

Statutory duties

The borough has produced this equality impact assessment (EQIA) on the proposals contained in its LIP delivery plan 22/23 - 24/25. The assessment considers the impact of the LIP 3 outcomes and programmes on the demographic and social groups in the borough and recommends changes and mitigations where appropriate.

Please note that Census 2021 data became available on the day that this report was due to be complete and it has not been possible to update it in line with the new data. This will be updated in a future version of the EQIA

LIP approval

Hackney will submit its LIP 3 delivery plan 22/23-24/25 to Cabinet in January 2023.

The Equality Act

Hackney Council and its delegated authority decision-makers must have regard to the Public Sector Equality Duty set out in Section 149 of the Equality Act (2010), which requires us to have due regard to the need to

- eliminate discrimination, harassment, victimisation or any other conduct that is prohibited by or under the Equality Act 2010;
- advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; and
- foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

As part of our decision-making process on the proposal for each scheme, due consideration has been given to the impact on all people within a protected group as defined by the act. The different groups covered by the Equality Act are referred to as protected characteristics:

- age;
- disability;
- gender reassignment;
- pregnancy and maternity;
- race;
- religion or belief;
- sex;
- sexual orientation.

The Act goes on to say Having due regard to the need to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to—

- remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;
- take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it;
- encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

Having due regard to the need to foster good relations between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to—

- tackle prejudice, and
- promote understanding.

This section has also given consideration to people experiencing or at risk of poverty, as although this is not a protected group, it is a strong component of Council priority.

Who are the main people that will be affected?

It is considered that because the scope of the LIP 3 delivery plan 22/23 - 24/25 is borough-wide; all members of the public, residents, workers and visitors of the Borough as well as business and partner organisations could be potentially affected.

How relevant is the LIP to the following protected characteristics?

Protected Characteristic	Relevance
Age	High
Disability	High
Gender	High
Pregnancy and Maternity	High
Race	Medium
Religion/belief	Medium
Gender Identity	Medium

Sexual orientation	Medium
Marriage and Civil Partnership status	Medium
Poverty	High

Demographic context and transport issues

Age

Consideration has been given to the impact of these proposals in terms of age. The scheme is very relevant to all age groups, but in particular attention has been paid to older people and young children.

In Hackney, the population size has increased by 5.3%, from around 246,300 in 2011 to 259,200 in 2021. This is lower than the overall increase for England (6.6%), where the population grew by nearly 3.5 million to 56,489,800.

Demographics

Hackney is a young borough. The 43% of Hackney's population in their 20s and 30s is one of the highest in the country and compares to just 24% in this age group nationally and 40% in Inner London. A further 25% of the population is under 20. And there are fewer older people; with the 7% of Hackney's population aged over 65 being just one-third of the national figure of 21% (9% in Inner London).¹ The proportion of older people in the borough is expected to rise.

Table XX shows the distribution by ward of the under 25 age group in Hackney. The proportion of young people (under 25) in Hackney is 33.3% which is slightly higher than the London average of 32.1% or the average for England of 31.8%

Table XX: Hackney Under 25 Age Group (in percentages)

Age	Hackney	London	England
0 to 4	7.8	7.2	6.3
5 to 7	3.9	3.7	3.4
8 to 9	2.3	2.2	2.2
10 to 14	5.6	5.6	5.8
15	1.1	1.1	2.2

¹ <https://www.hackney.gov.uk/media/2664/Facts-and-figures/pdf/facts-and-figures>, ONS 2016 Mid-Year Estimates, ONS, June 2017 and also London's Population by Age <https://www.trustforlondon.org.uk/data/londons-population-age/> citing ONS 2016 Mid-Year Estimates.

16 to 17	2.1	2.3	2.5
18 to19	2.2	2.3	2.6
20 to 24	8.8	7.7	6.8
Total	33.3	32.1	31.8

Table XX shows the distribution of the 25-64 age group in Hackney. The proportion of adults (25 - 64) in Hackney is 59% which is considerably higher than the London or England averages.

