



## Equality Impact Assessment (EqIA) HR Form Initial Screening

### Introduction:

As part of our legal duties to eliminate unlawful discrimination, advance equality of opportunity and foster good relations between people who share a protected characteristic\* and those who do not, the Equality Impact Assessment (EqIA) provides a way of developing your strategy, project or policy, that considers the need of all employees.

The Initial Screening of your strategy, project or policy will assist in identifying any potential impact(s), and help in ensuring that the decisions involved in your strategy, project or policy are fair to all employees. For further information, see the Equality and Human Rights Commission (EHRC) website, please [click here](#)

**Please complete all four sections.** For guidance notes to support you, please see page 15

*\* Age, people with a disability, gender reassignment, gender, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sexual orientation.*

### Section one: Your strategy, project or policy.

#### Name of strategy, project or policy:

Provide the full name of your strategy, project or policy:

ST-PJ413 Wandsworth Town Centre Gyrotory Removal

**Person completing assessment:** Provide the full name, position and department of the person completing the form.

Mike O'Callaghan  
Senior Scheme Sponsor  
Road Space Management Sponsorship  
Catherine West  
Scheme Sponsor  
Road Space Management Sponsorship

#### Telephone number:

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page 1



## Section two: Assessment of impact(s)

- 1. What is the main purpose of the strategy, project, or policy?** Describe what your strategy, project, or policy aims to achieve. (As outlined in the strategy, project, or policy section of the business case)

A one-way system is in place to manage traffic at this major arterial intersection as it passes through the town centre. The traffic arrangements have a significant and negative impact on the town centre as a retail, education and commercial centre. The one-way system directs heavy westbound traffic flows through Wandsworth High Street in four lanes. The High Street area is particularly busy during peak times, causing severe severance and negating any sense of place. The noise, air pollution and noxious emissions that result further reduce the quality of the environment for pedestrians and residents. In addition the current road arrangements are confusing for bus users.

The principal business objectives for the project are:

- Remove through traffic from the town centre, principally by re-routing the A3 and A205 South Circular around to the north.
- Reduce traffic volume through the town centre by approximately 90%, leaving it free for buses, cyclists and servicing/local access traffic only;
- Significantly reduce severance and improve the ambience and environment of the main shopping areas in the town centre by widening footways, allowing informal crossing and reducing traffic-generated noise, pollution and visual intrusion;
- Rationalise bus services and bus stops in the town centre;
- Create a more cycle-friendly environment for Cycle Superhighway Route 8;
- Facilitate regeneration of the town centre and enhance the public realm.

- 2. List the main activities of the strategy, project, or policy (for strategies list the main policy areas):** Describe the key activities of the strategy, project, or policy. This should not just be a simple list of activities and should align with the business case for the strategy, project, or policy.

The key activities are as listed in 1 above. It is proposed to remove through traffic from the town centre to improve the local environment, aid regeneration and improve the urban realm.



As part of the works improved crossings and modernised signalling will be provided as well as significant ambience improvements such as high quality street furniture & lighting, trees and open spaces landscaped to a high quality

A map outlining the proposed changes is included in the appendix containing the Detailed Consultation document.

**3. Have you consulted on this strategy, project, or policy?** Describe who have been consulted both internally and/or externally in regards to the strategy, project, or policy. This should include the feedback from the consultation (where applicable) and the changes made because of this feedback.

Throughout the project TfL have been working closely with the LB of Wandsworth who are members of the project Working Group and Board. Ongoing engagement with key internal stakeholders has taken place. Two public consultations have been carried out to gather external views and were extensively advertised.

## **Consultation 1**

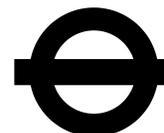
A six week consultation was held in November and December 2014 to test the overriding principles of the proposals. In that consultation the broad principles of changes in traffic flows were presented and gained an overall approval rating of 67%. Approximately 1,900 responses were received. Demographic questions were not included in the first consultation so there is no data breakdown available on the age, gender or disability status of respondents. This presents possible limitations in assessing the impact on different equality groups from the first consultation; however this data breakdown is available for the second consultation.

