

F1457 A1 Equality Impact Assessment (EqIA) form

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

Project * Programme Strategy Policy*	Bakerloo Line Extension Catford Bridge Work Site outline EqIA
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Document History	Version	Date	Summary of changes
	0.1	20/09/19	First draft
	0.2	04/10/19	Second draft

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

Project Related Documents	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

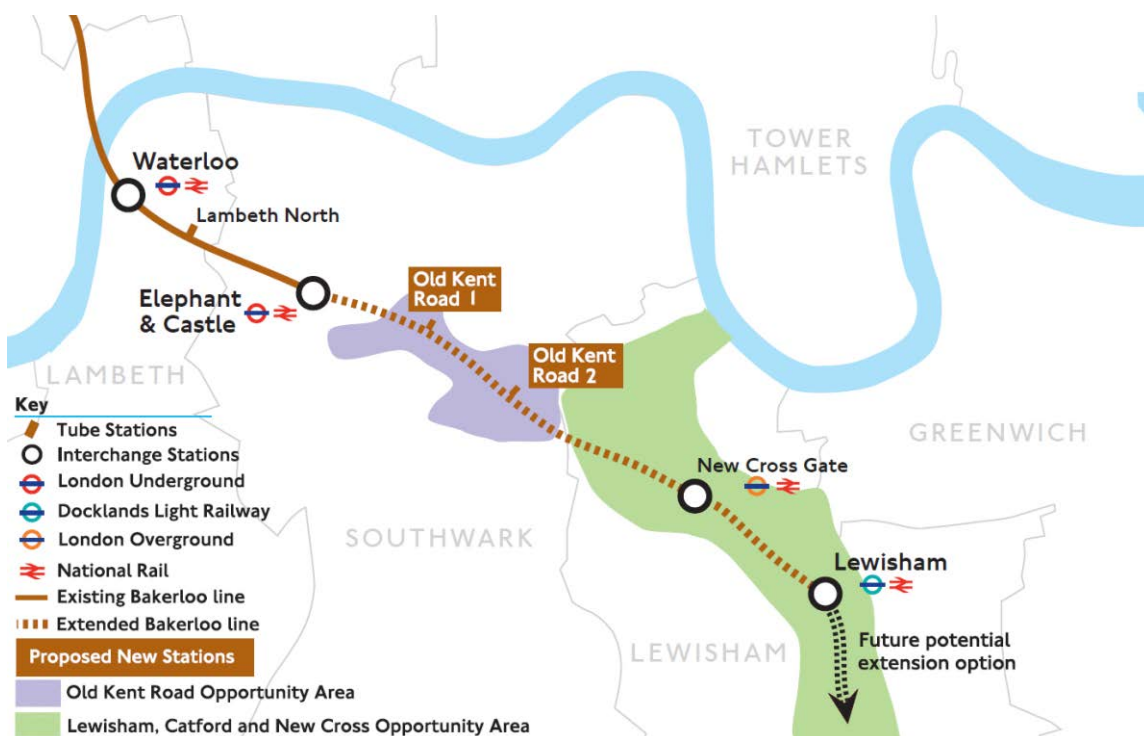
Introduction

AECOM was commissioned by Transport for London (TfL) to undertake an Equality Impact Assessment (EqIA) for the Bakerloo line extension scheme, hereafter referred to as the 'proposed scheme'. An EqIA is an assessment of the potential impacts of a proposed scheme on particular communities or Protected Characteristic Groups (PCGs) and supports TfL's Public Sector Equality Duty (PSED) requirement.

This EqIA is one of nine which study the preferred station, work site and ventilation shaft locations along the Bakerloo line extension (Figure 1) as well as other work site options such as this one. These EqIAs work within the Mayor's Transport Strategy, encouraging the Healthy Street Approach to prioritise human health and experience in planning the city, and changing London's transport mix to work better for everyone.¹

This is an outline EqIA (hereafter referred to as EqIA), which introduces the type of impacts which may be experienced at each station or work site. Each EqIA will be updated with greater detail once more is known about the design of the proposed station or work site and how it will affect the surrounding area.

Figure 1: Proposed Route Map



¹ www.london.gov.uk/what-we-do/transport/our-vision-transport/mayors-transport-strategy-2018

Background

Following the feedback from the 2017 consultation plans for the Bakerloo line extension have been developed further.

Stations

TfL are developing plans for the following new stations; each of which would be fully accessible and would provide step-free access from street to train:

- Old Kent Road 1, on a site near to the junction with Dunton Road
- Old Kent Road 2, on a site near to the junction with Asylum Road
- New Cross Gate, providing an interchange to London Overground and National Rail services at the existing station
- Lewisham, providing an interchange to National Rail and DLR services at the existing station and serving the town centre.

At Elephant & Castle the proposals provide a combined station entrance and ticket hall for the Northern and Bakerloo lines. The build would be incorporated into the shopping centre development. This would provide customers with an easier interchange with both the Northern line and Thameslink services and help reduce congestion at the busiest times. Step-free access and interchange would also be provided at this station.

Tunnel alignment

As part of the extension a new alignment has been developed for the Bakerloo line between Lambeth North and Elephant & Castle. The proposed new alignment would allow us to build a new Bakerloo line station at Elephant & Castle and (compared with the existing station location) would enable a shorter, quicker route for the existing line from Lambeth North to Elephant & Castle.

Given the preferred location of the proposed stations and shafts there is now a better understanding of the alignment of the two tunnels to run from Elephant & Castle to Lewisham.

The end of the line is proposed as the Wearside Road council fleet depot site where empty trains would be stabled.

Work Sites

In addition to a primary work site there would be a requirement for work sites at each station and shaft location.

Three possible primary work sites have been considered for the extension where tunnel boring machines would be launched. These sites are:

- New Cross Gate (proposed option)
- Hither Green
- Catford



A secondary proposing a secondary tunnelling work site is also proposed as part of the Old Kent Road 1 station site to support construction of the tunnels as well as building the proposed new station.

Shafts

Changes to the plans have removed the need for a shaft between Elephant & Castle and the Old Kent Road stations due to the shorter and more direct tunnel alignment.

A ventilation shaft is proposed to be built at a site off Lewisham Way at Alexandra Cottages, between New Cross Gate and Lewisham stations. The shaft would provide an emergency access and evacuation route in the unlikely event of a fire or other incident. The shaft would also provide access for maintenance of the line and enable ventilation of the tunnels. At the surface, a structure known as a head house would be built that contains the equipment for the shaft to function.

Extending the route beyond Lewisham to Hayes and Beckenham Junction in Bromley

There is the prospect of a further extension of the line beyond Lewisham. The option with the most benefits would be a conversion of the Network Rail line via Catford to Hayes to an Underground operation and a new link to Beckenham Junction.

The purpose of this EqIA is to improve the understanding of positive and negative equality impacts, and mitigating actions, linked with the development of the tunnelling worksite at Catford Bridge (see Figure 2). As part of the consultation, TfL is seeking feedback on this and the EqIA will be updated accordingly following the consultation.