Table XX: Hackney 25 - 64 Age Group (in percentages)

Age	Hackney	London	England
25 to 29	13.7	10.2	6.9
30 to 44	27.9	25.3	20.6
45 to 59	14.4	17	19.4
60 to 64	3	4.2	6.0
Total	59	56.7	52.9

Table XX shows distribution of the over 65 age group in Hackney

The proportion of the elderly in Hackney is 7% which is less than half the proportion in England (16.4%) and well below the London average 11.1%.

Table XX: Hackney Over 65 Age Group (in percentages)

Age	Hackney	London	England
65 to 74	3.9	5.8	8.6
75 to 84	2.3	3.8	5.5
85 to 89	0.5	1	1.5
90+	0.3	0.5	0.8
Total	7	11.1	16.4

The mode share per age category of trips ending in Hackney is shown on **Figure XX**. Those aged 65+ have a higher mode split of bus use compared to the average with about average walking and car use mode shares. There is very little cycling amongst this age group. Those aged 0 to 15 have much higher walking and bus use than the average and also slightly higher car use but lower cycling rates. Those aged 16 to 19 also have much higher usage of buses and walking than average and the lowest car use of any age group. Cycling is most popular among the working age adult population (10% of trips) but is lower in both younger and older age groups. Car use is relatively low amongst all age groups but is highest among the under 15s

Figure XX: Mode share per age category of trips ending in Hackney (2019 - 20)

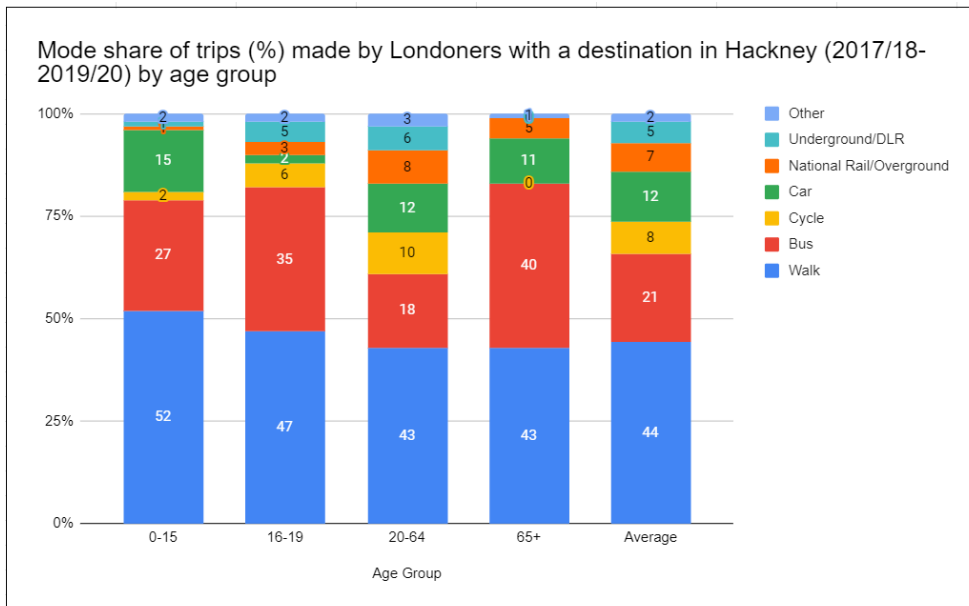


Table 29: Mode share of trips made by Londoners with a destination in Hackney (2017/18- 2019/20) by age group

Main mode	0-15	16-19	20-64	65+	Average
Walk	52	47	43	43	44
Cycle	2	6	10	0	8
Car	15	2	12	11	12
Bus	27	35	18	40	21
Underground/ DLR	1	5	6	0	5
National Rail/ Overground	1	3	8	5	7
Other	2	2	3	1	2

But overall, the potential impact on buses is more important to monitor with respect to young and old age groups. Both 0-15s; 16-19s and over 65s are far more dependent on bus use than the 21% of trips registered among all residents. The highest dependency on bus use is among the over 65s, 40% of whose trips are by bus, but the 0-15 and 16-19 age groups also show higher than average bus use with trips by this mode accounting for 27% and 35% of all the trips in these age groups respectively.

