

4. Equality Impact Assessment

- 4.1. Barnet Council is committed to ensuring equality of access and opportunities for everyone in Barnet by aiming to improve the quality of life of all residents and service users. Putting the Community First: Barnet Council's Equalities Policy outlines its commitment to challenging all forms of inequalities by accepting that discrimination affects people in complex ways.
- 4.2. Barnet Council has undertaken an Equality Impact Assessment on its Local Implementation Plan (LIP) as a demonstration of its commitment to providing a non-discriminatory LIP which promotes equality and fulfils our duties under the Race Relations (Amendment) Act 2000.
- 4.3. The majority of schemes had positive or neutral impacts on the majority of the target groups. Potential low adverse impacts on older people and disabled people were identified for schemes involving the introduction of street trees and some cycling proposals, and actions to mitigate this have been identified. No high adverse impacts were identified to any target group, so a further more detailed assessment is not planned for any scheme.

Equality Target Groups

- 4.4. The Equality Target Groups used for the assessment of the LIP are:
 - women;
 - black and minority ethnic people;
 - young people and children;
 - older people;
 - disabled people;
 - lesbians, gay men and bisexuals;
 - transgendered people
 - people from different faith groups.

Particular Concerns of Target Groups

Women

- 4.5. A study for the Equal Opportunities Commission "Promoting gender equality in transport": Kerry Hamilton, Linda Jenkins, Frances Hodgson and Jeff Turner: 2005 found that there are differences in the travel patterns of men and women, which are particularly influenced by the greater time women spend on care-related roles.
- 4.6. It notes that the existing transport system is geared towards the requirements of men, for example in the extent of radial routes in public transport compared to orbital ones, and the emphasis on the peak-time periods in the provision of bus and rail services.
- 4.7. Particular differences in the transport use of men and women included:

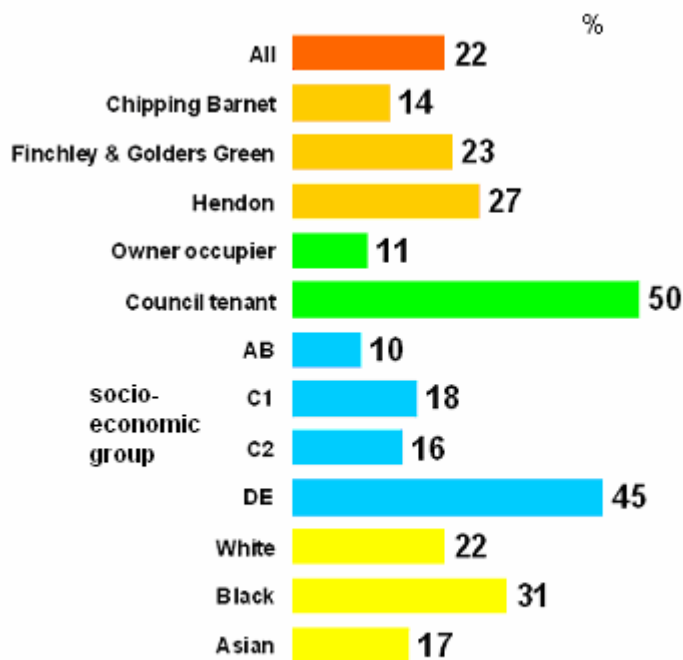
- Men tend to travel further than women, although they make a similar number of trips;
 - Men are much more likely than women to travel as car drivers;
 - Women are more likely to travel as car passengers, or on foot.
 - Women are slightly more likely than men to travel by public transport, especially to work
 - Women use buses more than men – men make slightly greater use of trains.
 - Men are more likely to travel for commuting or business;
 - Women are more likely to travel for shopping or taking children to school;
 - More men than women have driving licenses in all age groups – and in two person households men are more likely to be the main car driver;
 - People in low income groups (which will contain many lone parent households that are mainly headed by women) were more likely to use public transport.
- 4.8. The study also supports the view that safety concerns can restrict women's travel at particular times, for example at night. Research for the DfT (People's perceptions of personal security and their concerns about crime on public transport. Published 11 May 2004) confirms women's greater safety concerns at night. Our annual resident's survey (2003/04) found that in Barnet women feel only slightly less safe than men during the day (75% and 77% respectively saying that they feel very or fairly safe) but the discrepancy increases sharply after dark when 41% of men feel very or fairly safe compared to just a third of women, and previous surveys had similar findings (e.g. Town Centre surveys (2002) and Citizens Panel VIII).

Black and Minority Ethnic People and faith groups

- 4.9. Research for the DfT into the transport requirements of minority ethnic and faith communities (Public Transport Needs of Minority Ethnic and Faith Communities Guidance Pack: 2003: Social Research Associates) highlights a range of issues. These include:
- Inadequate understanding by service providers of the transport needs of minority ethnic and faith communities
 - Language can be a barrier to knowledge of services but provision of written information in community languages may not be the best solution in many cases.
 - Views of minority ethnic and faith communities may be left out of consultation for a variety of reasons.
 - Racist behaviour by staff or other passengers is a problem for passengers in minority ethnic and faith communities. Complaints procedures may not be accessible because of language difficulties.
 - Fear of racist attacks and general personal safety concerns on the transport network, including when walking or waiting at bus stops or in stations, can be a barrier to using the transport network.

