

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 Hither Green Worksite outline EqIA
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Document History	Version	Date	Summary of changes
	0.1	13/09/19	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

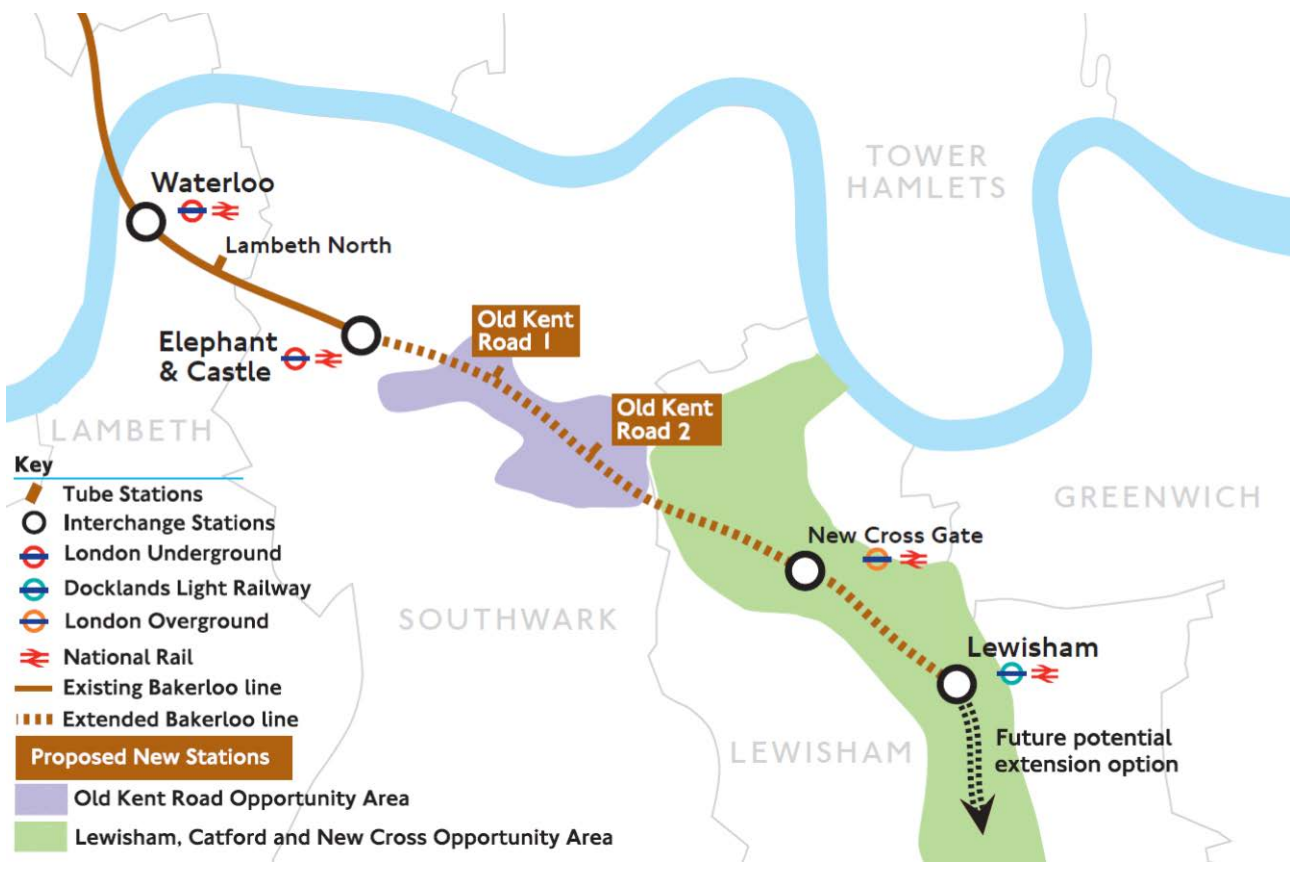
Introduction

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, and ventilation shaft locations along the Bakerloo line extension (see Figure 1) as well as the options for worksites. 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 an EqIA) which introduces the type of impacts which may be experienced at each station or worksite. Each EqIA will be updated with greater detail once more is known about the design of the proposed station or worksite 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.

Worksites

In addition to a primary worksite there would be a requirement for worksites at each station and shaft location.

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

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



A secondary tunnelling worksite 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.