But even among the over 65s, walking mode share exceeds bus use (43% versus 40%) so the substantial potential benefits relating to an improvement in walking conditions and reduced conflicts with motorised vehicles should not be underestimated.

Older people are more likely to suffer from slight mobility impairments due to ageing, which do not fall under the disability PCG. This can include slower movement and reaction time, and some may use mobility aids for walking. Additional space for walking is likely to be particularly beneficial for those who find it difficult to negotiate narrow and crowded footways. As such, improvements for pedestrians will disproportionately benefit this age group.

The health of young and old are impacted disproportionately from the effects of poor air quality. The LIP3's objectives to improve air quality through expanding electric vehicle charging infrastructure; timed street closures and prioritising sustainable travel over private motor travel will particularly benefit these groups. Schemes that target improved footway improvements, crossing facilities are also important to both young and old, while improving accessibility to bus services and other forms of public transport are equally important to older people and parents

with young children. The LIP's focus on Vision Zero (working to eliminate deaths and serious injuries from road traffic collisions by 2041) should help to reduce the number and severity of road traffic accidents for young and old.

Older people are more likely to feel vulnerable and suffer from mobility issues so measures outlined in the LIP3 for Healthy Streets incorporating improved crossings; less traffic dominated streets; footway improvements and better lighting are likely to benefit this group

Younger people are also more likely to walk than other groups, so measures that aim to improve walking for the wider community will particularly benefit this group. The school travel plan and School Streets programmes will assist those young people who are at school and encourage them to travel more healthily. Outside of the educational environment, Play Streets will be of benefit to this group.

Disability

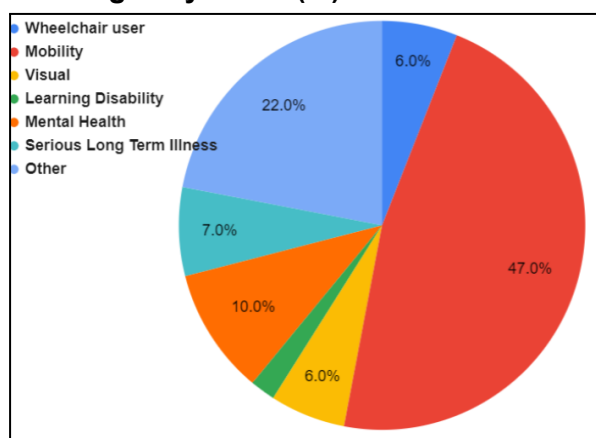
Hackney has lower than average rates of residents who identify as having a disability. In August 2019, 4,157 were in receipt of Disability Living Allowance and 3,273 were in receipt of Attendance Allowance. In the 2011 Census, 14.6% of Hackney respondents said they had a long-term illness that limited their daily activities in some way, compared with 13.6% for London and 17.9% for England and Wales.

There are an estimated 12,102 disabled children (aged 0-19) in Hackney and the City of London.² Estimates suggest that 2.4% of adults in City and Hackney have a learning disability (ranging from 2.6% in those aged under 45, to 1.8% in those aged 85+) - this equates to 4,937 people in Hackney.³

Hackney's lower than average rates for disability and long-term illness are likely to be due to its relatively young population, as disability rates tend to increase with age. Some 7% of Hackney's residents provide at least one hour's unpaid care and support each week to a friend, neighbour or relative because of illness or old age.⁴ This is a smaller proportion than for London or in England and Wales. Again, this is likely to be because Hackney has a much lower older age population than on average.