- Transport services that do not reflect the travel patterns or needs of changing local communities. The extent of radial routes compared to orbital ones can make journeys longer and more complicated and expensive, and may not reflect the needs of particular communities.
 - Young people from minority ethnic and faith communities are very concerned about bullying and violence on the transport network, both on vehicles and while waiting at bus stops and stations.
- 4.10. Local consultation with groups of 8-11 year olds and 11-21 year olds has also highlighted that young people, particular those from minority groups, do not feel safe on public transport.
- 4.11. The proportion of households without access to a car is higher among Black people in Barnet than among other ethnic groups. Also the level of Council tenants without a car is high. Black African and “Other Black” groups make up 10% of Council tenants in the borough, but less than 5% of the population as a whole, and it seems likely these groups are the most likely to be without access to a car.

Fig 4.1 ‘No vehicle’ households (residents survey 2004/05)



- 4.12. Bus travel is the most common mode of public transport for Asian, black and minority ethnic communities, with 55% using bus travel on three or more days a week (compared with 47% of white respondents). (DfT: People's perceptions of personal security and their concerns about crime on public transport. Published 11 May 2004) Many ethnic minority groups are strongly represented among bus passengers (TfL)

- 4.13. Black children are disproportionately likely to be involved in road traffic accidents (LAAU).

Young people and children

- 4.14. Consultation for a Best Value Review on services for Children and Young People in Barnet included discussions with groups of 8-11 year olds and 11-21 year olds, and highlighted particular transport issues related to personal safety, road safety and public transport.
- 4.15. Personal safety concerns focused on bullying on public transport. In particular minority groups did not feel safe on public transport. Also on the street young people felt that more lighting in streets and alleyways would help them feel safer.
- 4.16. Road Safety was seen as important. Young people felt there were may not be enough pedestrian crossings with some roads particularly difficult to cross - in particular North Circular Road and Great North Way were mentioned. Vehicles driving inappropriately, insufficient safe places to cycle and difficulties in accessing cycle training were cited as concerns.
- 4.17. Public transport issues were also raised by both age groups. The younger group saw public transport as fun and good because it was free (buses and some accompanied weekend underground journeys) and viewed the tube as a good thing about Barnet. However some buses and bus shelters were seen as dirty and unsafe. There were issues with frequency and waiting times for buses and it was highlighted that travel to the nearest leisure facilities or across Barnet often requires two buses, and travel takes too long.
- 4.18. High levels of traffic are likely to contribute to the limited freedom to travel independently and to play outside experienced by some children.

Older people

- 4.19. The DfT's report Older people: their transport needs and requirements highlights a number of issues for older people using various forms of transport.
 - Social and leisure trips are areas in which there is unmet need even in urban areas, partly affected by the radial nature of many transport services that may make trips to neighbouring areas difficult. Many older driver's are concerned that they will be unable to continue their existing activities if they are unable to drive.
 - The poor state of maintenance and repair of pavements is a significant issue for many older people, who are concerned about falling.
 - Limited or poorly maintained waiting facilities for buses and trains and poor levels of lighting are issues that particularly concern older people, causing practical difficulties and safety concerns.
 - Physical difficulties boarding and alighting vehicles and negotiating steps are an issue for many.

- Older people are more likely to be injured in traffic accidents than the general public.
- They are more likely to be public transport users, especially using buses.

Disabled people

- 4.20. Various issues can limit the accessibility of transport for disabled people. Considerable guidance is available on best practice for improving accessibility, but much of the country's transport infrastructure developed prior to this type of guidance being available, and the guidance is still often inconsistently applied.
- 4.21. Within the street limited space, steps, steep gradients, street clutter and uneven surfaces can all be barriers to those with mobility or sensory difficulties – and in some cases can render particular routes unusable.
- 4.22. People with disabilities or conditions that prevent them learning to drive may be particularly reliant on public transport, but access to vehicles, stations or transport interchanges may be difficult or impossible.
- 4.23. People with visual impairments are often particularly reliant on a good level of lighting.
- 4.24. People with learning disabilities or sensory impairments may not be able to access information provided in some forms.

Lesbian, Gay, Bisexual and Transgendered people

- 4.25. People in these groups may be the victims of hate crime, and consequently measures to enhance security are likely to be of particular value to them, as to other groups that have security concerns. A survey by GALOP (London's Gay, Lesbian, Bisexual and Transgender community safety charity) in 1998 among young people found that 31% of the incidents of abuse and assault suffered by respondents had occurred in the street, with 1% on public transport. The Barnet Lesbian, Bisexual and Transgender Network is a multiagency partnership committed to raising issues of interest and concerns of Lesbian, Bisexual and Gay people and meets regularly. The network was originally created to respond to the growing incidents of homophobic attacks. This network would be valuable for assessing views on transport matters in the future.

Geographical representation of equality target groups

- 4.26. The 2001 Census collected wide ranging information about people, and this has been used to help identify areas of the borough that have higher than average numbers of residents belonging to particular equality target groups.

- 4.27. This has allowed us to consider whether the location of particular schemes will have a disproportionate impact on some groups. This particularly applies to minority ethnic and faith groups, but also to the age of residents.
- 4.28. Burnt Oak and Golders Green wards have at least 20% more children under 16 than the borough average, Childs Hill, Colindale, Golders Green and Hendon have at least 20% more people aged 16-25 than the borough average and Garden Suburb and High Barnet have at least 20% more people aged over 75 than the borough average.

Fig 4.2 Wards within the London Borough of Barnet




Black and minority ethnic people and faith groups

- 4.29. The census collected information on the ethnic group of people and also included an optional question regarding their religion.
- 4.30. Table 4.1 identifies those wards in the borough that have significantly higher than average numbers of residents from different ethnic groups than the borough average and table 4.1a provides a breakdown of the representation of different faith groups by ward. Also figure 4.3 identifies areas that have particularly high concentrations of some groups, which may not be apparent from the ward breakdown.