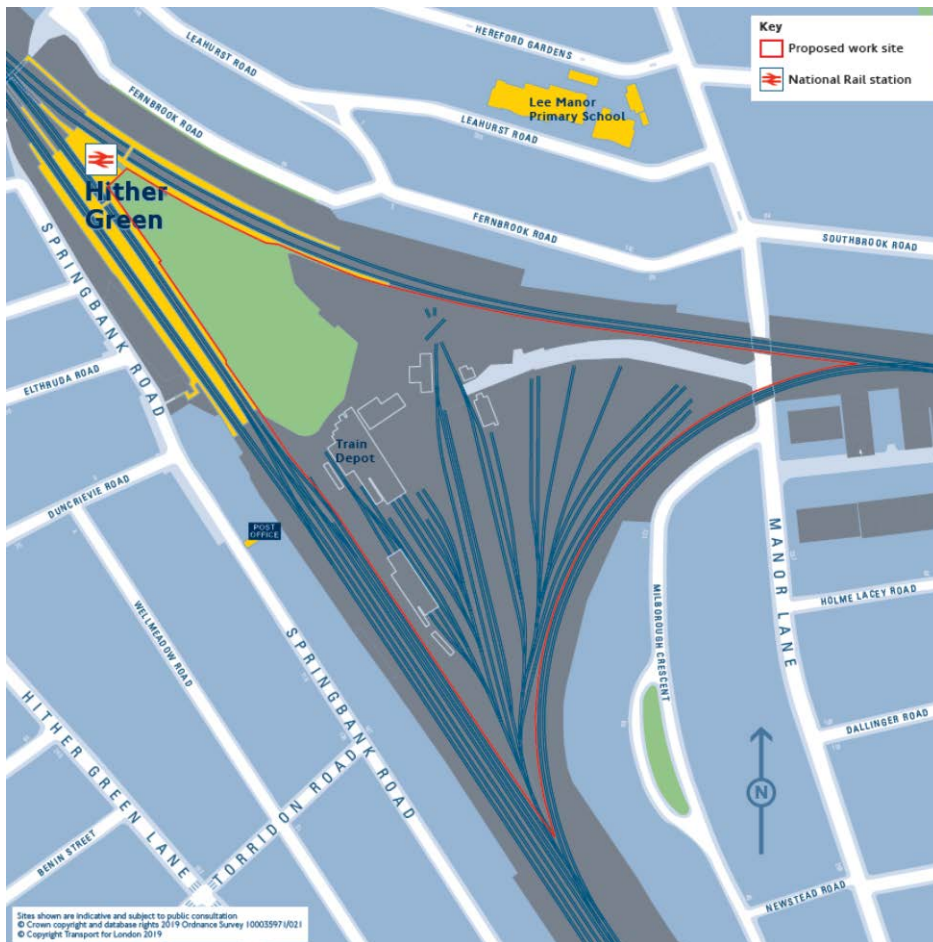
A ventilation shaft is proposed to be built at a site off Lewisham Way at Alexandra Cottages, between New Cross Gate and Lewisham stations. The shaft would provide an emergency access and evacuation route in the unlikely event of a fire or other incident. The shaft would also provide access for maintenance 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 Hither Green tunnelling worksite (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 Hither Green Worksite



Hither Green Worksite

The proposed site for building Hither Green worksite is shown on Figure 3. The site at Hither Green is one of the three possible main worksites where tunnel boring machines (TBMs) would be launched. It is located beyond the end of the proposed extension to Lewisham. Hither Green is an alternative option but is not the preferred location. This is because of the additional scale of construction and resources required and the likely environmental impacts of using this site.

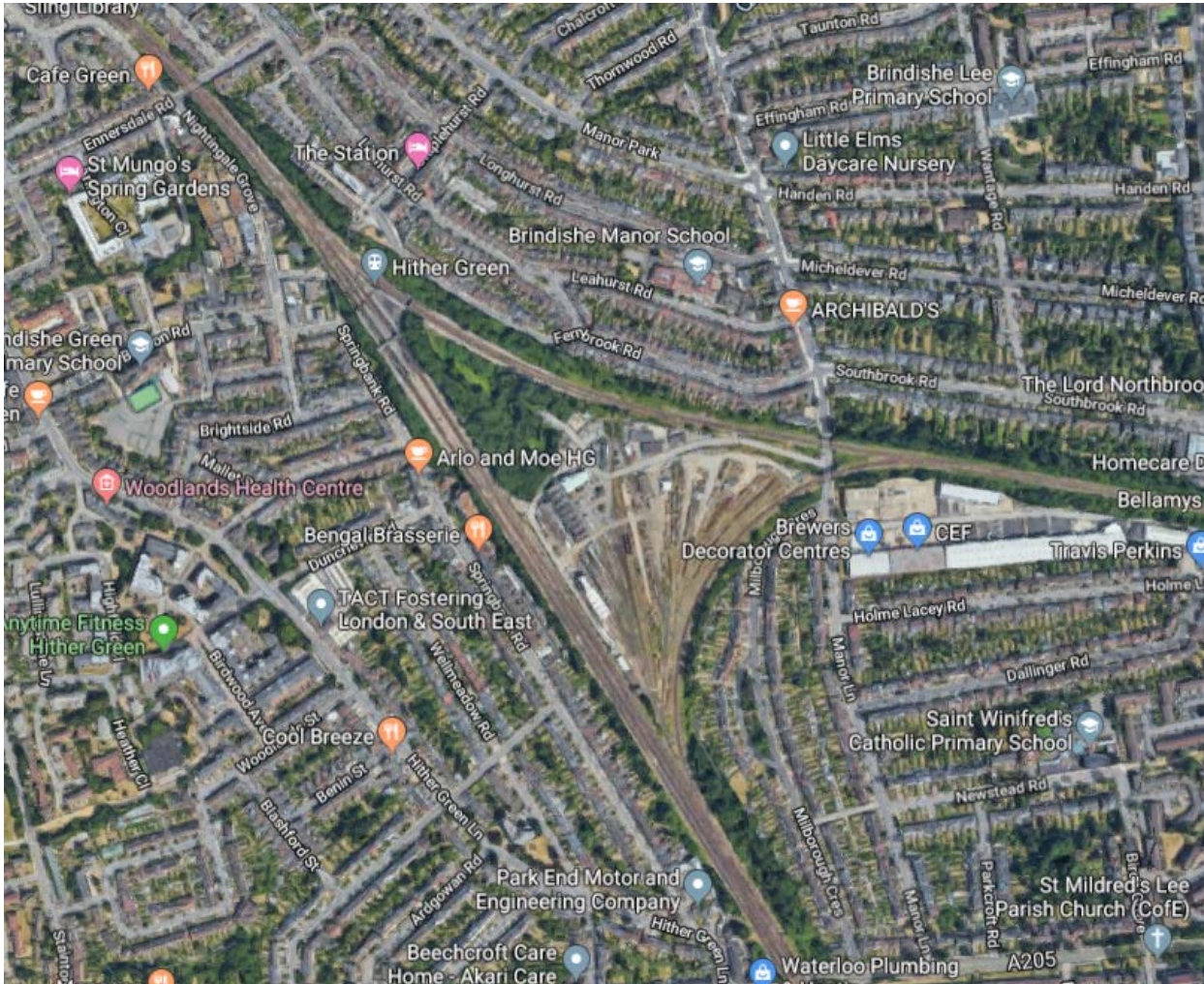
The option we have considered at Hither Green would make use of an existing rail operations site, lying between the Sidcup and Orpington lines as they run into Hither Green station. These lines are on embankments above the level of the proposed site, which could provide separation and screening. The site is accessed via Manor Lane, a residential road with traffic-calming measures.