Disability types in Hackney stated by those who have a disability affecting daily travel (including old age) is shown below in **Figure XX**

Figure XX: Disability Types in Hackney stated by those who have a disability affecting daily travel (%)



Various physical and mental disabilities can lead to travel limitations. It can be seen that mobility impairment (47%) represents the highest proportion followed by

² LB Hackney, Disabled Children's Needs Assessment for London Borough of Hackney and the City of London, 2017

³ LB Hackney, Adult Learning Disability Needs Assessment, 2015

⁴ ONS Census, 2011

impairment due to Mental Health and 'Other' causes - (though this data is based on a small sample).

The main modes of transport used by disabled Londoners at least once a week are walking (78%), bus (55%), car as a passenger (44%) and car as a driver (24%). Disabled Londoners are most likely to use public transport for the purposes of shopping, personal business and leisure. They are considerably less likely to commute than non-disabled Londoners due to lower rates of employment (partly due to the older age profile of disabled people).

Table XX: Proportion of disabled Londoners and the type of transport they use

Proportion of disabled Londoners and the type of transport used at least once a week (in percentages) - Children under 5 not included (2016/17)					
Category	Total	Age 16 - 25	Age 65+	Non Disabled all	Non Disabled 65+
Base	1729	789	863	15831	1828
Walking	81	88	70	96	95
Bus	58	4	48	60	72
Car (as passenger)	42	40	41	45	41
Car as driver	24	26	25	39	52
Tube	21	30	13	43	35
National Rail	9	12	5	17	15
Overground	7	10	3	12	8
PHV - minicab	10	12	8	10	4
Taxi - black cab	3	3	3	2	2
DLR	3	5	2	5	1
Tram	2	3	1	2	2
Motorbike	-	1	-	1	1
Any public transport	61	69	52	74	78

There are 5,664 individuals in Hackney with companion e - Badges (blue badges), which is around 3.5% of the total residential population and 14% of disabled people. The latter figure is lower than the approximately 18.5% in London as a whole and around 20% for England. The figure for England is also around 20%. Some 86% of disabled residents in Hackney do not have a

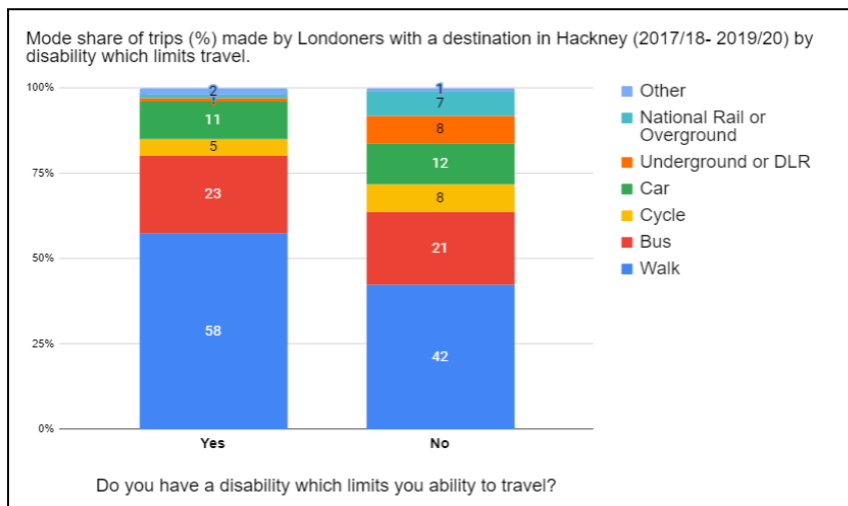
companion e - badge parking permit.

Other mobility impaired people in Hackney do not have their own car but rely on subsidised car-based Community Transport Services. One of the main schemes by which this happens is Taxicard, which is a London-wide service providing subsidised London taxis. It is jointly funded by TfL and London boroughs, and administered by London Councils. There are currently 2,529 active Taxicard users in Hackney.