Table 4.1 Representation of different ethnic groups in Barnet wards

	White			Mixed				Asian or Asian British				Black or Black British			Chinese or Other Ethnic Group	
	British	Irish	Other White	White & Black Caribbean	White and Black African	White and Asian	Other Mixed	Indian	Pakistani	Bangladeshi	Other Asian	Caribbean	African	Other Black	Chinese	Other Ethnic Group
Brunswick Park	63.23	3.14	12.6	0.55	0.41	0.8	0.76	7.67	1.03	0.7	2.54	1.4	2.21	0.28	1.64	1.04
Burnt Oak	52.12	5.08	5.7	0.93	0.95	1.17	1.24	8.3	1.49	0.34	2.83	2.88	9.98	0.79	3.1	3.1
Childs Hill	49.85	4.55	19.25	0.59	0.54	1.26	1.36	5.58	1.43	0.39	2.02	1.31	5.09	0.5	2.16	4.13
Colindale	39.34	4.24	8.05	0.99	1.22	0.84	1.26	11.68	3.19	0.35	3.76	3.51	12.84	1.37	4.34	3.02
Coppetts	58.56	4.16	10.93	0.83	0.65	1.38	1.05	8.63	0.74	0.53	1.77	1.81	4.27	0.48	2.51	1.7
East Barnet	75.13	2.93	8.51	0.55	0.37	0.83	0.65	4.21	0.51	0.23	1.55	0.72	1.96	0.1	0.86	0.88
East Finchley	60.33	4.45	11.73	0.71	0.61	1	1.09	6.99	0.97	0.72	1.26	1.55	4.42	0.47	1.25	2.45
Edgware	64	2.27	6.81	0.45	0.45	0.63	0.7	12.16	1.33	0.53	1.73	0.99	4.62	0.2	1.64	1.48
Finchley Church End	58.98	2.45	12.74	0.3	0.38	1.19	0.93	9.35	1.19	0.32	2.22	0.76	3.79	0.2	1.85	3.35
Garden Suburb	65.3	1.51	17.71	0.22	0.2	1.08	0.94	3.4	0.88	0.19	1.38	0.58	2.32	0.08	1.3	2.93
Golders Green	53.88	2.39	16.97	0.4	0.52	1.05	1.11	7.04	1.61	0.68	2.04	0.92	5.37	0.33	2.12	3.58
Hale	61.39	3.33	6.68	0.49	0.53	0.86	0.87	9.99	1.38	0.55	2.36	1.52	5.13	0.43	2.55	1.93
Hendon	55.91	2.67	14.05	0.4	0.53	1.09	0.99	9.14	1.29	0.5	2.2	1.06	4.73	0.33	2.11	3
High Barnet	80.01	2.72	6.69	0.47	0.3	0.86	0.68	3.29	0.32	0.24	0.82	0.57	1.12	0.06	1.08	0.77
Mill Hill	64.45	3.14	9.03	0.55	0.44	1.32	0.77	6.8	1.48	0.37	1.91	1.13	4.35	0.23	2.23	1.8
Oakleigh	70.38	3.6	9.3	0.37	0.35	0.92	0.72	6.5	0.82	0.22	1.67	0.73	2.03	0.13	1.11	1.16
Totteridge	62.36	2.57	10.07	0.21	0.26	0.99	1.06	8.5	1	0.27	1.61	0.6	1.92	0.11	2.56	5.9
Underhill	74.72	3.51	5.44	0.51	0.47	0.81	0.8	4.06	0.51	0.52	1.54	1.05	3.28	0.26	1.18	1.34
West Finchley	50.84	3.41	11.97	0.48	0.43	1.09	1.31	15.84	1.21	0.63	1.71	1.01	2.74	0.27	2.46	4.61
West Hendon	41.11	3.89	10.1	0.54	0.37	1.32	0.84	19.11	3.06	0.75	2.98	2.06	6.23	0.32	3.24	4.07
Woodhouse	55.78	4.2	11.27	0.61	0.63	0.97	1.02	13.96	1.08	0.62	1.89	1.38	2.67	0.39	1.4	2.15
Barnet	59.86	3.35	10.82	0.53	0.51	1.02	0.96	8.62	1.26	0.46	1.99	1.31	4.34	0.35	2.03	2.59