This site lies within the London Borough of Lewisham, within the Lee Green Ward, and is an existing rail operations site. The triangular shaped site surrounded by live operational railway lines is located southeast of Hither Green Railway station and is an existing operational sidings, maintenance and storage depot. The area surrounding the site is mainly residential with some light industrial businesses.

Whilst the majority of the site is an existing stabling and depot, there is an undisturbed area of woodland, known locally as the Hither Green Triangle Nature Reserve and is actively managed by environmental groups known as Friends of Hither Green Triangle and Nature Conservation Lewisham.

Currently New Cross Gate is the preferred worksite.

Figure 3: Aerial View of the Hither Green Worksite



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 worksite at Hither Green worksite are divided into positive and negative.

Positive impacts during construction and operation

- Employment opportunities during construction and operation, including apprenticeships.

Negative impacts during construction

- To build and equip the worksite, there will be additional construction traffic in the Hither Green station area;
- Temporary road closures and diversions may be required during construction;
- During the construction period there could be noise, vibration, dust and amenity impacts from the construction worksite;
- During the construction, there may be amenity impacts on the woodland area designated as Site of Importance for Nature Conservation and disturbances to the wildlife there.



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 | - Other – refugees, low income, homeless people |
| - Disability including carers ² | - Pregnancy/maternity |
| - Gender | - Race |
| - Gender reassignment | - Religion or belief |
| - Marriage/civil partnership | - Sexual orientation |

The section outlines the equalities baseline relevant to the proposed 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:

- Blackheath
- Catford South
- Rushey Green
- Lewisham Central
- Lee Green

A baseline profile of the population living and working within the study area is necessary for the identification of potential equality impacts in order that an assessment can 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 8 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 mentioned, 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 data age breakdown for the study area, the London Borough of Lewisham and London.

The study area's population of young children (0 to 4 years old) is slightly higher than the average for the London Borough of Lewisham and for London. Conversely, the proportion of people in the 5 to 19 years old age bracket is slightly lower than is the average for the borough and for London (16% compared to 17.1% and 17.7%).

The study area's working age population (20 to 64 years old) is similar to the borough average but higher than London as a whole. Finally, the proportion of those in the 65+ age group (9.6%) is slightly higher than the borough but lower than London.

It is worth noting that age demographics vary by race. One in five of the overall population in Lewisham Borough is under 15, but this is doubled in the Bangladeshi group, and more than doubled in the Black Other group. The under 15 proportion is lowest in the White and Chinese groups.

Table 1: Age Breakdown by Different Geographical Areas

	Age group			
	0-4	5-19	20-64	65+
Study area	7.8%	16.0%	66.5%	9.6%
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 reflects the London average and Lewisham, where there are more females than males by 2% percentage points (49% to 51%) according to 2011 Census data.

Race/Ethnicity

As shown in Table 2, the study area's ethnic population is 53.4% White, 26.9% Black, 9.9% Mixed/Other and 9.8% Asian. The study area has a slightly lower proportion of the White, Black and Mixed/other ethnic groups and a higher proportion of the Asian ethnic group compared to the borough.

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 are from black and minority ethnic communities, suggesting higher rates of diversity in the future.³

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	53.4%	9.8%	26.9%	9.9%
Lewisham	53.5%	9.3%	27.2%	10.0%
London average	59.8%	18.5%	13.3%	8.4%

Source: ONS DC2101EW - 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 Lower Layer Super Output Areas or LSOAs. 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.