The consultation was mainly hosted online and a link to the consultation was emailed to key stakeholder groups and to a database of oyster card users who travel through Wandsworth. A leaflet was also produced which was distributed to all addresses in the area. Two drop in sessions were held to allow people to come and talk to the project team and find out more information. The general principle of the scheme was very well supported and of the responses received, 70% believed that the current traffic system was performing poorly and 61% felt that the removal of the gyratory system would improve how they used the town. 23% were against the proposals and 14% were undecided as they required further information on how the proposals would operate.

Consultation material was made available in a range of formats including Braille, audio and large font versions, as well as a translation service to other languages.

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A total of 34 responses were received from stakeholder groups, including a number of views from those with an equality focus or interest: Wandsworth Community Transport, St Mary's Church and West Hill Children's Centre.

Wandsworth Community Transport raised the following concerns:

- They believe that removal of the gyratory has benefits to them, but only if their minibuses are allowed to use the bus lanes. Local buses only will leave them with no priority over the rest of the traffic which, they say, is unfair for their elderly and disabled passengers.
- Their disabled passengers are often travelling for over an hour to get to Shopmobility, and any added time due to having to go the long way round the new system will be intolerable to people who are already frail and at the limit of their travelling endurance. Many are on medication and need regular toilet breaks, food or movement to avoid seizing up and stiffness.

Additionally, the Licensed Taxi Association raised some similar concerns in that:

- Taxis must continue to have full access to the town centre to provide for the needs of passengers who require a door to door service. In particular, this would include less ambulant, wheelchair bound or partially sighted people for whom the taxi trade provides a necessary service.

We will positively consider the detailed operational aspects, including taxi exemptions and whether Community Transport vehicles can use the bus lanes, as part of the ongoing design process.

West Hill Children's Centre response raised the following concerns:

- That York Road to Buckhold Road proposed routing would mean lots more traffic past the entrance to West Hill Children's Centre and the school. Measures would need to be taken to keep the children safe.

The traffic modelling analysis indicates that there will be no significant increase in traffic levels on surrounding roads. Traffic conditions before and after construction of the scheme will be closely monitored and we will work with Wandsworth Council to introduce measures to mitigate traffic flows in the unlikely situation where they do see a significant increase.

## Consultation 2

On 24 November 2015 the consultation on the detailed proposals commenced and closed on the 17 January 2016. Again the overall approval rating was 57% with 970 responses received. It is thought that the lower response rate for the detailed consultation is because a lot of people felt they had expressed their views at the previous consultation.

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Respondents were asked about their age, gender and disability status. A total of 694 respondents chose to confirm their age with over 50% of respondents aged 25-44 and 35% aged 45-64. Younger and older age groups were less well represented with 3% in the 16-24 age group and 8% aged over 65. There were 691 respondents who stated what gender they were with 64% male and 34% female, 2% preferred not to say. A total of 682 respondents stated whether or not they had a disability and 95% stated they did not have a disability whilst 2% did, an additional 3% preferred not to answer.

The consultation was mainly hosted online but detailed consultation information was available through a number of channels. Consultation information was provided on the TfL website and in a number of non-web formats with printed leaflets, plans, accompanying descriptions and response forms available on request by telephone, email or writing to FREEPOST TFL CONSULTATIONS. A link to the consultation was emailed to around 150 key stakeholders and to over 200,000 people on a database of oyster card users who travel through Wandsworth. We also produced a leaflet which was distributed to over 25,000 addresses in the area. We hosted three drop in sessions across the period at local locations to allow people to come and talk to the project team and find out further information.

The email which went out to Oyster card users for each consultation would not have included freedom pass holders, as this data is not held by TfL and was not available, or ZIP card users which may have meant an impact on the number of older, disabled and younger people receiving this alert. With regards to the ZIP card users, the email went out to the parent/guardian who applied for the ZIP card and schools were also informed about the consultation as part of the stakeholder email so young people were connected with in this way. Elderly or disabled groups would have had an opportunity to receive the information either through the stakeholder email (which included the above disability/elderly groups and associations) and would have had the opportunity to attend the drop in sessions. They would also have received a letter from TfL which was door dropped to a large area in both consultations.