 Greater than double the borough average

 At least one and a half times the borough average


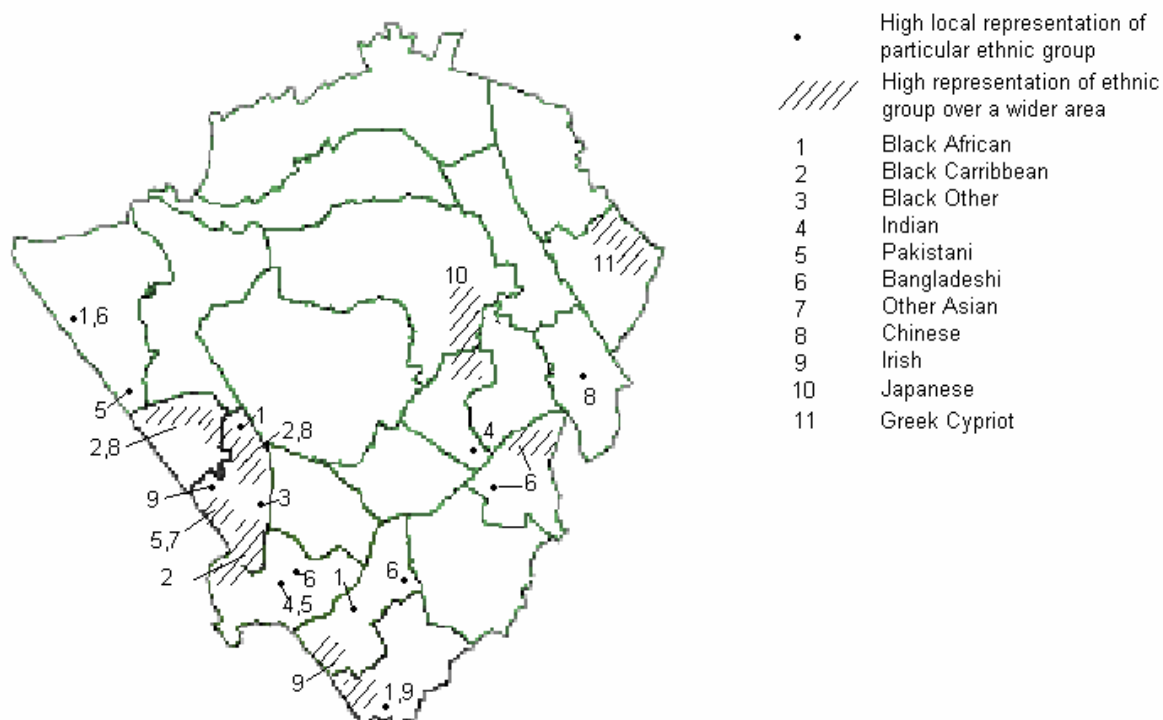
 At least 1.3 times borough average

Table 4.1a Representation of different faith groups (percentages) in Barnet wards

Ward Name	All People	Christian	Jewish	Muslim	Hindu	Buddhist	Sikh	Any other religion	No religion	Religion not stated
Brunswick Park	14,668	59.4	6.6	6.6	6.0	0.7	0.3	1.0	11.0	8.4
Burnt Oak	15,243	59.1	1.6	9.4	7.1	0.8	0.1	0.5	12.1	9.3
Childs Hill	17,261	40.9	18.0	7.5	4.1	1.4	0.2	0.7	15.2	12.0
Colindale	13,860	53.5	2.0	11.1	11.1	1.6	0.4	0.5	11.3	8.4
Coppetts	14,504	54.6	5.0	6.4	6.7	1.0	0.6	0.9	16.1	8.8
East Barnet	15,332	62.8	5.2	3.5	3.7	0.6	0.1	0.7	15.9	7.6
East Finchley	14,534	50.9	8.3	5.5	5.5	0.9	0.5	0.8	19.0	8.6
Edgware	14,816	27.8	36.7	5.3	8.9	0.7	0.2	2.0	6.6	11.7
Finchley Church End	13,810	33.4	28.6	5.7	7.2	1.3	0.6	0.8	12.4	10.1
Garden Suburb	14,727	31.2	37.1	3.8	2.4	1.1	0.2	0.6	12.2	11.5
Golders Green	16,249	29.6	29.5	7.7	5.4	1.3	0.2	1.0	9.5	15.8
Hale	15,663	46.7	17.9	6.4	7.7	0.8	0.3	1.4	10.0	8.7
Hendon	15,377	31.0	30.4	5.8	7.0	1.3	0.4	0.7	9.0	14.3
High Barnet	13,847	61.3	6.7	2.6	2.4	0.6	0.2	0.8	17.4	8.2
Mill Hill	15,379	49.7	16.9	6.2	5.1	0.9	0.5	0.7	11.2	9.0
Oakleigh	14,740	58.8	9.5	3.9	4.8	0.5	0.2	1.3	11.5	9.5
Totteridge	14,449	47.2	16.7	4.5	5.6	2.5	0.6	1.8	12.5	8.7
Underhill	15,721	64.9	2.9	4.1	3.2	0.5	0.2	0.6	14.5	9.1
West Finchley	14,264	43.2	9.0	5.4	11.8	2.0	0.7	2.3	17.8	7.7
West Hendon	14,587	38.7	14.5	11.7	14.2	1.6	0.3	1.0	10.1	7.9
Woodhouse	15,533	50.5	6.7	6.0	11.4	0.9	0.7	1.4	14.5	7.9
Barnet Totals/Averages	314,564	47.4	14.8	6.1	6.7	1.1	0.4	1.0	12.8	9.7

Source: Census 2001

Figure 4.3 Representation of ethnic groups in small areas (for areas with high representation of a particular group over a whole ward, see table 4.1).

Equality target groups and public transport accessibility and regeneration

- 4.31. Although Barnet is a generally prosperous borough - a place where those who have choice, choose to live - there are some people living in Barnet who experience a disproportionately high level of deprivation. Residents living in these areas are more likely to suffer, among other things, from higher crime, lower educational attainment, higher unemployment and poorer health.
- 4.32. As identified in chapter 2, some parts of the borough have low public transport accessibility. Some of these are fairly affluent, with higher levels of car ownership, although the lower public transport accessibility in these areas will still tend to impact on anyone who does not have access to a car.
- 4.33. However other areas with low public transport accessibility are coincident with areas of deprivation and lower car ownership. Notable areas with high deprivation, low car ownership and low public transport accessibility are the Stonegrove estate in Edgware ward and the Grahame Park Estate in Colindale ward. This will particularly impact on Black people (especially Black African) and Bangladeshi and Chinese people.
- 4.34. However both of these areas are likely to benefit from the regeneration schemes in the borough, directly through transport improvements linked to the regeneration schemes and indirectly through improved availability of local services reducing the need to travel.
- 4.35. Other areas of the borough that are the focus of regeneration schemes are such as Cricklewood/West Hendon and the Dollis Valley estate are also among the most deprived areas of the borough, and parts of these areas also have lower public transport accessibility, although this does not have an obvious disproportionate impact on particular minority ethnic or faith groups.