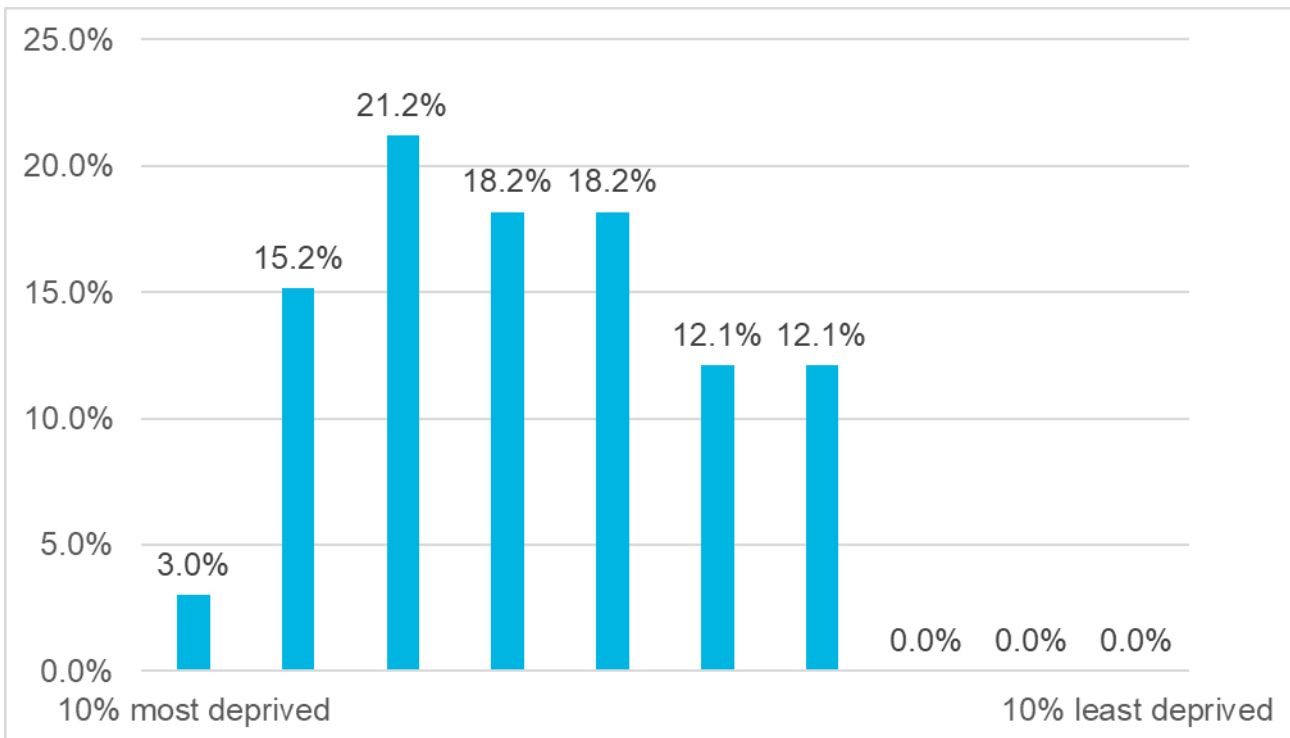
Figure 4 shows that the study area contains some levels of deprivation. Of the 33 LSOAs that make up the area, 3% of them are amongst the 10% most deprived areas in the country. A further 15.2% of LSOAs in the study area are ranked amongst the 20% most deprived areas. Although no LSOAs are ranked amongst the 10% to 30% least deprived, 24.2% of LSOAs are among the 50% to 40% least deprived.

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

⁴ As the Index of Multiple Deprivation (IMD) 2019 will be released 26th September, this data will be updated in future assessments.