The following stakeholders with an equality focus or interest were contacted by email to let them know about each consultation:

Greater London Forum for the Elderly  
The British Dyslexia Association  
Asian Peoples Disabilities Alliance  
Sutton Centre for Voluntary Sector  
Joint Mobility Unit  
MIND  
Sixty Plus  
Disabled Persons Transport Advisory Committee  
Living Streets  
Disability Alliance  
Stroke Association

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Joint Committee on Mobility of Blind and Partially Sighted People (JCMBPS)  
Action on Hearing Loss (formally RNID)  
National Children's Bureau  
London Older People's Strategy Group  
RADAR London Access Forum  
RNIB  
Age Concern London  
Campaign for Better Transport  
Age UK  
Sense  
Guide Dogs for the Blind Association  
Campaign for Better Transport

As a result of careful consideration of the comments and issues raised, the following changes will be incorporated into the proposals we consulted on (subject to further local consultation).

- Closing Barchard Street at the western end. This came following a number of residents expressing concern about potential rat running. Access for pedestrians and cyclists will be maintained
- Following comments received at the consultation events from local residents, additional parking bays have been included in the proposals for the western end of East Hill.
- We will remove the short section of westbound bus lane on Wandsworth High Street in order to allow traffic to turn left into Garret Lane. To protect the integrity of the project the right turn into Ram Street will be banned. The straight ahead movement is also banned as this section of carriageway is reserved for local buses, cyclist and black taxis only.
- We will consider the detailed operational aspects such as loading, parking, taxi exemptions as part of the ongoing design.

We plan to start work to introduce the scheme to Wandsworth town centre in 2018, subject to ongoing discussions with directly-affected landowners and securing all necessary permissions and approvals. We will continue to engage with stakeholders throughout Wandsworth in the build up to this, and will keep residents and road users informed of progress.

**4. Have you used any research to support your strategy, project, or policy?** Describe what research has been used to support the strategy, project, or policy and the effect of this research on the strategy/project/policy.

The following research and policies have been used to develop the scheme:

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## Wandsworth Council Planning Framework

The London Borough of Wandsworth have a long term aspiration to remove through traffic from the civic, commercial and retail centre of Wandsworth. The removal of the current gyratory system in Wandsworth Town Centre is LB Wandsworth's highest priority in their Local Development Plan, Infrastructure Development Plan and the Community Infrastructure Levy Regulation 123 List.

## A3 corridor research

## Strategy and Planning - Outcome Definition Study

## Prioritisation of Transforming Streets and Places Portfolio

The TS&P portfolio aims to tackle a number of the main locations and junctions on the network where existing or forecast congestion, road space competition or poor 'liveability' limits performance in relation to the 'links' and/or place function of the road network. The portfolio also addresses areas of planned growth and development to support the economic vitality of London. The portfolio includes schemes at some of the most high profile and important locations across London, as well as locations of significant local significance, such as Wandsworth town centre.

Evidence used in the development of designs for this scheme includes:

Traffic counts

Pedestrian counts

Cycling counts

Accident statistics

Bus user counts

Crime statistics

**5. Have you explained your strategy/project/policy to people who might be affected by it directly or indirectly?** Describe how the strategy, project, or policy will be communicated to staff and/or customers who are affected by the strategy, project, or policy.

As outlined in section 3 above, there has been a continued involvement with a number of key stakeholders and two public consultation have been held. In addition the Consultation website is regularly updated with progress made and changes to the design. Direct engagement with all affected stakeholders will commence approximately 9 months before construction commences.

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## **6. Who will be the main beneficiaries of the strategy, project, or policy?**

Describe who will significantly benefit from this strategy, project, or policy and explain why this is the case and complete table 1. (Please refer to the guidance notes on page 15 to assist in completing Table 1.)

As outlined in Section 1. above the benefits are realised by local residents and other road users of the area. Local residents and other users also benefit from enhancements to the urban realm and gaining access to shopping and commercial areas.

Pedestrians, cyclists, and public transport users will benefit from quieter roads in the town centre with increased footway space, high quality finishes and improved cycling facilities. People with mobility issues will especially benefit from high quality finishes, improved facilities and modernised signalling at crossing points. Pregnant women or those with buggies will also especially benefit from increased footway space and improved crossing facilities.