Scheme Assessment

- 4.36. Assessment of the schemes and programmes contained within the LIP has been carried out based on the methodology employed by TfL. That is a stage 1 'screening' assessment is carried out on all schemes, and a stage 2 'detailed' assessment only carried out where a high level negative impact is identified for any equality target group.
- 4.37. The results of the screening assessment are summarised in table 4.2. No high adverse impacts have been identified for any group, so no stage 2 assessments are planned.
- 4.38. Comments on the overall effect of schemes addressing each of the Mayor's priority areas are summarised below. Some schemes impact on more than one of the priority areas, so may be duplicated in the table.

I Improving Road Safety

- 4.39. Improving road safety benefits all groups. Individual local safety schemes will tend to have a more positive effect on people living in their immediate area. The spread of schemes in the programme (which have been selected based on the accident record of sites) benefits most groups. There are particular benefits to children, through one of the local safety schemes in particular and through the road safety education, school travel planning and safer routes to school programmes.
- 4.40. Some of the proposals could particularly benefit black children who are known to be disproportionately represented in road accidents. The regeneration schemes in the borough may also have positive impact in this respect.

II Improving bus journey times and reliability

- 4.41. These schemes benefit most groups, but particularly those with higher levels of bus use and the proposal focussing on orbital routes is potentially of particular benefit to those groups (women, BME groups, older people) where it has been identified that radial routes may not meet their particular needs. The clearway programme is also likely to be beneficial to non-bus users. No disproportionate negative impact on any group has been identified.

III Relieving traffic congestion and improving journey time reliability

- 4.42. Reduced congestion benefits all groups regardless of the mode of transport they use through improved journey times and reduced pollution. The focus of some schemes and programmes on schools is likely to particularly benefit children. Improved coordination of streetworks will also particularly benefit some more vulnerable pedestrian groups, and benefits may also accrue to those suffering adverse health effects of pollution.

IV Improving the working of parking and loading arrangements

- 4.43. This proposal has no particular differential impact on any group. Specific decisions made at a local level will have to weigh competing demands but the overall effect is likely to result in similar benefits to all through reduced congestion leading to improved journey times and reduced pollution, and through ensuring parking is available to those who need it most.

V Improving accessibility and social inclusion on the transport network

- 4.44. These schemes provide benefits to most groups, but especially to disabled people and older people with restricted mobility. No disproportionate negative impact on any group has been identified.

VI Encourage walking

- 4.45. The schemes provide benefits to most groups. There are potential negative impacts to older people and disabled people from the schemes that involve introduction of new street trees if tree planting results in problems from leaf fall or disrupted paving. These are well understood areas of concern among

those planting and maintaining street trees, and the need to choose street trees wisely to avoid the potential adverse impacts on disabled or older people is highlighted in the proposal.

VII Encourage cycling

- 4.46. Generally positive for all, however could be dis-benefits to disabled people and vulnerable pedestrians if increased cycling on routes shared with pedestrians results. However improved conditions for cyclists which are managed to avoid this type of conflict may be beneficial in this regard. In order to mitigate this impact, consultation on any proposal that will involve shared pedestrian and cycle facilities needs to take place with representatives of disabled people (with particular focus on blind people) and representatives of older people, in order that the impact can be understood and considered in the local context.

VIII Bring transport infrastructure to a good state of repair

- 4.47. Maintenance work and bridge strengthening is mainly carried out based on objective assessments of the carriageway or footway condition or of the carrying capacity of the bridge. Work is carried out where the need for it is greatest based on the assessments. The work benefits all road users, whatever mode of transport they use. There are however particular benefits to older people and disabled people through footway improvements and these groups and children are likely to benefit most from improvements to streetworks co-ordination and planning. Also improvements to Aerodrome Road bridges will provide accessibility improvements especially to parts of the Colindale area currently suffering from the low accessibility. This is likely to be of particular benefit to BME communities (especially black groups and Chinese people) and to children and young people all of whom are particularly represented in this area.

Other schemes

- 4.48. No disproportionate impacts on any equality target group were identified for the scheme for development of Freight Quality Partnerships; the only scheme included in the LIP that does not have a direct impact on one or more of the Mayor's priority areas.

Table 4.2 - Impact of schemes addressing MTS priority areas on equality target groups.

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<p>MTS priority areas</p> <p>I. Improving road safety II. Improving bus journey times and reliability III. Relieving traffic congestion and improving journey time reliability IV. Improving the working of parking and loading arrangements V. Improving accessibility and social inclusion on the transport network VI. Encourage walking VII. Encourage cycling VIII. Bring transport infrastructure to a good state of repair</p>	<p>Table key</p> <p>++ High positive impact/benefit to a particular group + Low positive impact/benefit to particular group In some cases may represent a positive differential impact – ie proposal is beneficial to all, but particularly beneficial to group considered.</p> <p>0 Neutral for a particular group (or no differential benefit)</p> <p>- Low negative impact/disadvantage to particular group -- High negative impact/disadvantage to particular group</p>	
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MTS priority area	Scheme number and description		Gender		Race					Disabled people	Lesbians, gay men and bisexuals	Trans-gender people	Age		Different faith groups	Reasons/Comments
			Men	Women	Asian or Asian British people	Black or Black British people	Chinese people and 'other' people	People of mixed race	White (including Irish) people				Older people	Younger people and children		
	17	Previous years local safety schemes (05/06 & 06/07)	+	0	+	+	+	0	0	0	0	0	+	+	0	Individual local safety schemes particularly benefit people living in their immediate area. Spread of schemes (which have been selected based on the accident record of sites) is such that minority ethnic groups are likely to experience a slight differential benefit. Differential benefit also to men, older children and young adults who are more likely to be injured in a traffic accident (may particularly help address disproportionate levels of accidents among black children) and older people for whom injury is likely to be more severe.
	18	2007/08 Local safety schemes	+	0	0	0	0	0	0	0	0	0	+	+	0	Individual local safety schemes particularly benefit people living in their immediate area. Spread of schemes (which have been selected based on the accident record of sites) is such that there is likely to be a similar benefit for most groups. Differential benefit likely to those at higher risk of injury in traffic accidents including men, older children and young adults and older people.
	19	Future year local safety schemes	+	0	0	0	0	0	0	0	0	0	+	+	0	Insufficient information at this time to consider impacts on different groups. However local safety schemes are selected using objective assessment of the sites with the worst accident record. Differential benefit likely to those at higher risk of injury in traffic accidents including men, older children and young adults and older people.
	20	Practical pedestrian training	0	0	0	0	0	0	0	0	0	0	0	++	0	Particular focus on children – high benefit to this group
	21	School gate congestion project	0	0	0	0	0	0	0	0	0	0	0	++	0	Particular focus on children – high benefit to this group
	22	Safer routes to school	0	0	0	0	0	0	0	0	0	0	0	++	0	Particular benefit to children
	overall		+	0	+	+	+	0	0	0	0	0	+	++	0	Individual local safety schemes particularly benefit people living in their immediate area. Spread of schemes (which have been selected based on the accident record of sites) benefits most