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

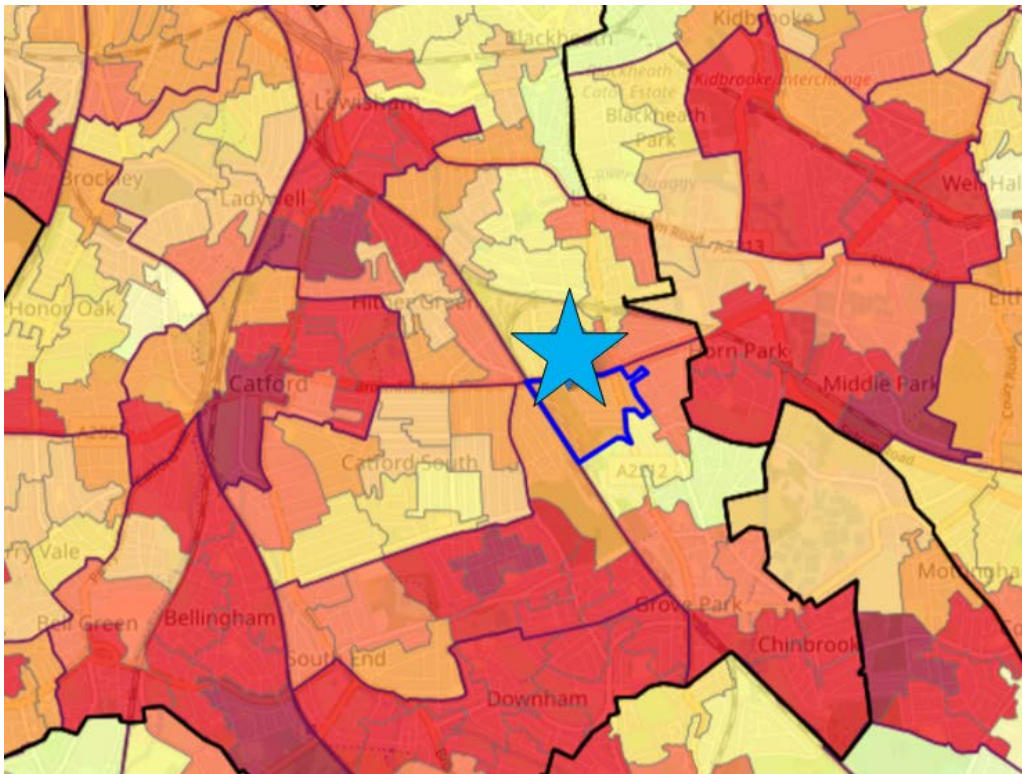


Source: Ministry of Housing, Communities and Local Government, 2015

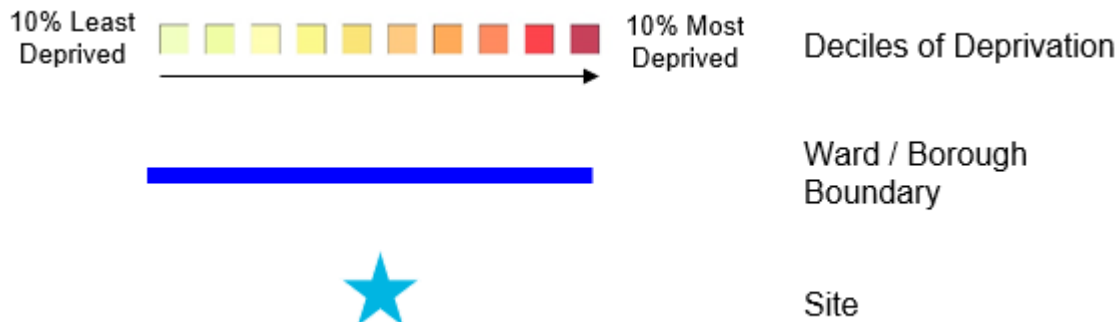
As can be seen in Figure 5, the site is located within a small area ranked among the 50% least deprived LSOAs in England, as identified by a star. This demonstrates the severity of deprivation, with lighter colours representing less deprivation and the darker reds showing greater deprivation. The site is surrounded mainly by LSOAs that are among the 20% most deprived areas in England.



Figure 5: Study Area Index of Multiple Deprivation Map



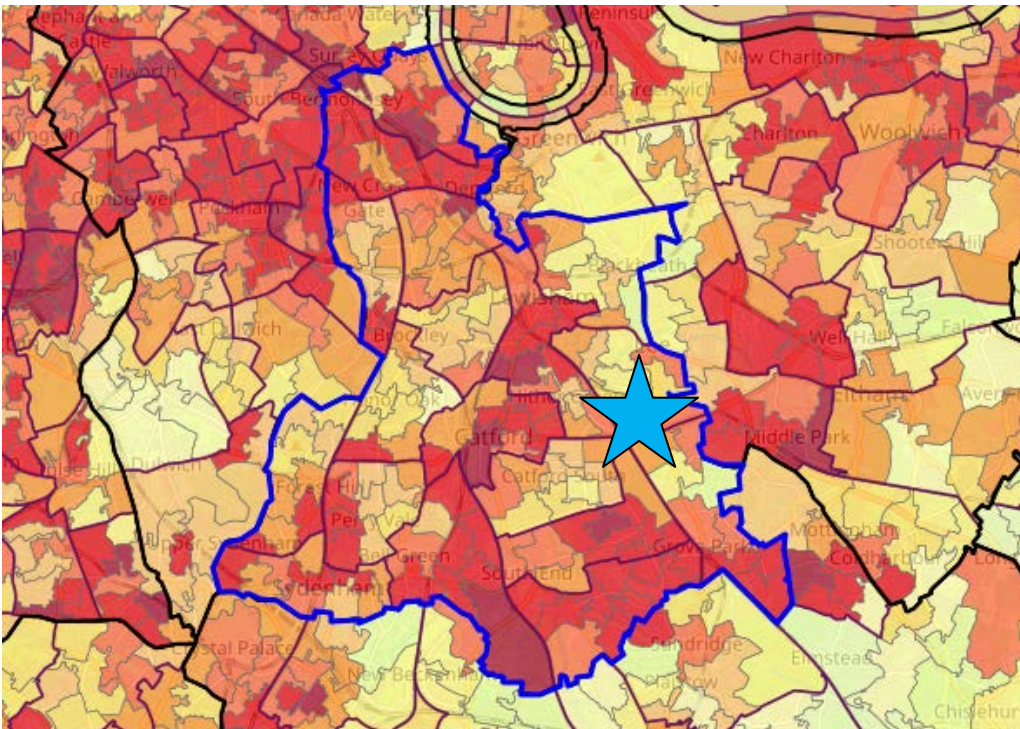
Source: dclgapps.communities.gov.uk/imd/idmap.html



At the borough level, Figure 6 outlines the London Borough of Lewisham’s index of deprivation, the map is broken down into LSOAs that sit within each ward. 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 near the site, in wards such as Rushney Green and Lewisham Central.



Figure 6: The London Borough of Lewisham Index of 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 and 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 London Borough of Southwark is ranked 9th.⁵

Disability

The study area and the include 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 London. It is worth noting that data regarding 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	7.1%	7.1%	6.7%
Day-to-day activities limited a little	7.2%	7.3%	7.4%
Day-to-day activities not limited	85.7%	85.6%	85.8%

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

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

Religion or Belief

Within the study area, Christianity is the most prevalent religion at 53.3%, followed by 6.2% of the population identifying as Muslim. There are fewer residents who identify as Jewish and Sikh than in London but the same proportion between the study area and the borough. Christianity is more prevalent in the study area than in Lewisham and in London. Both the study area and the borough have notably less Muslim residents than across London. Less residents identify as having no religion (26.3%) than in Lewisham but more than in London.