Figure 2: Proposed Catford Bridge Work Site



Catford Bridge Work Site

Catford Bridge is an alternative work site option for tunnelling activities for the Bakerloo line extension, however is not TfL's preferred location (Figure 2). The work site would be located south of both Catford station and Catford Bridge station. These sites are accessible from the South Circular road as can be seen in Figure 3.

This option at Catford Bridge would require two sites lying to the east and west sides of the existing National Rail line to Hayes: Jubilee Grounds (St Dunstan's school playing fields) and Catford Retail park.

The Jubilee Ground playing fields are used by St Dunstans School and are designated open space and Metropolitan Open Land. The Catford retail park includes Halfords, Poundstretcher, Wikes and vehicle repair/servicing businesses to the rear. The Waterlink

Way section of the National Cycle Network runs across the Retail Park this would be required to be diverted during construction. The current businesses and facilities could not remain operational on these sites during construction.

The Catford Hill Retail Park would be required for the launch of the tunnel boring machines towards Lambeth North via Lewisham. Unless the site at Catford Hill Retail Park is used for operational purposes once the proposed extension is complete, this would become redundant.

Figure 3: Aerial View of Catford Bridge Work Site



Source: © GoogleMaps 2019

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

The direct and indirect impacts arising from the construction and operation of Catford Bridge work site are divided into positive and negative.

Positive impacts during construction and operation

- Employment opportunities during construction and operation, including apprenticeships.

Negative impacts during construction and operation

- To build and equip the new work site, there will likely be additional construction traffic in the Catford area;
- Temporary road closures and diversions may be required during construction;
- During the construction period there will likely be noise, vibration, dust and amenity impacts from construction;
- The Waterlink Way section of the National Cycle Network runs across the Catford Hill Retail Park and would need to be diverted during construction;
- The green open space known as St Dustan's College Jubilee Ground and sports facilities will be occupied during construction; and
- The businesses on site (Catford Hill Retail Park) would need to be demolished resulting in the loss of employment and facilities that benefit the local community.



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 carers²
- Gender
- Gender reassignment
- Marriage/civil partnership
- Other – refugees, low income, homeless people
- Pregnancy/maternity
- Race
- Religion or belief
- Sexual orientation

The section outlines the equalities baseline relevant to the proposed work site. This includes analysis of Census 2011 data and other datasets at the ward, borough and London scale. The study area which is defined by a 1km radius around the site includes the following wards:

- Rushey Green
- Bellingham
- Catford South
- Crofton Park

A baseline profile of the population living and working within the study area is necessary for the identification of potential equality impacts. This enables an assessment to be made as to the potential level of impact the redevelopment may have on groups with protected characteristics. The main source of data used in the baseline profiling at this stage is Census 2011 data from the Office for National Statistics (ONS). Although there may have been considerable change in the study area's demographics within the last eight years, it is the most recent and accurate information available at the ward level.

It should be noted that this EqIA does not address all relevant groups, as there is a lack of data on some groups of those with protected characteristics, namely refugees and those living on low incomes.

Wherever possible the most recently available data is presented at all geographical levels relevant to the study area.

² 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



Age

Table 1 shows the ONS 2017 age breakdown for the study area, the London Borough of Lewisham and London. The study area has a similar proportion of its population within the 5 to 19 year old age bracket than the average for the borough and for London (18.2% compared to 17.1% and 17.7%).

The study area also has a smaller working age population (20 to 64 years old) when compared to both the borough and London as a whole. The retired population is proportionally less in the study area (9.9% compared to 11.8% in London), and more in line with the borough (9.3%). The study area's proportion of young children is slightly higher than the average for the London Borough of Lewisham and for London.

Table 1: Age Breakdown by Different Geographical Areas

	Age group			
	0-4	5-19	20-64	65+
Study area	8.2%	18.2%	63.7%	9.9%
Lewisham Borough	7.4%	17.1%	66.1%	9.3%
London average	7.1%	17.7%	63.5%	11.8%

Source: ONS Mid-year population estimates, 2017

Gender

The study area is made up of 48.4% males and 51.6% females, in line with the London average and Lewisham, which both have 2% more females than males according to 2011 Census data.

Race/Ethnicity

As shown in Table 2, the study area's ethnic population is 48.4% White, 32.4% Black, 8.4% Asian and 10.7% Mixed/other. The study area has a lower proportion of the White ethnic group compared to the borough (53.5%) and London (59.8%), and a significantly higher proportion of the Black ethnic group compared to the borough (27.2%) and London (13.1%). The study area contains significantly less Asian ethnicities than in London and Lewisham.

Lewisham is the 15th most ethnically diverse local authority in England, and two out of every five residents are from a black and minority ethnic background. 61% of schoolchildren in Lewisham were from black and minority ethnic communities, suggesting higher rates of diversity in the future.³

³ <http://lewishamjsna.org.uk/a-profile-of-lewisham/social-and-environmental-context/ethnicity>



Table 2: Ethnic Groups by Different Geographical Areas

	White includes White British, Irish, Gypsy or Irish Traveller, and Other	Asian: includes Indian, Pakistani, Bangladeshi, Chinese and Other	Black: includes Black African, Caribbean, and Other	Mixed/other
Study area	48.4%	8.4%	32.4%	10.7%
Lewisham	53.5%	9.3%	27.2%	10.0%
London average	59.8%	18.5%	13.3%	8.4%

Source: ONS DZC2101EW - Ethnic group by sex by age

Deprivation/Low Income

The Index of Multiple Deprivation (IMD) 2015⁴ is the official measure of relative deprivation for small areas or neighbourhoods in England. England is divided into 32,844 small areas known as (known as Lower Layer Super Output Area or LSOA). Each of these areas is ranked from most to least deprived and then split into 10 equal groups. Each of these 10 groups is described as a decile.

For larger areas like wards, we have looked at the proportion of LSOAs within each ward that lie within each decile. Decile 1 represents the most deprived 10% of LSOAs in England while decile 10 shows the least deprived 10% of areas.