MTS priority area	Scheme number and description		Gender		Race					Disabled people	Lesbians, gay men and bisexuals	Trans-gender people	Age		Different faith groups	Reasons/Comments
			Men	Women	Asian or Asian British people	Black or Black British people	Chinese people and 'other' people	People of mixed race	White (including Irish) people				Older people	Younger people and children		
																groups. Particular benefits to children.
II	6/7	Introduce bus priority at appropriate locations on A roads and busy bus routes	0	+	+	+	+	+	0	0	0	0	+	+	0	Differentially beneficial to groups with higher bus use including women BME groups older people and younger people/children. (Mix of routes involved means areas that particularly benefit, taken together, are broadly average demographically).
	9/10	Improving bus stop accessibility inc bus stop clearway provision	0	+	0	0	0	0	0	++	0	0	++	+	0	Benefits to all from fewer delays to all traffic as buses not obstructed at bus stops. Measures to make entering and exiting buses easier inc buses able to pull in to the kerb will particularly benefit some disabled people and older people who would otherwise find boarding buses difficult or impossible. Also of benefit to those with small children (disproportionately women).
	overall		0	+	+	+	+	+	0	+	0	0	+	+	0	Benefits most groups – no disproportionate disbenefit to any group
III	6/7	Introduce bus priority at appropriate locations on A roads and busy bus routes	0	+	+	+	+	+	0	0	0	0	+	+	0	Differentially beneficial to groups with higher bus use including women BME groups older people and younger people/children. (Mix of routes involved means areas that particularly benefit, taken together, are broadly average demographically).
	21	School gate congestion project	0	0	0	0	0	0	0	0	0	0	0	++	0	Particular focus on children – high benefit to this group
	22	Safer routes to school	0	0	0	0	0	0	0	0	0	0	0	++	0	Particular benefit to children
	23	School travel plan coordinator	0	+	0	0	0	0	0	0	0	0	0	++	0	Benefits to all through reduced congestion. Also particular benefits for children, and slight differential benefit to women who are more likely to be escorting children.
	26	Waiting and loading on A roads and busy bus routes and CPZ reviews	0	0	0	0	0	0	0	0	0	0	0	0	0	Benefits to all, regardless of mode through reduced congestion leading to improved journey times and reduced pollution and ensuring parking available to those who need it most.
	28	Parallel initiatives	0	0	0	0	0	0	0	0	0	0	0	0	0	Benefits to all, regardless of mode through reduced congestion leading to improved journey times and reduced pollution
	29	Review of the worst congestion bottlenecks	0	0	0	0	0	0	0	0	0	0	0	0	0	Benefits to all, regardless of mode through reduced congestion leading to improved journey times and reduced pollution
	30	Local directional signing	0	0	0	0	0	0	0	0	0	0	0	0	0	Equal impact to all (benefits to disabled people if obstructions eliminated as intended – potential disbenefits if additional obstructions introduced).
	31	Streetworks Coordination	0	0	0	0	0	0	0	+	0	0	+	+	0	Beneficial for all – but differential positive impact for groups that are most vulnerable to poorly planned roadworks because of uneven surfaces or road/site safety considerations.
	36	Car club feasibility study	0	+	0	+	0	0	0	+/-	0	0	+	0	0	Likely to have greater benefits to lower car owning/using groups. May be benefits to disabled people who have difficulty accessing public transport, but will not be an accessible option to all disabled people.
	39	Local Walking Initiatives	0	0	0	0	0	0	0	+	+	+	+	0	+	Benefits for disabled and older people through improved surface/lighting/dropped kerbs and possible removal of obstructions. Benefits to groups with greater security concerns through improved lighting/visibility.
	40	Healthy walking campaign	0	0	0	0	0	0	0	0	0	0	0	0	0	Equal benefit to most groups. No disbenefit to groups who find walking difficult..
46	Travel Plan co-ordinator	0	0	0	0	0	0	0	0	0	0	0	0	0	Lesser impact on those not in employment. Otherwise equal impact on all	
47	Workplace travel plans	0	0	0	0	0	0	0	0	0	0	0	0	0	No particular impact on those not in employment (other than through reduction in traffic) but generally equal impact on all.	
48	Developing links to North London hospitals	0	+	0	+	0	0	0	+	0	0	+	+	0	Particular benefits for groups with lower car ownership/use and for those who may need to make more visits to hospital to follow up on particular conditions.	