The 2018 Wheels for Wellbeing annual survey⁵ showed that 72% of disabled cyclists use their bike as a mobility aid, and 75% found cycling easier than walking. Survey results also show that 24% of disabled cyclists bike for work or to commute to work and many found that cycling improves their mental and physical health. Inaccessible cycle infrastructure was found to be the biggest barrier to cycling. The infrastructure introduced by this scheme which reduces traffic within the LTN will benefit disabled cyclists and could potentially encourage people with disabilities to try cycling, if their disability allows.

Analysis based on the London Travel Demand Survey for 2019/20 shows that 7% of trips originating in Hackney are made by someone who has a mental or physical disability affecting daily travel (including old age). Mode split for these trips is shown on Figure XX

Figure XX: Mode share of trips made by Londoners with a destination in Hackney by disability which limits travel



When comparing to the LTDS mode split of trips made by those with a disability in Hackney it is perhaps counterintuitive that those with a disability are much more

⁵ Wheels for wellbeing annual survey 2018:
<https://wheelsforwellbeing.org.uk/wpcontent/uploads/2019/04/Survey-report-FINAL.pdf>

likely to walk compared to those without disabilities (58% of trips by disabled people compared to 42% of those without a disability which affects daily travel).

It is also interesting to note that car use by disabled people is slightly lower than by non-disabled people (making up 11% and 12% respectively of trips taken by the two groups). Disabled people are relatively more dependent on buses (23% versus 21%) and slightly less likely to cycle (5% of trips compared to 8% for non-disabled people in Hackney).

While barriers to public transport use are dependent upon their physical impairment the most commonly raised issues include; varying levels of physical accessibility of the transport system, over-crowding; concerns over anti-social behaviour and crime and accessibility of public transport information.

Within Hackney, common barriers to travel raised by groups representing disabled people include; obstructions to movement caused by cars parked on the pavement, off-carriageway cycle parking and poorly located advertising boards, accessibility to the Overground network and bus stops; difficulties with pedestrian crossings and dropped kerbs; lack of street seating and concerns with shared surface schemes. There are also some concerns raised about the reliability of Dial-a-ride, Community Transport and Taxicard services and fears over the loss of ticket hall staff at public transport stations. Those that use cars have called for more parking bays dedicated to disabled people. Similarly, the needs of non- cohabiting carers parking permits may be an issue.

It is important to ensure that the street environment within the borough is suitable for all users through the removal of unnecessary barriers to movement. Disabled people will particularly benefit from those elements of the plan that improve the accessibility of public transport and the overall public realm and efforts to reduce conflicts between pedestrians and cyclists. The LIP delivery plan balances the needs between discouraging the use of private car journeys in the borough and facilitating the travel requirements for vulnerable residents including carers. It ensures that there is an overall positive impact on vulnerable residents.

Gender

There are slightly more females than males currently living in the borough. Some 137,235 residents are female, 50.2% of the population, and 136,291 residents are male, 49.8%⁶

Women generally have lower levels of access to cars than men and are more likely to travel by bus, where men are more likely to travel by train, underground or car. Personal safety in public spaces and on public transport is often felt to be an issue particularly for women. Poor design of street lighting or bus shelters may increase

⁶ ONS, Mid-Year Population Estimates 2017

feelings of vulnerability and result in a reduced sense of personal security. Objectives and actions in the LIP delivery plan that help address personal security concerns, particularly whilst travelling after dark, are an important aspect for this group. These may include the provision of taxi-ranks, mini-cabs and safe public transport options at night and from busy areas of our night time economy.

Research such as TfL's Analysis of Cycle Potential has also shown that there is a greater potential for cycling for women and research has shown that perception of cycle safety differs between women and men. Therefore, enhancing walking and cycling conditions by reducing traffic and improving road safety will be beneficial in particular for women and their cycle uptake. This will be supported by the Council's ongoing cycle training programme.

