caused by this work.

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[1]
- Gender
- Gender reassignment
- Marriage/civil partnership

- Other – refugees, low income, homeless people
- Pregnancy/maternity
- Race
- Religion or belief
- Sexual orientation

Sources: 2011 census Hackney demographics and Dalston ward profile, London Borough of Hackney statistics.

The 2011 Census estimated Hackney's population at 246,300, an increase of 43,500 (21%) since the 2001 Census. Hackney's population is likely to increase to 298,438 people by 2031. Dalston had a population of 10,359 at the 2001 census and 11,281 by 2016. It has a very diverse population mix with high representation of Black or Black British African (12%) and Caribbean (10.3%), as well as Turkish, Kurdish, Asian or Asian British, Indian and Bangladeshi.

Hackney is a young borough with 25% of its population under 20. The proportion of residents between 20-29 years has grown in the last ten years and now stands at 23%. People aged over 55 make up only 15% of the population.

Nearly half of all Hackney households rent from a social landlord. They tend to have higher unemployment and lower average incomes than people living in other tenures. Over 20,000 new homes are expected to be built in the borough from in the next 15-20 years, with Brownswood and Dalston wards in the West, Hoxton, Haggerston and De Beauvoir in the South, Hackney Central ward and Wick ward in the East expected to see the biggest growth.

Hackney remains the second most deprived local authority in England on the Government's Indices of Multiple Deprivation and all of the wards are in the top ten percent most deprived in the country. Dalston itself is 21st most deprived ward out of 621 wards in London (2013), it has a 10% higher proportion of dependant children receiving tax credit in lone parent families and 10% higher proportion of dependant children receiving tax credit in lone parent families compared to Hackney Borough as a whole. Dalston's figure of 10% long term unemployed has remained unchanged over 13 years.

In 2011 there were 177,918 young carers aged 5-17 in England and Wales with 2,629 carers aged under 24 years in Hackney.

Just over 35,000 people in Hackney identify themselves as disabled or with a long term

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[1] 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

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limiting illness and nearly a quarter of households contain at least one disabled person. The most prevalent impairments among children under 16 are learning difficulties, language impairments, emotional and behavioural difficulties, physical impairments and autistic spectrum issues. Mental Health is likely to be the most prevalent impairment among working age people followed by physical impairment, learning difficulties and sensory impairments such as visual or hearing impairments, The most common impairments amongst older people appear to arise from hypertension, diabetes, cancer, heart, respiratory, and eye conditions. Estimates vary, but the number of people currently living with Dementia in Hackney is likely to range from 500-770 people.

Dalston has a strong night-time economy and therefore a higher percentage of night-time economy users are likely to pass through this area late at night or early in the morning to access buses and taxis or the night tube running from Dalston Junction Overground Station.

Local groups/communities within the immediate area include:
- Holy Trinity Primary School
- Zeeba Day Care Centre
- Shiloh Pentacostal Church
- Dalston CLR James Library
- Dalston Eastern Curve Community Garden

These groups will be engaged during the consultation process to ensure that local communities are well informed and understood throughout the process.

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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
Age	Y	**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.**
Disability including carers	Y	**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.**
Gender	N	**No negative impact predicted.**

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Gender reassignment	**N**	**No negative impact predicted**
Marriage/civil partnership	**N**	**No negative impact predicted**
Other – e.g. refugees, low income, homeless people	**Y**	**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 local residents may have limited English language skills and could have difficulty in understanding our proposals and what's going to be changed.**
Pregnancy/maternity	**N**	**No negative impact predicted**
Race	**N**	**No negative impact predicted**

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Religion or belief	N	No negative impact predicted
Sexual orientation	N	No negative impact predicted

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
Age	Y	This work will have a positive impact on families and those with children by imprinting the crossing points, this makes clear which zones have pedestrian priority and encourages young children to keep within the colourful zone. Similarly for the elderly population, having obvious crossing points helps to reduce confusion while increasing their comfort levels and perceptions of safety as they navigate around the junction.
Disability including carers	Y	This work will have a positive impact on those with impaired mobility as footways will benefit from significant footway buildout, crossing points are increased in width and reduced in length. This makes the footway area more spacious and pleasant from those waiting to cross, and easier to move around if you use a wheelchair or walking aid. This work will have a positive impact on those who are visually impaired through the installation of audible warnings on all crossing points. Currently this does not exist at the junction, therefore making it difficult to know

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		when to cross if you cannot see the green man (especially with other pedestrians regularly crossing informally on the red man).
Gender	N	No impact predicted.
Gender reassignment	N	No impact predicted.
Marriage/civil partnership	N	No impact predicted.
Other – e.g. refugees, low income, homeless people	N	No impact predicted.
Pregnancy/maternity	Y	**This work will have a positive impact on those with young children as footways will benefit from significant footway buildout, crossing points are increased in width and reduced in length. This makes the footway area more spacious and pleasant from those waiting to cross – much easier to move around if you are trying to navigate with a buggy and with young children.**

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Race	N	No impact predicted.
Religion or belief	N	No impact predicted.
Sexual orientation	N	No impact predicted.

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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?[2]	If consultation has taken place what issues were raised in relation to one or more of the protected characteristics?
	Consultation has not yet taken place. This is being planned for June 2019 The following local groups and stakeholders will be engaged: - Holy Trinity Primary School - Zeeba Day Care Centre - Shiloh Pentacostal Church - Dalston CLR James Library - Dalston Eastern Curve Garden - Hackney People Frist - National Autistic Society - Royal National Institute of Blind People - Disability Rights UK - NHS - Hackney People Frist - Hackney Cycling Campaign - London Cycling Campaign - London Fire Brigade Service - Met Police - Freight Transport Association - London Travel Watch - Hackney Council - Ward Members - Members of the Transport Committee

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[2] This could include our staff networks, the Independent Disability Advisory Group, the Valuing People Group, local minority groups etc.

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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 with the following stakeholders:

- London Borough of Hackney
- City Hall
- TfL Buses
- TfL Network Management
- TfL Walking
- TfL Equality & Accessibility

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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

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

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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
Possible negative impacts identified for reduced bus journey times due to removal of underutilised road space. **Ensure buses are thoroughly engaged and that the potential impacts are investigated by Network Performance.**	**01/04/19**	**Network Performance**
Possible negative impacts identified for Dalston Junction Overground tube staff as members of the public may approach them to ask about what is happening at the junction and how to navigate it, particularly during construction phase. Will may cause extra work and hassle for the staff. **Ensure station staff have been well informed in advance of the works and are provided with contact details for the public.**	**01/12/19**	**Projects and Programmes**
Diverse population mix identified whereby local residents may have limited English language skills and could have difficulty in understanding our proposals and what's going to be changed. **Ensure that consultation materials are available in different languages and ensure that this is made clear to local residents through the engagement process. Take the time to go door to door around local businesses and community groups so proposals can be explained in person and spread through local communities by word-of-mouth.**	**01/06/19**	**Local Communities & Partnerships**

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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. **Special care will be given during the constriction phase, through engagement with the contractors at Kier, to ensure that sufficient space is provided and mitigations are put in place wherever possible.**	**01/12/19**	**Projects and Programmes**

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