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	49	Greening the fleet	0	0	0	0	0	0	0	0	0	0	0	0	0	Minor disbenefits to groups under-represented in the workforce as they would not have access to some of the possible benefits (however as these generally relate to defraying additional costs of green travel to work disbenefit considered marginal).
	54	Personalised travel planning	0	0	0	0	0	0	0	0	0	0	0	0	0	Similar benefits to all
	56	Workplace travel planning web application	0	0	0	0	0	0	0	0	0	0	0	0	0	No particular impact on those not in employment (other than through reduction in traffic) but generally equal impact on all.
		overall	0	+	0	+	0	0	0	+	0	0	+	++	0	Reduced congestion benefits all groups regardless of the mode of transport they use, but focus on schools likely to be particularly beneficial to children. Improved coordination of streetworks will also particularly benefit some more vulnerable groups. Particular benefits may also accrue to those suffering adverse health effects of pollution.
IV	26	Waiting and loading on A roads and busy bus routes and CPZ reviews	0	0	0	0	0	0	0	0	0	0	0	0	0	Benefits to all, regardless of mode through reduced congestion leading to improved journey times and reduced pollution and ensuring parking available to those who need it most.
	55	Blue badge (integration with parking enforcement)	0	0	0	0	0	0	0	++	0	0	+	0		Positive impact for all due to reduced misuse but particularly for disabled badge holders including those with age related conditions
		overall	0	0	0	0	0	0	0	+	0	0	+	0	0	Benefits to all especially blue badge holders
V	3	New Southgate Station	+	+	+	+	+	+	0	0	+	+	0	0	+	Differential positive impact for men, as they are more likely to suffer a violent attack. Differential positive impact for groups with greater security concerns (women, visible ethnic minorities and faith groups, LGBT groups).
	4	Access audit of National Rail stations	+	+	+	+	+	+	+	+	+	+	+	0	+	Benefits for disabled and older people through improved surface/lighting/dropped kerbs and possible removal of obstructions. Benefits to groups with greater security concerns through improved lighting/visibility. People living in areas served by the stations concerned are more likely than average to be white. Greater rail use by men.
	5	Regeneration Schemes – Cricklewood	0	0	0	0	0	0	0	0	0	0	0	0	0	Likely to be benefits to many groups through improved accessibility to this major regeneration area – proposals too general at present to assess fully.
	9/10	Improving bus stop accessibility inc bus stop clearway provision	0	+	0	0	0	0	0	0	0	0	++	+	0	Measures to make entering and exiting buses easier inc buses able to pull in to the kerb will particularly benefit some disabled people and older people who would otherwise find boarding buses difficult or impossible. Also of benefit to those with small children (disproportionately women).
	25	Street lighting improvements	0	+	+	+	+	+	0	+	+	+	+	0	+	Benefits to all, especially those with greater security concerns and those partially sighted people who are likely to benefit from better lighting.
	38	CCTV	+	+	+	+	+	+	0	0	+	+	0	0	+	Differential positive impact for groups with greater security concerns. Installation at Whetstone may be particularly beneficial to members of the Barnet, Lesbian and Gay group, which meets regularly there. Differential positive impact for men, as they are more likely to suffer a violent attack.
	45	Support for Community Transport	0	0	0	0	0	0	0	+	0	0	+	0	0	Contribution to freedom passes beneficial to older and disabled people.
	50	Local Area Accessibility	0	0	0	0	0	0	0	++	0	0	+	0	0	Positive impact particularly for those with disabilities affecting mobility and vision including age related conditions
	55	Blue badge (integration with parking enforcement)	0	0	0	0	0	0	0	++	0	0	+	0		Positive impact for all due to reduced misuse but particularly for disabled badge holders including those with age related conditions

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		parking enforcement)														
		overall	+	+	+	+	+	+	+	++	+	+	++	0	+	Benefits to most groups – especially disabled people and older people with restricted mobility. No disbenefit to any group.
VI	1	Enhancing Transport Corridors	0	0	+	+	+	+	0	-	0	0	-	0	+	Many wards affected by the presence of busy roads and few street trees also have above average BME populations. Provision of trees may introduce hazards for disabled or older people through poor positioning, tree roots disturbing paving or leaf fall causing a hazard.
	2	Creating a green environment	0	0	+	+	+	+	0	-	0	0	-	0	+	Many wards affected by the presence of busy roads and few street trees also have above average BME populations. Provision of trees may introduce hazards for disabled or older people through poor positioning, tree roots disturbing paving or leaf fall causing a hazard.
	3	New Southgate Station	+	+	+	+	+	+	0	0	+	+	0	0	+	Differential positive impact for men, as they are more likely to suffer a violent attack. Differential positive impact for groups with greater security concerns (women, visible ethnic minorities and faith groups, LGBT groups).
	4	Access audit of National Rail stations	+	+	+	+	+	+	+	+	+	+	+	0	+	Benefits for disabled and older people through improved surface/lighting/dropped kerbs and possible removal of obstructions. Benefits to groups with greater security concerns through improved lighting/visibility. People living in areas served by the stations concerned are more likely than average to be white. Greater rail use by men.
	24	Town centre audits	0	0	0	0	0	0	0	+	0	0	+	0	0	Benefits for all – but likely to be particular benefits for disabled or older people through removal of barriers to use of town centre.
	25	Street lighting improvements	0	+	+	+	+	+	0	+	+	+	+	0	+	Benefits to all, especially those with greater security concerns and those partially sighted people who are likely to benefit from better lighting.
	30	Local directional signing	0	0	0	0	0	0	0	0	0	0	0	0	0	Equal impact to all (benefits to disabled people if obstructions eliminated as intended – potential disbenefits if additional obstructions introduced).
	37	Footway Maintenance	0	0	0	0	0	0	0	+	0	0	++	0	0	Particularly beneficial for older people who have been identified as having particular concerns about poorly maintained footways. Also beneficial for disabled people as uneven footways can be a particular barrier to this group.
	38	CCTV	+	+	+	+	+	+	0	0	+	+	0	0	+	Differential positive impact for groups with greater security concerns. Installation at Whetstone may be particularly beneficial to members of the Barnet, Lesbian and Gay group, which meets regularly there. Differential positive impact for men, as they are more likely to suffer a violent attack.
	39	Local Walking Initiatives	0	+	+	+	+	+	0	+	+	+	+	0	+	Benefits for disabled and older people through improved surface/lighting/dropped kerbs and possible removal of obstructions. Benefits to groups with greater security concerns through improved lighting/visibility.
	40	Healthy walking campaign	0	0	0	0	0	0	0	0	0	0	0	0	0	Equal benefit to most groups. No disbenefit to groups who find walking difficult..
	41	Introduction of Pedestrian Phasing at traffic signals	0	0	0	0	0	0	0	+	0	0	+	+	0	Particular benefits for more vulnerable groups, especially where new pedestrian facilities provided. Incorporation of facilities to help disabled people will also be beneficial for this group.
	49	Greening the fleet	0	0	0	0	0	0	0	0	0	0	0	0	0	Minor disbenefits to groups under-represented in the workforce as they would not have access to some of the possible benefits (however as these generally relate to defraying additional costs of green travel to work disbenefit considered minimal).
	52	Walk to school week	0	0	0	0	0	0	0	0	0	0	0	+	0	Focus on children – particular benefit to this group
	53	Walk on Wednesday campaign	0	0	0	0	0	0	0	0	0	0	0	+	0	Focus on children – particular benefit to this group
		overall	+	+	+	++	+	+	0	+	+	+	+	+	+	Benefits to most groups – however potential disbenefits to older