**Table 1 – Evidence of impact**

Protected Characteristic			
Age			
Demographics		London profile	TfL's profile
	Under 25	32.1%	2.5%
	Over 65	11.1%	1.2%
Impact rating please tick (✓)	Provide the evidence justifying the impact rating		
Positive Impact	✓	<p>The scheme seeks to improve access to and through the area which will improve the quality of life of local people in all age groups.</p> <p>The population of Wandsworth aged 65+ is 9% and just under the London average. The percentage of under 25s is also low compared to other London boroughs at 24%. There are three schools in the local area and their pupils, staff, parents will benefit from improved walking and cycling provision and improved crossings.</p> <p>The creation of a local centre is a positive element of the scheme as it brings activity, surveillance and ownership to the area and should be encouraged. The local environment will be enhanced by streetscape improvements consisting of wider footways constructed in high quality materials, improved lighting and street furniture such as benches, bollards and waste bins, extensive tree planting and the creation of open spaces. Urban realm street furniture will provide opportunity for those from all groups and ages to rest.</p> <p>Improved pedestrian crossings will be provided at eight locations and will address the existing crossing provision which is disconnected and does not always follow the most direct or popular routes, which can lead to pedestrians currently crossing the roads away from the crossings. Pedestrians in the High Street will benefit from improved access via the improve crossing facilities from the Southside Shopping Centre to the new development on the Ram Brewery site and the town hall and civic centre amenities.</p> <p>Rationalised bus stops will also benefit local users, the current arrangements for bus stops in the town centre can be confusing and through returning the roads to two-way working most bus routes would follow the same roads in both directions and make bus stops easier to find. This will avoid the current situation where bus stops for opposite directions are next to each other.</p> <p>All age groups in the neighbourhood will benefit from these improvements.</p>	

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<p><b>No Impact</b></p>	
<p><b>Negative Impact</b></p>	<p>Longer journey times to reach the town centre could be a potential negative impact for older people and reductions in parking, including for the local church, may also impact disproportionately on older people. We are working with the Church Council to ensure that parking is provided wherever possible. It transpires that the majority of services are held in the church at the top of West Hill. There is no feasible mitigation that can be made for the longer journey times however, the overall benefit will be a town centre that is free from through traffic, with a better quality environment designed for people movement and leisure. Following comments received at the consultation events from local residents additional parking bays have been included in the proposals for the western end of East Hill.</p> <p>West Hill Children's Centre raised concerns in the first consultation that the York Road to Buckhold Road proposed routing would mean lots more traffic past the entrance to West Hill Children's Centre and the school. The traffic modelling analysis indicates that there will be no significant increase in traffic levels on surrounding roads. Traffic conditions before and after construction of the scheme will be closely monitored and we will work with Wandsworth Council to introduce measures to mitigate traffic flows in the unlikely situation where they do see a significant increase.</p>

<p align="center"><b>Protected Characteristic Disabled People</b></p>		
<p><b>Demographics</b></p>	<p><b>London profile</b></p>	<p><b>TfL's profile*</b> number of employees who have declared</p>
	<p align="center"><b>17%</b></p>	<p align="center"><b>531*</b></p>
<p><b>Impact rating please tick(✓)</b></p>	<p><b>Provide the evidence justifying the impact rating</b></p>	
<p><b>Positive Impact</b></p> <p align="center">✓</p>	<p>Wandsworth has a relatively low proportion of disabled residents compared to other London boroughs with 11% disabled residents.</p> <p>The Wandsworth Town Centre scheme provides better connectivity and public realm, particularly in Wandsworth High Street with greater</p>	

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	<p>accessibility, which will improve the lives of disabled people in the area, as they can move with greater ease and sense of safety through the area.</p> <p>The works associated with the project will implement clear signage in line with Legible London standards and consider access routes for disabled people in negotiating areas where work is being carried out. Care will be taken to ensure that alternative routes are not isolated or poorly lit.</p> <p>There is an additional issue for disabled people in the impact of the final detailed design approaches. This level of detail will be defined during the next phase of work but during the Detailed Design phase consideration should be given to design ideas including significant changes to crossings, the introduction of street furniture and cycle storage and making pavements much wider and curved. These could have a tremendous positive impact for disabled people but if accessibility is not taken into account the impact could be negative.</p>
<p><b>No Impact</b></p>	
<p><b>Negative Impact</b></p>	<p>Wandsworth Community Transport raised a potential negative impact during consultation in that longer journey times will have for disabled passengers travelling for over an hour to get to Shopmobility, Any added time due to having to go the long way round will be intolerable to people who are already frail and at the limit of their travelling endurance. Our proposals would result in some general traffic journey times increasing, meaning a small number of vehicles would be expected to find alternative routes. The traffic modelling is indicating that there will be an overall reduction in 1% in journey times for the morning peak period and a 6% reduction in the afternoon peak period.</p> <p>The Licensed Taxi Association highlighted in their consultation response that taxis must continue to have full access to the town centre to provide for the needs of passengers that require a door to door service. In particular, this would include less ambulant, wheelchair bound, blind or partially sighted people for whom the taxi trade provides a necessary service.</p> <p>It is acknowledged that these are potential negative impacts and we will positively consider the detailed operational aspects, including taxi exemptions and whether Community Transport vehicles can use the bus lanes, as part of the detailed design process.</p>