Table 4: Religion or Belief by Different Geographical Areas

	Study area	Lewisham	London average
Christian	53.3%	52.8%	48.4%
Buddhist	1.0%	1.3%	1.0%
Hindu	3.0%	2.4%	5.0%
Jewish	0.2%	0.2%	1.8%
Muslim	6.2%	6.4%	12.4%
Sikh	0.2%	0.2%	1.5%
Other religion	0.5%	0.5%	0.6%
No religion	26.3%	27.2%	20.7%
Religion not stated	9.1%	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 to answer.

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

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



sample size of this dataset. The IHS is, however, considered to be experimental statistics and is currently undergoing evaluation.

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. It would be estimated that the lesbian and gay population of the study area is roughly around 7955, although whether this includes bisexual or transgender individuals is unclear.⁷

Pregnancy and Maternity

As can be seen in Table 5, the General Fertility Rate (GFR) within the study area is notably higher than both London and the borough, with 69.4 births per 1,000 women compared with 64.7 births in Lewisham and 62.2 in London.

⁷ www.lewishamjsna.org.uk/a-profile-of-lewisham/social-and-environmental-context/sexual-orientation.



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)
Blackheath	200	3,622	55.2
Catford South	243	3,497	69.5
Rushey Green	320	3,737	85.6
Lewisham Central	421	6,178	68.1
Lee Green	249	3,620	68.8
Study area	1,433	20,654	69.4
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.

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.⁸

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

⁸ www.trustforlondon.org.uk/data/boroughs/lewisham-poverty-and-inequality-indicators/.



crime data, as presented in Table 6. Between August 2017 and July 2019, there were 18,002 crimes reported in the study area, which is 211.3 crimes per 1,000 people. The top three crimes reported were violence against people, theft, and vehicle offences.⁹ 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.

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

Type of crime	Number	Percentage
Arson and Criminal Damage	1,344	7.5%
Burglary	1,500	8.3%
Drug Offences	975	5.4%
Miscellaneous Crimes Against Society	268	1.5%
Possession of Weapons	213	1.2%
Public Order Offences	1,220	6.8%
Robbery	695	3.9%
Sexual Offences	375	2.1%
Theft	4,278	23.8%
Vehicle Offences	1,950	10.8%
Violence Against the Person	5,184	28.8%
Total	18,002	

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

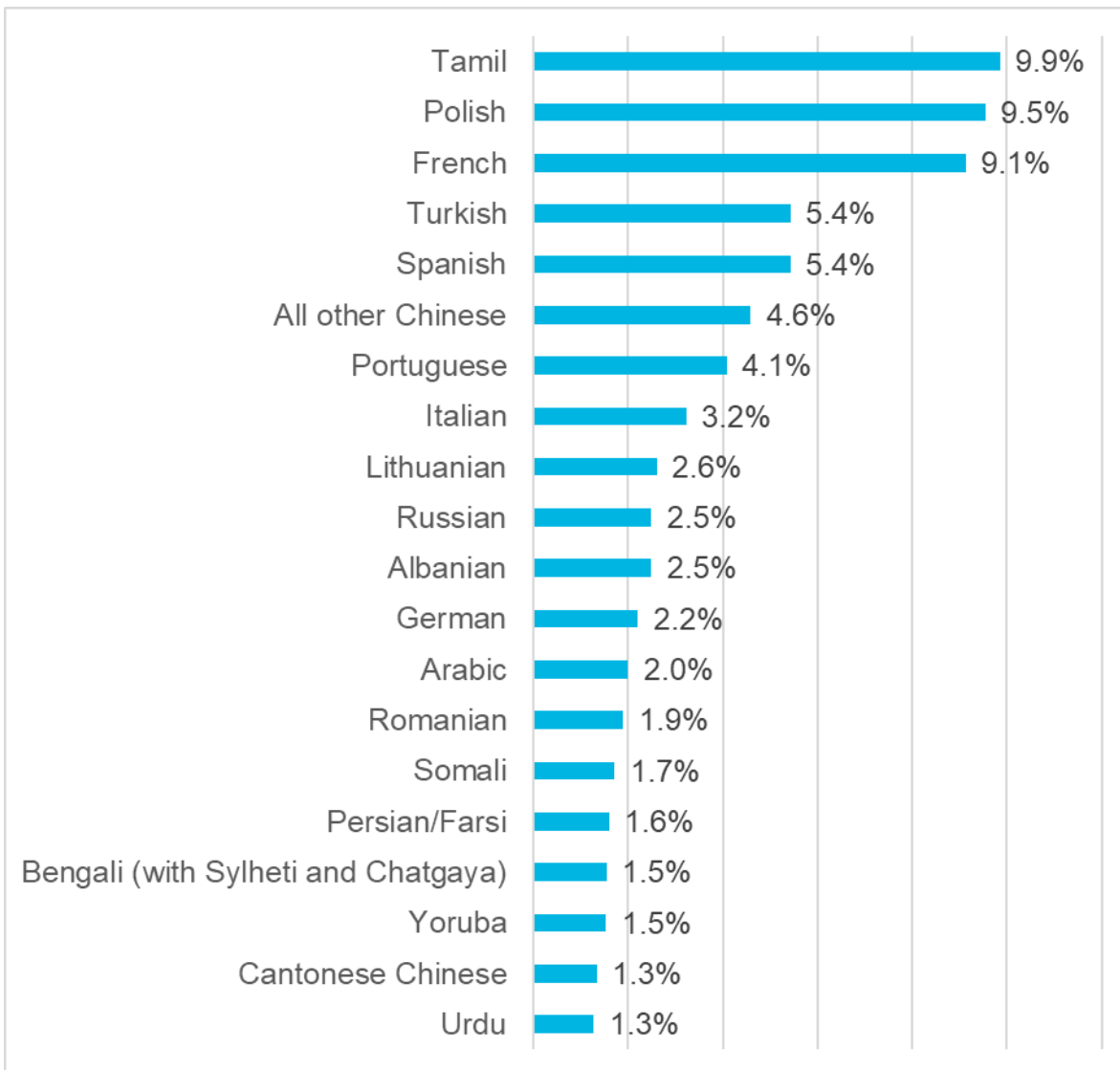
16.3% of residents in the study area list a language other than English as their main language. This is less than the average for London (22.1%), but is in line with the borough (16.5%).