Pregnancy and maternity

There were 4,447 live births to women in Hackney in 2016. The fertility rate for Hackney is 59.7 live births per 1,000 women of child-bearing age compared to 55.1 in London and 62.5 in England.⁷ In some parts of Hackney fertility rates are amongst the highest in London, particularly in certain wards in the north-east of the borough.⁸

Many of the issues raised earlier about public transport and the public realm that impact on women, disabled people and older people are relevant here. Research undertaken by TfL before the launch of the Baby on Board badge schemes in 2006 showed that pregnant women often felt awkward - even intimidated - having to ask if they could sit down on public transport. Given that women are often the primary caregivers for young children, projects that promote more accessibility and ease of movement will have a positive impact on the general population including pregnant women and parents with young children. Improvements such as dropped kerbs, new paving, reduced gradients and the installation of Equality Act 2010 - compliant infrastructure at bus stops and rail stations will improve accessibility for parents travelling with young children in pushchairs.

Race and Ethnicity

Just over a third (36%) of respondents to the 2011 Census in Hackney described themselves as White British. The remainder was made up of Black and minority ethnic groups, with the largest group Other White, followed by Black African, 11.4%. The number of Black Caribbean people fell slightly in the first decade of the century. They made up 7.8% of Hackney's population, as opposed to 10.3% in 2001.

Hackney is home to a number of smaller national and cultural communities. Hackney has the largest group of Charedi Jewish people in Europe who predominantly live in

⁷ ONS, Live Births by Area of Usual Residence, 2016

⁸ ONS, Births and Deaths by Ward, 2015

the North East of the borough and represent an estimated 7.4% of the borough's overall population⁹.

Hackney also has a well-established Turkish and Kurdish community; At least 5.6% of the Hackney population describe themselves as Turkish, Turkish Cypriot or Kurdish (according to the 2011 Census). These populations are often captured in the White British/Other White, Other Ethnic Group or, for Turkish people, Arab. Other significant communities in Hackney include Chinese, Vietnamese and Eastern Europeans especially Polish, Western Europeans particularly Spanish and French people, Australasians and residents from North, and Latin America.

Table XX: Ethnic Breakdown of Hackney's Population (Census 2011)

Ethnic Group	Hackney %	London %	England %
White: English/Welsh/Scottish/Northern Irish/British	36.2	44.9	79.8
White: Irish	2.1	2.2	1
White: Gypsy or Irish Traveller	0.2	0.1	0.1
White: Other White	16.2	12.6	4.6
Mixed/multiple ethnic group: White and Black Caribbean	2	1.5	0.8
Mixed/multiple ethnic group: White and Black African	1.2	0.8	0.3
Mixed/multiple ethnic group: White and Asian	1.2	1.2	0.6

⁹ Mayhew population estimate, 2011

Mixed/multiple ethnic group: Other Mixed	2	1.5	0.5
Asian/Asian British: Indian	3.1	6.6	2.6
Asian/Asian British: Pakistani	0.8	2.7	2.1
Asian/Asian British: Bangladeshi	2.5	2.7	0.8
Asian/Asian British: Chinese	1.4	1.5	0.7
Asian/Asian British: Other	2.7	4.9	1.5
Black/African/Caribbean/Black British: African	11.4	7	1.8
Black/African/Caribbean/Black British: Caribbean	7.8	4.2	1.1
Black/African/Caribbean/Black British: Other Black	3.9	2.1	0.5
Other ethnic group: Arab	0.7	1.3	0.4
Other ethnic group: any other ethnic group	4.6	2.1	0.6

London mode choice by ethnicity

TfL data for Greater London, reported in TfLs 'Travel in London: Understanding our diverse communities 2019' summary of research, shows that walking is the most commonly used type of transport by Black, Asian or Ethnic Minorities Londoners (BAME) Note that this report uses use the term BAME as it is included

in references rather than the more inclusive term “ people with Culturally and Ethnically Diverse communities”.