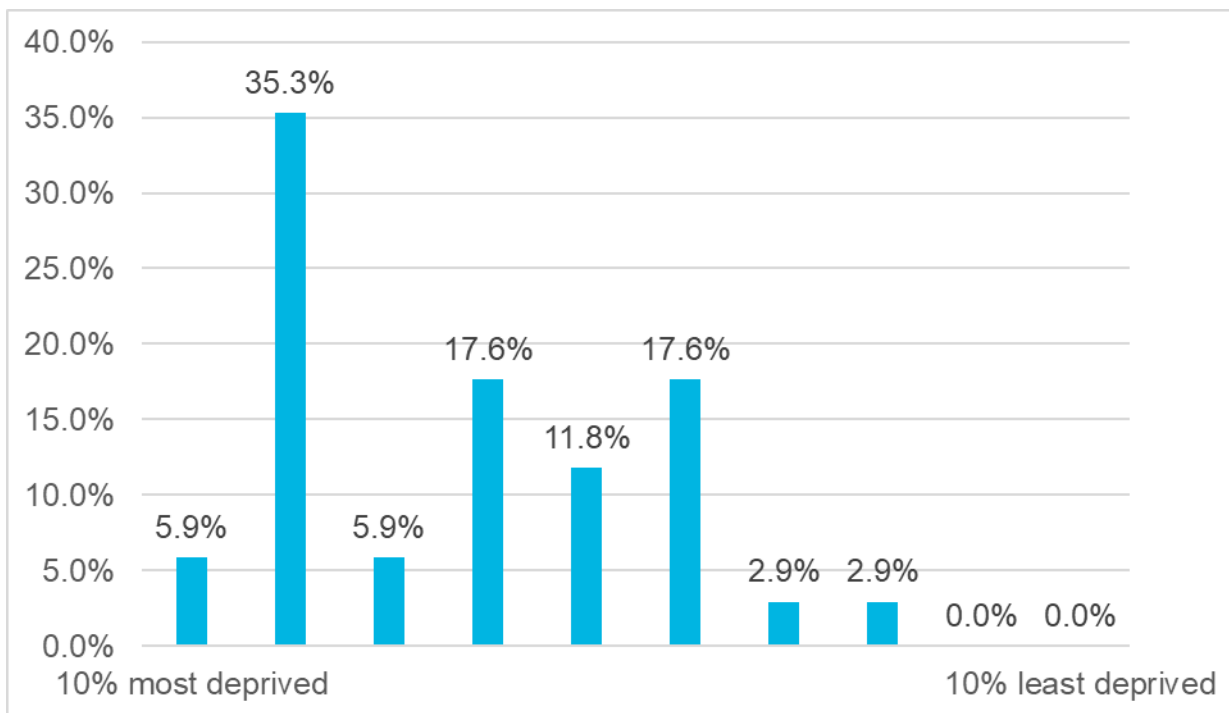
The study area is made up of 36 smaller areas (LSOAs); two of them are amongst the 10 most deprived areas in the country.

Figure 4 shows the proportion of LSOA's in the study area in each decile. The majority of LSOAs in the study area (about 65%) are within the 20% to 40% most deprived LSOAs in England. No LSOAs are within the 10% to 20% less deprived areas in England.

⁴ IMD 2019 will be released on September 26th. The data will be updated in future assessments.



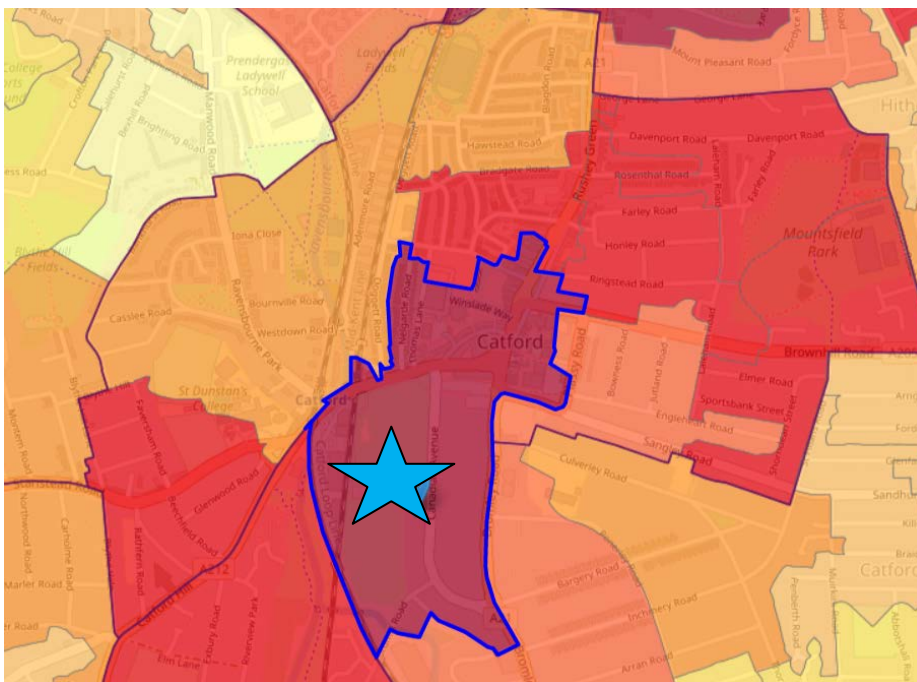
Figure 4: Proportion of LSOAs in Study Area by Index of Multiple Deprivation Decile



Source: Ministry of Housing, Communities and Local Government, 2015

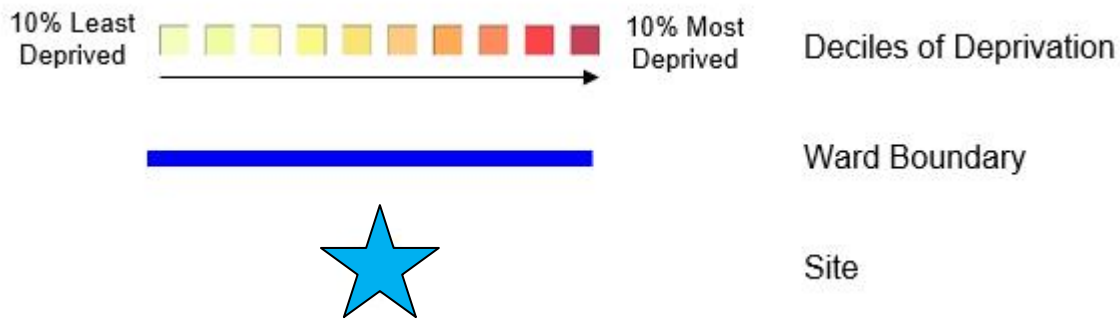
Deprivation is concentrated in the LSOAs located directly around Catford Bridge worksite as identified in Figure 5 by a location point. This demonstrates the severity of deprivation, with lighter colours representing less deprivation and the darker reds showing greater deprivation. The site is located within a small area ranked among the 10% most deprived LSOAs in England and is surrounded by LSOAs that are among the 20% most deprived areas in England.