Among these residents, 9.9% speak Tamil, 9.5% speak Polish and 9.1% speak French. The data highlights the diversity of languages spoken within the study area.

⁹ https://data.london.gov.uk/dataset/recorded_crime_summary.



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

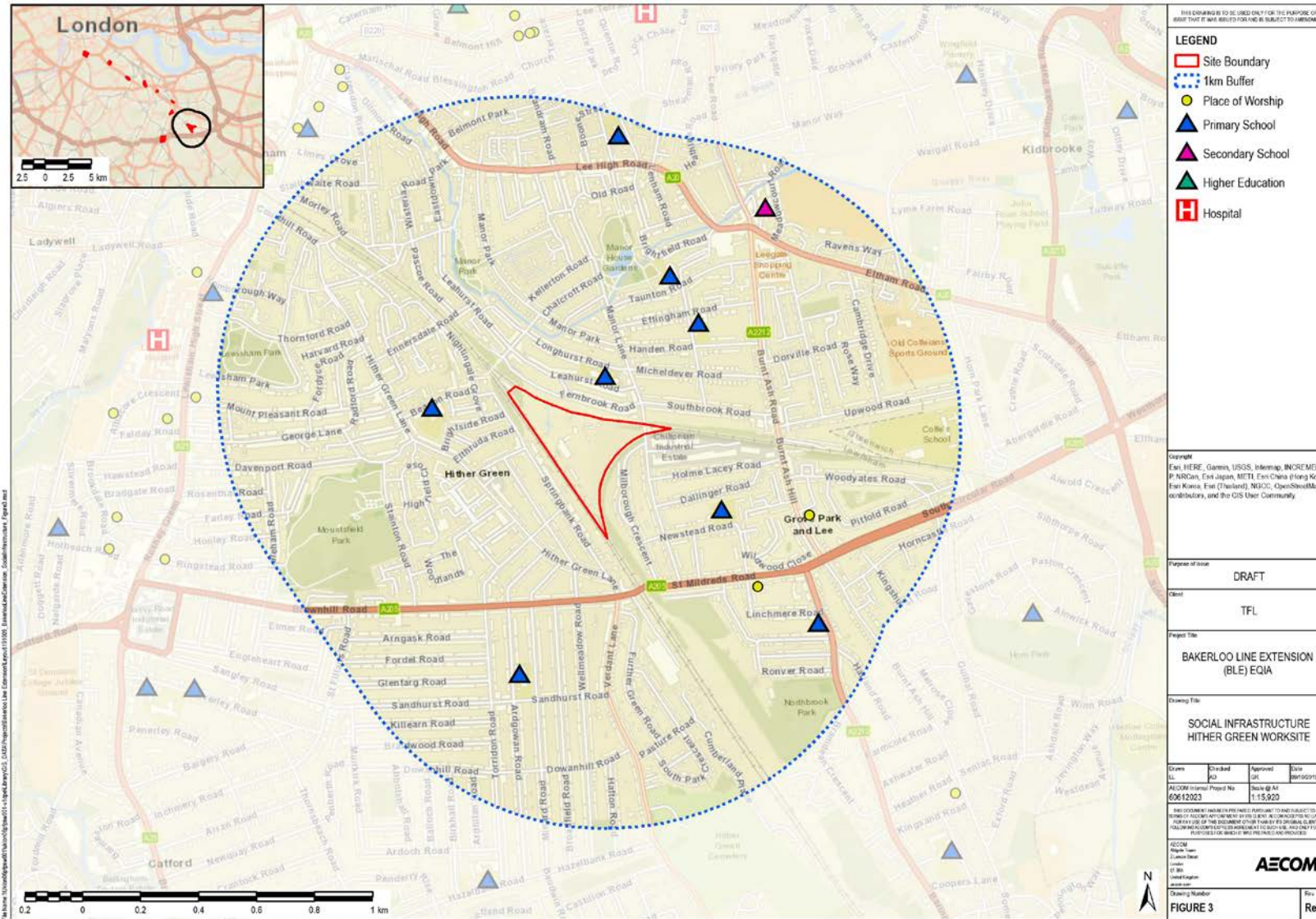


Source: ONS (2011) QS204EW - Main language (detailed)

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 Hither Green Worksite



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

Places of Worship

Table 7: Places of Worship

Faith	Name
Christian Anglican	St Mildred's Church
Christian	Our Lady of Lourdes

Source: www.geofabrik.de, AECOM

Education Facilities

Table 8: Nursery Schools

Name	Type
Beacon Road Day Nursery	Day Nursery

Source : GoogleMaps 2019, www.brighthorizons.co.uk/our-nurseries/beacon-road-day-nursery

Beacon Road Day Nursery is located near the site but does not appear on the map.