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																people and disabled people if tree planting results in problems from leaf fall or disrupted paving
VII	3	New Southgate Station	+	+	+	+	+	+	0	0	+	+	0	0	+	Differential positive impact for men, as they are more likely to suffer a violent attack. Differential positive impact for groups with greater security concerns (women, visible ethnic minorities and faith groups, LGBT groups).
	4	Access audit of National Rail stations	+	+	+	+	+	+	+	+	+	+	+	0	+	Benefits for disabled and older people through improved surface/lighting/dropped kerbs and possible removal of obstructions. – Benefits to groups with greater security concerns through improved lighting/visibility. People living in areas served by the stations concerned are more likely than average to be white. Greater rail use by men.
	28	Parallel initiatives	0	0	0	0	0	0	0	0	0	0	0	0	0	Benefits to all, regardless of mode through reduced congestion leading to improved journey times and reduced pollution
	42	LCN+	+	0	0	0	0	0	0	+/-	0	0	0	+	0	Differential benefits to men and younger people due to greater rates of cycling among these groups. Potential dis-benefits to disabled people and vulnerable pedestrians if increased cycling on shared routes results. Improved conditions for cyclists which are managed to avoid this type of conflict may be beneficial however.
	43	Cycle Training	0	0	0	0	0	0	0	0	0	0	0	++	0	Particular focus on children – high benefit to this group
	51	Cycle Parking	+	0	0	0	0	0	0	0	0	0	0	+	0	Particular benefits for men and young people who are more likely than average to cycle
		overall	+	+	+	+	+	+	+	+/-	+	+	+/-	+	+	Generally positive for all, however could be dis-benefits to disabled people and vulnerable pedestrians if increased cycling on shared routes results. Improved conditions for cyclists which are managed to avoid this type of conflict may be beneficial however.
VIII	31	Streetworks Coordination	0	0	0	0	0	0	0	+	0	0	+	+	0	Beneficial for all through reduced delays – but differential positive impact for groups that are most vulnerable to poorly planned roadworks because of uneven surfaces or road/site safety considerations.
	32	Principal Road Maintenance	0	0	0	0	0	0	0	0	0	0	0	0	0	Benefits to all – areas selected on objective assessment of carriageway condition
	33	Non-Principal Road Maintenance	0	0	0	0	0	0	0	0	0	0	0	0	0	Benefits to all – areas selected on objective assessment of carriageway condition
	34	Bridge Strengthening	0	0	0	0	0	0	0	0	0	0	0	0	0	Benefits to all – bridges selected on objective assessment of need
	35	Aerodrome Road bridges	0	0	+	++	+	+	0	0	0	0	0	+	0	Improved accessibility to Colindale area. Higher than average proportion of younger people and children living in this area and BME groups. Therefore differential benefits to these groups particularly black groups, who are also less likely to own a car.
	37	Footway Maintenance	0	0	0	0	0	0	0	+	0	0	++	0	0	Particularly beneficial for older people who have been identified as having particular concerns about poorly maintained footways. Also beneficial for disabled people as uneven footways can be a particular barrier to this group.
	overall	0	0	+	+	+	+	0	+	0	0	+	+	0	Maintenance work and bridge strengthening is mainly carried out based on objective assessments of the carriageway or footway condition or of the carrying capacity of the bridge. Work is carried out where the need for it is greatest based on the assessments. The work benefits all road users, whatever mode	

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																of transport they use. There are however particular benefits to older people and disabled people through footway improvements and these groups and children are likely to benefit most from improvements to streetworks co-ordination and planning. Also improvements to Aerodrome Road bridges provide accessibility improvements especially to parts of the Colindale area currently suffering from the low accessibility – which will particularly benefit the groups living in this area.
other	44	Freight Quality Partnerships	0	0	0	0	0	0	0	0	0	0	0	0	0	Equal benefits to all