Figure 5: Study Area Index of Multiple Deprivation Map



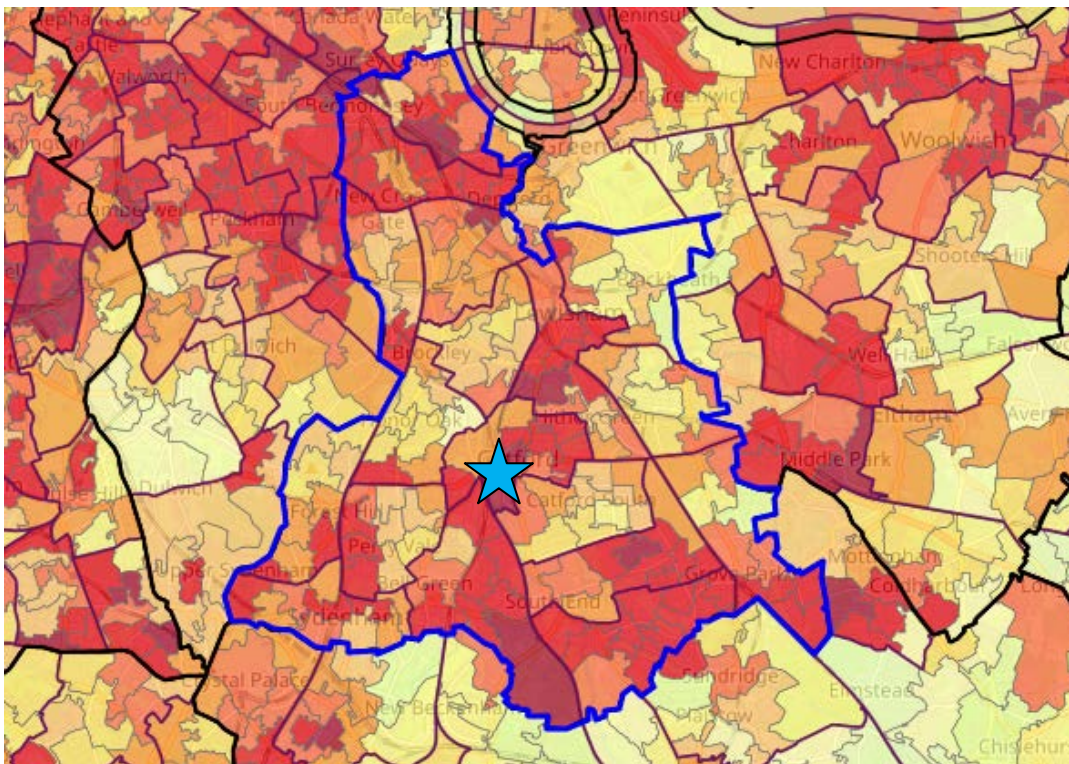
Source: dclgapps.communities.gov.uk/imd/idmap.html





At the borough level, Figure 6 shows the London Borough of Lewisham’s index of deprivation by LSOA within ward boundaries. Comparing the study area with the borough as a whole we can see that deprivation tends to be concentrated to the northern and southern areas, as well as directly around Catford Bridge Station, in wards such as Rushey Green and Bellingham.

Figure 6: The London Borough of Lewisham Index of Multiple Deprivation Map



Source: dclgapps.communities.gov.uk/imd/idmap.html

It is important to note that deprivation affects children and adults differently, and the impacts this might have. The Income Deprivation Affecting Children Index (IDACI) measures the proportion of all children aged 0 to 15 living in income deprived families is only available at the borough level. The London Borough of Lewisham has the 10th highest rate IDACI of all Local Authorities in the country, while neighbouring Southwark is ranked 9th.⁵

⁵ www.gov.uk/government/statistics/english-indices-of-deprivation-2015



Disability

The study area includes proportionally slightly more people with long-term illness or disability (whose day-to-day activities are self-reported to be limited) than the average for the London Borough Lewisham and London. It is worth noting that data about carers was not available for the study area.

Table 3: Limiting Long-Term Illness or Disability by Different Geographical Areas

Level of disability	Study area	Lewisham	London average
Day-to-day activities limited a lot	7.5%	7.1%	6.7%
Day-to-day activities limited a little	7.7%	7.3%	7.4%
Day-to-day activities not limited	84.8%	85.6%	85.8%

Source: ONS, DC3602EW - Long-term health problem or disability by NS-SeC by sex by age

Religion or Belief

Within the study area, Christianity is the most prevalent religion at 55.8%, followed by 6.7% of the population identifying as Muslim. There are fewer residents who identify as Hindu, compared with London, and far fewer as Jewish and Sikh. Comparing the study area to Lewisham and London, Christianity is more prevalent in the study area than in Lewisham. Less residents identify as having no religion (23.8%) than in Lewisham, and the same proportion of residents in Lewisham and the study area identify as Hindu, Jewish and Sikh.



Table 4: Religion or Belief by Different Geographical Areas

	Study area	Lewisham	London average
Christian	55.8%	52.8%	48.4%
Buddhist	0.9%	1.3%	1.0%
Hindu	2.6%	2.4%	5.0%
Jewish	0.2%	0.2%	1.8%
Muslim	6.7%	6.4%	12.4%
Sikh	0.2%	0.2%	1.5%
Other religion	0.5%	0.5%	0.6%
No religion	23.8%	27.2%	20.7%
Religion not stated	9.4%	8.9%	8.5%

Source: ONS, KS209EW - Religion

Sexual Orientation and Gender Reassignment

Sexual orientation is not incorporated into the census or most official statistics. However, the Integrated Household Survey (IHS), which is the largest social survey ever produced by the ONS, does include such question. Data from the 2017 survey⁶ indicates that:

- 1.3% of UK residents identified themselves as Gay or Lesbian;
- 0.7% as Bisexual;
- 93.2% as Heterosexual or straight;
- 0.6% as an 'other' sexual identity;
- 4.1% Do not know or refuse.

London as a region has the largest proportion of adults identifying as Lesbian, Gay, or Bisexual (LGB), at 2.6% (with other regions in the UK ranging from 1.5% in the East to 2.4% in the South West). Estimates relating to numbers of people identifying with a specific sexual orientation are not available at borough level or below, due to the small sample size of this dataset. The IHS is, however, considered to be experimental statistics and is currently undergoing evaluation.

⁶ www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/sexuality/bulletins/sexualidentityuk/2017



The census provides data about same-sex couples in civil partnership, which can be used as an indication of the concentration of the LGB population in a certain area. About 0.4% of Lewisham households comprise same sex couples in civil partnerships (Census 2011). This is more than double the average for England.

Finally, the Greater London Authority based its 2008 Sexual Orientation Equality Scheme on an estimate that the lesbian and gay population comprises roughly 10% of the total population. This would make the lesbian and gay population of the study area roughly around 6,429⁷, although whether this includes bisexual or transgender individuals is unclear.⁸

Pregnancy and Maternity

As can be seen in Table 5, the General Fertility Rate (GFR) within the study area is significantly higher than Lewisham and London, with 74.8 births per 1,000 women compared with 64.7 births in Lewisham.

Table 5: General Fertility Rate (GFR) by Different Geographical Areas

	Live Births in 2017	Population estimates female aged 15-44	GFR 2017 (births per 1000 women aged 15-44)
Rushey Green	320	3,737	85.6
Bellingham	238	3,515	67.7
Catford South	243	3,497	69.5
Crofton Park	290	3,831	75.7
Study area	1,091	14,580	74.8
Lewisham	4,751	73,400	64.7
London	126,308	2,007,500	62.9

Source: ONS – Live births in England and Wales for small geographic areas (2018), Live births in England and Wales down to local authority local area (2018), Population estimates - small area based by single year of age - England and Wales (2017)

Homeless People

The London Borough of Lewisham has far fewer rough sleepers than across London as a whole.

⁷ Based on ONS Mid-year population estimates, 2017

⁸ www.lewishamjsna.org.uk/a-profile-of-lewisham/social-and-environmental-context/sexual-orientation.



The most robust and comprehensive rough sleeper monitoring data in the UK are the statistics collected routinely by the CHAIN system funded by the Greater London Authority in London. This database is able to collect 'flows' of rough sleepers rather than snapshot annual counts. However, no data is available for smaller areas.

Additional data provided by Trust for London's Poverty Profile shows that in Lewisham, there were six homelessness acceptances per 1,000 households in 2017, compared with seven per 1,000 in Southwark.