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		NOTE: it has subsequently been decided to allow black taxis and mobility transport vehicles access to the central section of Wandsworth High Street – between Garrett Lane and Buckhold Road.
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<b>Protected Characteristic Gender Reassignment</b>		
<b>Demographics</b>	<b>London profile</b>	<b>TfL's profile</b>
		Equality and Human Rights Commission estimate London's population at 1,900 using numbers supplied by the NHS (Nov 2011).
<b>Impact rating please tick (✓)</b>	<b>Provide the evidence justifying the impact rating</b>	
<b>Positive Impact</b>	✓	<p>People who have undergone, or who are preparing to undergo gender re-assignment are likely to experience crime. The project design will set out to create a place and public realm which will offer a greater security to all users.</p> <p>The Crime and Disorder Assessment Rationale document addresses TfL's obligation under Section 17 of the Crime and Disorder Act with the aim of ensuring that consideration is made, in designing this project, for reducing the potential for crime and disorder. Further attention to this objective will be undertaken during the Detailed design stage.</p>
<b>No Impact</b>		
<b>Negative Impact</b>		

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Protected Characteristic Gender		
Demographics	London profile	TfL's profile
		51% (Female) 49% (Male)
Impact rating Please tick (✓)	Provide the evidence justifying the impact rating	
Positive Impact	✓	<p>Women are more likely to suffer from gender specific violence than men. The project design will set out to create a place and public realm which will offer a greater security to all users.</p> <p>The Crime and Disorder Assessment Rationale document addresses TfL's obligation under Section 17 of the Crime and Disorder Act with the aim of ensuring that consideration is made, in designing this project, for reducing the potential for crime and disorder. Further attention to this objective will be undertaken during the Detailed design stage.</p>
No Impact		
Negative Impact		

Protected Characteristic Marriage and Civil Partnership		
Demographics	London profile	TfL's profile
		Current not available
Impact rating	Provide the evidence justifying the impact rating	

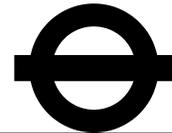
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please tick (✓)		
Positive Impact		
No Impact	✓	It is difficult to foresee what impact this will have on marriage and civil partnerships.
Negative Impact		

Protected Characteristic Pregnancy and Maternity		
Demographics	London profile	TfL's profile
	Figures not available	N/K
Impact rating please tick (✓)	Provide the evidence justifying the impact rating	
Positive Impact	✓	There are a number of elements of this scheme which are likely to have a positive impact on pregnant women or those with buggies, for example reducing overcrowding on the pavements, improving safety and improved crossing facilities.

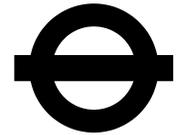
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No Impact		
Negative Impact	✓	The impact of some increased local journey times could be difficult for pregnant women or those with small babies.

Protected Characteristic Race (Ethnicity)			
Demographics	London's profile		TfL's profile
	40.2% (BAME) 59.8% (White)		27.8% (BAME) 72.2% (White)
Impact rating please tick (✓)		Provide the evidence justifying the impact rating	
Positive Impact			
No Impact	✓	The project design will set out to create a place and public realm which will offer an enhanced area for all users.	
Negative Impact			

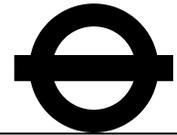
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Protected Characteristic Religion and Belief		
Demographics	London's profile	TfL's profile
		69.8%
Impact rating please tick (✓)	Provide the evidence justifying the impact rating	
Positive Impact		
No Impact	✓	The project design will set out to create a place and public realm which will offer an enhanced area for all users. The setting for All Saints Church, situated at the junction of the High Street and Wandsworth Plain will be enhanced by the works as the main entrance will be on a quiet road. There are also plans to landscape the grounds surrounding the church.
Negative Impact		