Table 9: Primary Schools

Name	Type	Phase of Education	School Capacity	Number of Pupils
Baring Primary School	Community school	Primary	275	252
Brindishe Green School	Community school	Primary	630	693
Brindishe Manor School	Community school	Primary	420	478
Sandhurst Junior School	Community school	Primary	360	346
Sandhurst Infant and Nursery School	Community school	Primary	300	395
Brindishe Lee School	Community school	Primary	270	260
St Margaret's Lee CofE Primary School	Voluntary aided school	Primary	210	245
Trinity Church of England School, Lewisham	Voluntary aided school	All through	780	784
St Winifred's RC Primary School	Voluntary aided school	Primary	420	402

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
Trinity Church of England School, Lewisham	Voluntary aided school	All through	Does not have a sixth form	780	784
International Academy of Greenwich	Free schools	Secondary	Has a sixth form	875	94

Source: Edubase - Department of Education, January 2018

Hospitals/medical centres

- University Hospital Lewisham is the closest hospital and is 1km north west of the site
- The closest GP surgery to the site is Woodlands Health Centre which is 350m west of the site

Future Population to 2050

As seen in Table 10, GLA Population Projections estimate that by 2050, the proportion of 0 to 15-year olds living in the study area will increase by approximately 18% on 2017 levels. The working age population (16 to 64-year olds) is projected to increase over the same period by 20% in line with the borough and London. The greatest population increase is expected in the 65 and over age group, which will rise considerably on 2017 levels, by 114% in the study area and 110% in Lewisham.

Table 11: 2017-2050 Population Increase

	0-15	16-64	65+
Blackheath	9%	7%	72%
Catford South	-17%	-2%	108%
Lee Green	8%	7%	86%
Lewisham Central	51%	38%	134%
Rushey Green	23%	40%	176%
Study area	18%	20%	114%
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 12: 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. This includes heavy goods vehicles who will be accessing the site via Manor Lane. During these, children and their parents, older people, and students on their way to nearby schools may have concerns about safety.</p> <p>Any temporary diversions for vehicles, cyclists and pedestrians may impact negatively on people either from younger or older age groups who may be less able to walk and cycle in degraded 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 worksites may impact negatively on people from very young and older age groups who may be more sensitive to these impacts on health and wellbeing, for example greater sensitivity to annoyance and respiratory issues. The noise may cause disturbances to schools and nurseries in the vicinity.</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 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</p>



		amenity impacts from construction worksites 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.
Gender	Y	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 if there are any temporary routes with less natural surveillance, high hoardings and/or poor lighting.
Gender reassignment	Y	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 should there be any temporary routes with less natural surveillance, high hoardings and/or poor lighting.
Marriage/civil partnership	N	It is not considered that people will be more sensitive to the identified potential negative effects on grounds of marriage or partnership status.
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 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>
Pregnancy/maternity	Y	<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>Temporary diversions for vehicles, cyclists and pedestrians may impact negatively on pregnant woman</p>



		<p>or parents with young babies/children who may be less able to walk or cycle in degraded conditions or longer distances.</p> <p>During the construction period noise, vibration, dust and amenity impacts from construction worksites 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>
Race	N	<p>Black, Asian and minority ethnic (BAME) groups are more dependent on public transport and are more likely to be classified as 'worried' and slightly more likely to take precautions against crime when travelling.¹⁰ Any relocation of bus stand facilities may disproportionately negatively impact them. However, it is unlikely that bus stands would be altered as a result of the worksite.</p>
Religion or belief	N	<p>It is not considered that people will be more sensitive to the identified potential negative effects on grounds of religion or belief.</p>
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, particularly disabled 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 any temporary routes with less natural surveillance, high hoardings and/or poor lighting.</p>

¹⁰ <http://content.tfl.gov.uk/travel-in-london-understanding-our-diverse-communities.pdf>



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 13: 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 Hither Green, the above benefits would be limited in the study area. However, residents in Hither Green would benefit from an interchange with the Bakerloo line 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,		It is not considered that refugees, people with low income



low income, homeless people	N	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 14: Consultation Regarding Protected Characteristic Groups

List the groups you intend to consult with or have consulted and reference any previous relevant consultation? ¹¹	If consultation has taken place what issues were raised in relation to one or more of the protected characteristics?
<p>2014</p> <p>People living and working in the areas through which the proposed extension would run, including people living in the boroughs of Southwark, Lewisham and Bromley.</p> <p>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.</p> <p>The key 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</p> <p>People living and working in the areas through which the proposed extension would run, including people living in the 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

¹¹ 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 Hither Green site, as this was not included within the consultation.</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</p> <p>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 	<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 worksites 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



<p>Group</p> <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 	
<p>Future consultation</p>	<p>As TfL continue to develop our plans, they will carry out further consultations 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 proposed 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.	Construction
Clearly sign any diversions and advertise the change early, including approaching pavements and bus stops. Simple schematics to be placed on applicable websites, hoardings and information points. Temporary signage to follow TfL signage guidelines.	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
Assess requirements for enhanced security on temporary routes for pedestrians and cyclists, for example CCTV monitoring and upgraded lighting.	Construction
Ensure that a suitable management and monitoring plan is in place for noise, vibration and dust emissions from worksites.	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. Consider how construction traffic and temporary routes affect when local facilities such as schools and churches are likely to be busy.	Planning and design



Update this EqIA when more is known about the proposed construction site.	Planning and design
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