The borough with the highest number of homeless acceptances per 1,000 households is Newham with ten per 1,000, while the borough with the lowest number is Camden with one per 1,000. A higher number is described as reflecting a greater severity of the problem.⁹

Crime

Statistics provided by the Metropolitan Police are available at the ward level for the most recent 24 months. The combined wards making up the study area were used to retrieve crime data, as presented in Table 6. Between August 2017 and July 2019, there were 11,372 crimes reported in the study area, which is 176.9 crimes per 1,000 people. The top three crimes reported were violence against people, theft, and vehicle offences.¹⁰ The study area's crime rate compares with 176.5 crimes per 1,000 people across Lewisham and 233.2 across the London Borough of Southwark. The highest crime rate in London is in Westminster, with 553.1 crimes per 1,000 people, followed by Camden with 295.1 crimes per 1,000 people.

⁹ www.trustforlondon.org.uk/data/boroughs/lewisham-poverty-and-inequality-indicators/.

¹⁰ https://data.london.gov.uk/dataset/recorded_crime_summary.



Table 6: Study Area Level Crime from 01/08/2017 to 30/07/2019

Type of Crime	Number	Percentage
Arson and Criminal Damage	969	8.5%
Burglary	1,066	9.4%
Drug Offences	636	5.6%
Miscellaneous Crimes Against Society	161	1.4%
Possession of Weapons	168	1.5%
Public Order Offences	732	6.4%
Robbery	468	4.1%
Sexual Offences	239	2.1%
Theft	2,306	20.3%
Vehicle Offences	1,328	11.7%
Violence Against the Person	3,299	29.0%
Total	11,372	

Source: Metropolitan Police Service - Ward Level Crime (most recent 24 months), Borough Level Crime (most recent 24 months): https://data.london.gov.uk/dataset/recorded_crime_summary,

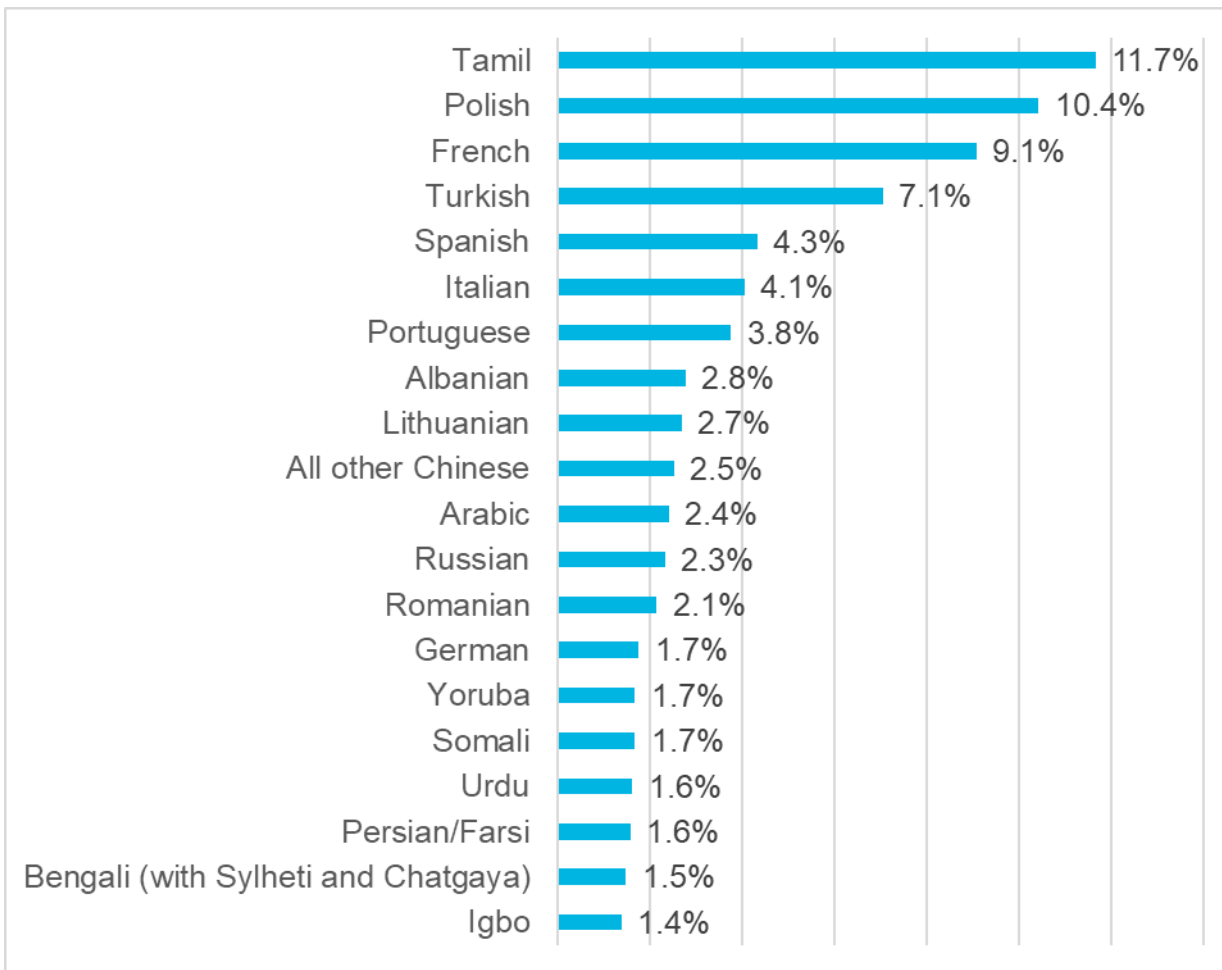
Languages

14.5% of residents in the study area list a language other than English as their main language. This is less than the average for the borough (16.5%) and for London (22.1%).

Among these residents, 11.7% speak Tamil, 10.4% speak Polish and 9.1% speak French. The data highlights the diversity of languages spoken within the study area.