Protected Characteristic Sexual Orientation.		
Demographics	London's profile	TfL's profile
		N/K
Impact rating please tick (✓)	Provide the evidence justifying the impact rating	
Positive Impact		

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<p><b>No Impact</b></p>	<p>✓</p>	<p>The project design will set out to create a place and public realm which will offer a greater security to all users.</p> <p>The Crime and Disorder Assessment Rationale document addresses TfL's obligation under Section 17 of the Crime and Disorder Act with the aim of ensuring that consideration is made, in designing this project, for reducing the potential for crime and disorder. Further attention to this objective will be undertaken during the Detailed design stage.</p>
<p><b>Negative Impact</b></p>		



## Section three: Outcome of impact(s)

**8. What monitoring systems have been set up to carry out regular checks on the effects your strategy, project, or policy has on equality target groups.** Describe the monitoring processes that will be put in place to ensure that the equality effects of the strategy, project, or policy are measured and/or reported.

A Benefits Realisation exercise will be undertaken to evaluate and review project outcomes against the Business Case. The majority of this work will be undertaken during the year following completion. However, it should be noted that some of the work (e.g. requiring statistical measurement over several years) will not be available until later on.

Post-implementation customer research will be able to identify whether the scheme has improved the travel experience of Equality Target Groups. Collisions and crime data will be monitored as part of the Benefits Realisation strategy to assess the improved perception of safety in the scheme area. Measures will also be included to assess the improved urban realm impacts, including a PERS assessment to review changes to links, crossings and public transport waiting areas.

A Benefits Realisation Strategy has been prepared and will be updated as the scheme progresses.

TfL and Greater London Authority Market Research reports will continue to be reviewed periodically by TfL to determine any substantial demographic changes along the routes.

**9. How will the strategy/project/policy be introduced including any necessary training? Does everyone involved in the strategy, project/policy know and understand what you have done? Are they able to put the strategy/project/policy into practice?**

Describe the approach to introduce the strategy/project/policy, and where necessary any training that would be needed for the delivery of the strategy/project/policy.

Operational and Maintenance Readiness plans we need to be put in place as part of the Pathway Product Documentation process, and these will help to highlight any special requirements relating to the widespread changes taking place.

During construction special road signs will be implemented where appropriate to help inform the travelling public of new layouts, and these will be maintained for a temporary period as deemed necessary.



Alongside other elements such as the public consultation, publicity will be undertaken during and after construction to promote the scheme and highlight the proposed changes. Special consideration will need to be considered for disadvantaged groups, to ensure that their needs are addressed.

**10. What will be the measures of success of the strategy/project/policy and functions and the key performance indicators?** Describe how you will ensure that your strategy/project/policy has been delivered, and include any evidence that may be available.

Quantitative data gathering:

- Traffic flows/speeds
- Casualty figures
- Cycle counts
- Pedestrian counts
- Bus journey times
- Value drivers

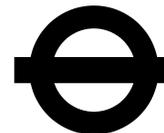
Qualitative data gathering:

Attitudinal surveying about people's attitudes to the changes (Drawn from customer research surveys)

Behaviour change surveys in the area, why this change has taken place and what aspects of the scheme were most successful or unsuccessful.

Customer satisfaction surveys

The ambience, interchange, and journey time impacts will be measured following scheme completion and a report produced in advance of Gate 6. The road safety benefits will require an additional 36 months before robust analysis can be completed, although continual monitoring via the TADS (Traffic Accident Diary System) database will ensure any immediate road safety remedial work required can be identified.



## Section four: Sign off

Please sign and date this form, keep one copy and send one copy to, **HR Equality & Inclusion Team, 15th floor Windsor House**. Please ensure that all parties have signed the form before returning the form to HR Equality & Inclusion Team

**Form completed by** -This should be the same person as in section 1 - "Person completing assessment."

Mike O'Callaghan & Catherine West

**Date of completion** - Use the date when your EqIA is agreed by the Equality team.

12/08/2016

**Counter signed by Line Manager** - The Sponsor of the strategy/project/policy

Katherine Abraham

**Date**