Figure 7: Top 20 Main Languages Other Than English in Study Area, 2011

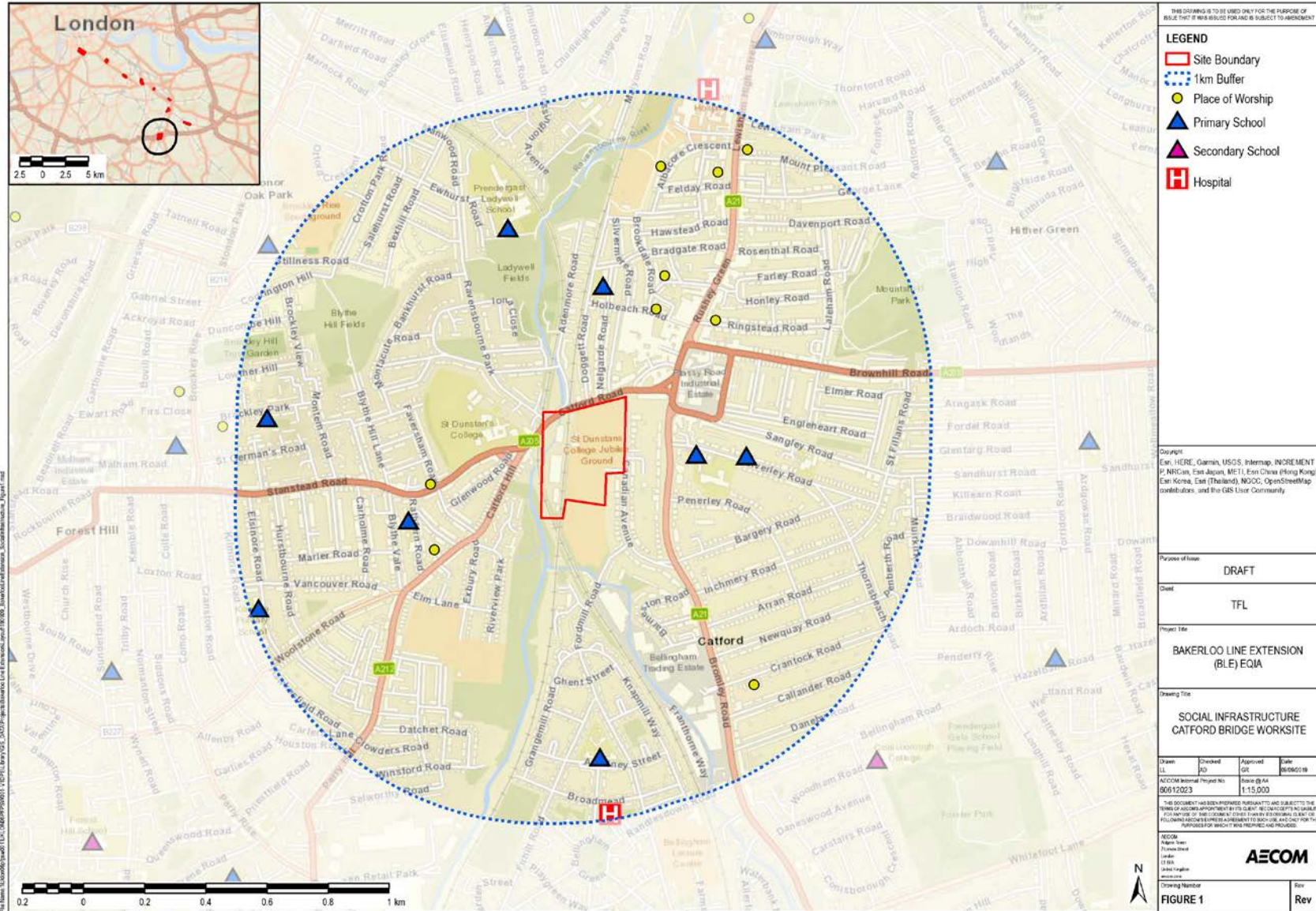


Source: ONS (2011) QS204EW - Main language (detailed)

Social Infrastructure

A desktop-based information gathering exercise and assessment has been undertaken to understand the presence of social infrastructures i.e. education facilities, hospitals and places of worship within a 1km radius around the site. The result of this exercise is presented in Figure 8.

Figure 8: Social Infrastructure Around Catford Bridge Work Site



The following key findings can be seen from the baseline data:

Places of Worship

Table 7: Places of Worship

Faith	Name
Jewish	Catford Synagogue
Christian	Trinity United Reformed Church
Christian	Lewisham Seventh Day Adventist Church
Muslim	Lewisham Islamic Centre
Christian	Lewisham Seventh Day Adventist Church

Source: www.geofabrik.de, AECOM

The only place of worship in close proximity to the site is Trinity United Reformed Church.

Education Facilities

Table 8: Nursery Schools

Name	Type
Jubilee Nursery	Day Nursery

Source : GoogleMaps 2019, www.jubileedaynursery.co.uk

Table 9: Primary Schools

Name	Type	Phase of Education	School Capacity	Number of Pupils
Athelney Primary School	Community school	Primary	596	479
Holbeach Primary School	Community school	Primary	468	489
Rathfern Primary School	Community school	Primary	532	515
Rushey Green Primary School	Community school	Primary	660	656
Kilmorie Primary School	Community school	Primary	700	645
St William of York Catholic Primary School	Voluntary aided school	Primary	210	261
Holy Cross Catholic Primary School	Voluntary aided school	Primary	210	255
Prendergast Ladywell School	Foundation school	All through	1,320	874

Source: Edubase - Department of Education, January 2018



Table 10: Secondary Schools

Name	Type of Establishment	Phase of Education	Official Sixth Form	School Capacity	Number of Pupils
Prendergast Ladywell School	Foundation school	All through	Does not have a sixth form	1,320	874

Source: Edubase - Department of Education, January 2018

Table 11: Higher Education

Name	Type of Establishment	Establishment Type Group	Phase of Education
St Dunstan's College	Further education	Colleges	16 plus

Source: Edubase - Department of Education, January 2018

The following education facilities are within close proximity of the site. These are:

- Jubilee Nursery, within the site;
- St Dunstan's College (70m from the site boundary) but separated from the site by the railway line;
- Rushey Green Primary School (270m east of the site boundary);
- Holbeach Primary School (350m north from the site boundary);
- Rathfern Primary School (430m from the site boundary).

Hospitals/Medical Centres¹¹

- University Hospital Lewisham which is 1.2 km north of the boundary line;
- Woolstone Medical Centre which is 890m south west of the boundary line;
- Novum Health Partnership which is 760m north east of the boundary line;
- Jenner Practice Clinic which is 1.25km west of the boundary line.

¹¹ Source: GoogleMaps 2019



Population Growth to 2050

As seen in Table 12, according to the GLA Population Projections the 65+ population in the study area is projected to experience a significant increase (125%). The 16-64 working age population is expected to grow modestly (14%), while the 0-15 population will only slightly decrease.

Table 12: 2017-2050 Population Increase

	0-15	16-64	65+
Bellingham	-21%	16%	103%
Catford South	-17%	-2%	108%
Crofton Park	-7%	-1%	122%
Rushey Green	23%	40%	176%
Study area	-5%	14%	125%
Lewisham	11%	22%	110%
London	11%	21%	93%

Source: GLA 2016-based Demographic Projections



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?

Table 13: Potential Negative Impacts Related to Protected Characteristics

Protected Characteristic		Explain the potential negative impact
Age	Y	<p>During the construction phase, there may be periods of greater traffic flow featuring heavy goods vehicles on roads without controlled crossings. During these periods, children and their parents, older people, and students on their way to nearby primary and secondary schools (such as St Dunstan's College, Rushey Green Primary School, Holbeach Primary School and Rathfern Primary School) may have concerns about safety.</p> <p>During construction St Dunstan's College playing fields and the Jubilee Nursery will be lost.</p> <p>Temporary diversions for vehicles, pedestrians and the London Cycle Network for cyclists may impact negatively on people either from younger or older age groups who may be less able to walk and cycle in difficult conditions or longer distances. Older people may also experience difficulties reading signage and navigating new routes, especially in dark conditions.</p> <p>During the construction period noise, vibration, dust and amenity impacts from construction work sites may impact negatively on people from very young and older age groups who may be more sensitive to these impacts on health, for example annoyance and respiratory issues. The noise may cause disturbances to schools and nurseries in the vicinity (Jubilee Nursery, St Dunstan's college, Rushey Green Primary School, Holbeach Primary School and Rathfern Primary School).</p>
Disability including carers	Y	<p>During the construction phase, during periods of greater traffic flow featuring heavy goods vehicles on roads without controlled crossings, disabled people and carers may have concerns about safety. This may affect those with mobility, sensory and/or cognitive impairments.</p> <p>Any temporary diversions for vehicles, cyclists and</p>



		<p>pedestrians may impact negatively on disabled people who may be less able to walk or cycle in difficult conditions or longer distances. This may also affect those with visual or cognitive impairments who may experience difficulties navigating new bus stops and routes.</p> <p>During the construction period noise, vibration, dust and amenity impacts from construction work sites may impact negatively on disabled people with respiratory issues and/or learning ability. People who are particularly sensitive to noise effects due to a hearing impairment may experience differential equality effects due to the increased noise.</p>
Gender	Y	<p>Women are more likely than men to take precautions against crime when using public transport. The construction period may result in increased security concerns or impact on perceived safety for women due to temporary routes and bus stop locations with less natural surveillance, high hoardings and/or poor lighting.</p>
Gender reassignment	Y	<p>For some transgender/trans people, hate crime is a particular concern, as are the difficulties experienced when reporting it. The construction period may result in increased security concerns or impact on perceived safety due to temporary routes with less natural surveillance, high hoardings and/or poor lighting.</p>
Marriage/civil partnership	N	<p>It is not considered that people will be more sensitive to the identified potential negative effects on grounds of marriage or partnership status.</p>
Other – e.g. refugees, low income, homeless people	Y	<p>The 2012 TfL report ‘People on Low Incomes’ states that higher proportions of people in social group D and E households voice concern about anti-social behaviour, knife crime, crime on buses and trains, terrorist attacks and risk of accidents as potential barriers to increased public transport use compared to all Londoners. They are also less likely to feel safe when travelling after dark.</p> <p>People who do not speak or read English may experience difficulties understanding diversion signs if walking routes and bus stop locations are moved. The construction period may result in safety concerns or impact on perceived safety particularly for people on low incomes due to temporary routes with less natural surveillance, high hoardings and/or poor lighting.</p>



<p>Pregnancy/maternity</p>	<p>Y</p>	<p>During the construction phase, during periods of greater traffic flow featuring heavy goods vehicles on roads without controlled crossings, pregnant woman or parents with young babies/children may have concerns about safety.</p> <p>Any temporary diversions for vehicles, cyclists and pedestrians may impact negatively on pregnant woman or parents with young babies/children who may be less able to walk or cycle in difficult conditions or longer distances.</p> <p>During the construction period, noise, vibration, dust and amenity impacts from construction work sites may impact negatively on pregnant women and young children who may be more sensitive to these impacts on health, for example annoyance and, respiratory issues.</p>
<p>Race</p>	<p>Y</p>	<p>Should any of the sites selected for development affect any minority owned businesses who serve local communities, there is a risk that, post-regeneration, these businesses may not be able to afford to continue trading within the premises they currently occupy.</p> <p>Black, Asian and minority ethnic (BAME) groups are more dependent on public transport and any relocation of bus stand facilities may disproportionately negatively impact them.</p> <p>The construction period may result in increased security concerns or impact on perceived safety for BAME groups due to changed bus stop locations with less natural surveillance, high hoardings and/or poor lighting. BAME groups are more dependent on public transport and are more likely to be classified as 'worried' and also slightly more likely to take precautions against crime when travelling.¹²</p>
<p>Religion or belief</p>	<p>Y</p>	<p>During the construction period noise, vibration and dust from construction work sites may cause disturbances to places of worship in the vicinity (in particular Trinity United Reformed Church, the only place of worship in close proximity to the site).</p>

¹² <http://content.tfl.gov.uk/travel-in-london-understanding-our-diverse-communities.pdf>



Sexual orientation	Y	<p>Research set out within the Travel in London: Understanding our diverse communities' (GLA, 2015) outlines fear of intimidation and/or abuse emerged as a potential barrier to travel for LGBT groups. For some LGBT people, hate crime is a particular concern, as are the difficulties experienced when reporting it.</p> <p>The construction period may result in increased security concerns or impact on perceived safety due to temporary routes with less natural surveillance, high hoardings and/or poor lighting.</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?

Table 14: Potential Positive Impacts Related to Protected Characteristics

Protected Characteristic		Explain the potential positive impact
Age	Y	<p>During the short term, the construction of the extension will result in the creation of a number of local jobs including apprenticeships this would impact positively on under 25's and 25 to 65 age groups, i.e. working age.</p> <p>The Bakerloo line extension will improve access to jobs with over 2.5 million jobs within quicker travel times from south east London and reduce journey times by up to 10 minutes from south east London into central London. Overcrowding and slow journey times have been identified as one of the barriers to Tube travel by both older and young people, as reported in the Travel in London Report (TfL, 2015). One of the key objectives of the programme is to reduce journey times and address overcrowding and congestion.</p> <p>As there would not be a new Bakerloo line station at Catford, the above benefits would be limited in the study area. However, residents in Catford would benefit from an interchange at Lewisham.</p>
Disability including carers	N	It is not considered that people with disability including carers will be more sensitive to identified potential positive effects.
Gender	N	It is not considered that people will be more sensitive to the identified potential positive effects on grounds of gender.
Gender reassignment	N	It is not considered that people will be more sensitive to the identified potential positive effects on grounds of gender reassignment.
Marriage/civil partnership	N	It is not considered that people will be more sensitive to the identified potential positive effects on grounds of marriage or partnership status.



Other – e.g. refugees, low income, homeless people	N	It is not considered that refugees, people with low income and homeless people will be more sensitive to identified potential positive effects.
Pregnancy/maternity	N	It is not considered that people will be more sensitive to the identified potential positive effects on grounds of pregnancy/maternity.
Race	N	It is not considered that people will be more sensitive to the identified potential positive effects on grounds of race.
Religion or belief	N	It is not considered that people will be more sensitive to the identified potential positive effects on grounds of religion or belief.
Sexual orientation	N	It is not considered that people will be more sensitive to the identified potential positive effects on grounds of sexual orientation.



Step 4: Consultation

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

Table 15: Consultation Regarding Protected Characteristic Groups

List the groups you intend to consult with or have consulted and reference any previous relevant consultation? ¹³	If consultation has taken place what issues were raised in relation to one or more of the protected characteristics?
<p>2014 People living and working in the areas through which the proposed extension would run, including people living in the London boroughs of Southwark, Lewisham and Bromley. Stakeholders including the borough councils, British Transport Police, London TravelWatch, Members of Parliament, Assembly Members and local interest groups.</p>	<p>In 2014 TfL conducted a public consultation exercise.</p> <p>The only issue raised by the consultation responses specific to a protected characteristic concerned a request to improve step-free access across the network. TfL responded that any future extension would support step-free access. This means ensuring that any new station is built to provide this from the ‘street to the train’.</p> <p>For further information on all responses to issues following this consultation, please see: https://consultations.tfl.gov.uk/Tube/bakerloo-extension-2014</p>
<p>2017 People living and working in the areas through which the proposed extension would run, including people living in the London boroughs of Southwark, Lewisham and Bromley.</p>	<p>In 2017, TfL conducted another consultation exercise.</p> <p>Summaries of issues raised during this consultation of specific relevance to protected characteristics are as follows:</p> <p>General issues for the Bakerloo line extension as a whole</p> <ul style="list-style-type: none"> • Disruption caused by works, to which TfL responded: We will plan our works, where practicable, to minimise the impact on existing passenger services on the road network and at stations. Where any closures are required, we will

¹³ This could include our staff networks, the Independent Disability Advisory Group, the Valuing People Group, local minority groups etc.



<p>Stakeholders including the borough councils, British Transport Police, London TravelWatch, Members of Parliament, Assembly Members and local interest groups.</p>	<p>work closely with the operators, local authorities, and infrastructure owners with the aim of reducing the impacts of any required closures. The preferred arrangement for undertaking works at a site concerns the ability to provide direct, managed access to and from larger roads, where good sightlines and adequate protection is possible to support normal operations as far as practicable. We would aim to engage with the local community throughout the duration of our works. We would also provide contact details whilst works take place to enable the community to ask any questions or raise concerns.</p> <ul style="list-style-type: none">• Affordable housing / concerned about the rising cost of housing, to which TfL responded: The Bakerloo line extension would both improve accessibility and enable new homes, including affordable housing, and jobs to be delivered.• Provide short interchanges, to which TfL responded: The sites we proposed in our consultation were selected in part on the basis of close proximity to existing transport network access points such as bus stops and rail stations, so that passengers interchanging have a quick and convenient journey. All Bakerloo line extension stations will be designed to provide step-free access from street to train.• Provide disabled access / step-free access, to which TfL responded: The Bakerloo line extension will be designed to modern standards to ensure that passengers and staff with disabilities can use the trains and stations safely. All our stations will be designed to provide step-free access from the street to the train.• Concern about construction traffic volumes and road closures, to which TfL responded: As we develop proposals for the Bakerloo line extension, we will further consider how construction of the necessary infrastructure such as stations, tunnels and intermediate shafts would take place. Our proposed use of the road network will be set out in our Construction Logistics Plan, detailing the routes we propose to use to access construction sites, the hours of working and how we will ensure safety is maintained through these works. Given the scale of construction required for the Bakerloo line extension proposals it is possible closures may be required to enable us to carry out works safely and efficiently. Where road closures are required, we will work closely with the relevant highway authorities to consider how we can limit the length and number of closures needed to complete the works.• Concerns about air quality during construction, to which TfL responded: As part of the Transport and Works Act
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	<p>Order application an Environmental Statement (ES) will be produced which will assess the effects of both construction and operations on air quality. The ES will also recommend, where appropriate, mitigation measures. Any works undertaken for the construction of the proposed extension would be regulated by a Code of Construction Practice and a Construction Logistics Plan – these would be agreed with the local authority. This would put in place requirements for contractors to manage the impacts of the work, for example with regard to dust, noise and working hours.</p> <ul style="list-style-type: none"> • Further consultation is needed, to which TfL responded: As we develop our proposals and further details become available, we will further consult and engage with the public and stakeholders. <p>There were no issues raised specific to the Catford Bridge site, as this was not addressed by the questions.</p> <p>For further information on all responses to issues following this consultation, please see: https://consultations.tfl.gov.uk/Tube/bakerloo-extension/</p>
<p>2019 People living and working in the areas through which the proposed extension would run, including:</p> <ul style="list-style-type: none"> - Resident Associations - Local primary and secondary schools, and nurseries - Community groups, including groups representing ethnic minorities and the elderly (such as Southwark Cypriot Day Centre and Harry Lambourn House) - Faith groups e.g. churches and mosques along the route - The Southwark Travellers Action Group 	<p>In Autumn 2019, TfL will conduct further consultation about our proposals, and in particular on:</p> <ul style="list-style-type: none"> • A new integrated station entrance at Elephant & Castle • The route of the proposed tunnels from Lambeth North to Elephant & Castle • The route of the proposed tunnels from Elephant & Castle to Lewisham • The location of the main and secondary work sites for the scheme • The naming of the two proposed stations on the Old Kent Road • A possible further extension of the route from Lewisham to Hayes and Beckenham Junction in Bromley, involving a conversion of the Network Rail line



<ul style="list-style-type: none">- Charities such as Draper Together in Elephant & Castle- Youth groups such as Lewisham Way youth and community centre- Disability groups	
Future consultation	<p>As TfL continue to develop our plans, further consultations will be carried out on issues such as:</p> <ul style="list-style-type: none">• Depots, maintenance and stabling facilities• Station design• Construction and traffic management plans• Possible environmental impacts and mitigations



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.

The core project team is made up of a range of individuals representing different areas across TfL, for example: engineering, transport planning, project delivery, legal and environment.

The project regularly works with other parts of the business such as City Planning, Major Project Delivery, Investment Delivery Planning and our Project Management Office as well as external stakeholders, such as: the Greater London Authority, the London Boroughs, land owners, Network Rail, Utilities companies and the Environment Agency.

As the design develops and mitigations are identified, the project team will liaise with relevant teams within TfL and external stakeholders to ensure the effective mitigation of any potential negative impacts and the efficient delivery of the Scheme.



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 is the option recommended as a result of this EqIA.
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	



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	Phase
Undertake wider consultation to understand the impacts of the work and potential mitigation measures, for example with TfL's Independent Disability Advisory Group, local residents, passenger groups and station staff.	Planning and design
Clearly sign any diversions and advertise the change early, including approaching pavements and bus stops. Simple map to be placed on applicable websites, hoardings and information points. Temporary signage to follow TfL signage guidelines.	Construction
Equip temporary bus stops and stands to the same level as permanent facilities, including information, seating, lighting and shelter.	Construction
Update relevant passenger information sources in advance regarding changes, including those maintained by independent organisations, for example Transport for All.	Construction
Ensure diverted pedestrian and cycle routes are step-free, well-lit and free of surface hazards.	Construction
Consider installing protected temporary crossing points on diverted pedestrian and cycle routes.	Construction
Conduct walk-throughs of diverted routes with representatives from consultation groups with protected characteristics, to review signage and route safety and understand the difficulties they may face.	Construction

Action	Phase
Assess requirements for enhanced security on temporary routes for pedestrians and cyclists, for example CCTV monitoring and upgraded lighting.	Construction
<p>Development of detail around construction phase and assessment of the impacts including highway diversions, station or line closures, additional HGV's and impacts on amenity (ie. noise).</p> <p>Ensure that a suitable mitigation through a management and monitoring plan is in place for noise, vibration and dust emissions from work sites.</p>	Planning, design and construction
Establish a local transport and business user group to present progress on the site work, emerging issues and future plans.	Construction
Conduct pedestrian flow modelling of options for planned temporary routes, to understand potential crowding and pinch points.	Planning, design and construction
Update this EqIA when more is known about the proposed station, interchange and public realm designs.	Planning and design