96% of BAME Londoners walk at least once a week, compared to 95% of white Londoners, followed by bus (65% BAME compared to 56% white). The data also indicates that both Mixed or Multiple Ethnic groups, and Other Ethnic Groups, are much more likely to walk (48% and 45%, respectively), whilst mixed and multiple ethnic groups are more likely to cycle (7%), and Asian or Asian British are more likely to drive (6%).

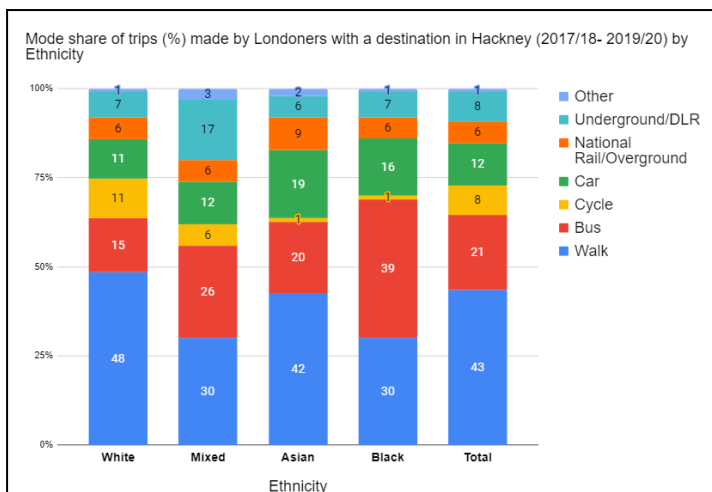
The mode share by ethnic background of trips ending in Hackney is shown in **Figure XX**. Based on average travel modes in journeys ending in Hackney from the 2018-19 LTDS data, Black or Black British people are much likely to use buses as a mode of transport for a trip ending or beginning in Hackney with 39% of these trips being by bus compared to the 21% average for all groups. It is 26% for the Mixed, Other and Arab ethnic Groups.

Asian people in Hackney have a higher dependency on car trips, consisting of 19% of car trips made by this group compared to the average for all ethnic groups of 12%. This figure is 16% for Black or Black British people.

Mixed, Asian and Black people also all have a much lower level of cycling trips than people in the borough as a whole with only 1% of trips by Asian people, for example, being by bicycle compared to 8% for the borough as a whole and 11% by white people.

Walking is also less prevalent as a means of transport for Mixed/Other/Arab; Asian and Black ethnic groups. The lower use of walking as a means of transport is not as extreme as the lower cycling rates but still considerable, for instance only 30% of Mixed/Other/Arab and Black ethnic groups' trips are by walking compared to 43% for the borough as a whole and 48% among white people. For all of the above statements, it should be noted that these percentages may not be precise due to low sample sizes.

Figure XX: Mode share of trips by ethnic background of trips ending in Hackney



Many schemes in the LIP delivery plan are a catalyst for behaviour change towards more active travel. The cost of physical inactivity is huge both in terms of physical and mental health, with the cost of physical activity being estimated to cost society about £7.4bn each year. Some black and minority ethnic (BAME) groups tend to have lower levels of active travel and suffer disproportionately from obesity and being overweight. BAME groups will generally benefit from the policies in the LIP that promote improvements to public transport and those elements that will improve service reliability, safety and security.

Part of this estimated cost is the broader cost to society, including NHS treatment cost for diseases associated with physical inactivity, but a large part is also due to the lower quality of life experienced by populations with mental and physical illness linked to physical inactivity. So creating a positive environment for increased active travel through travel behaviour change is a huge benefit to populations and ethnic groups.

Some schemes such as Low Traffic Neighbourhoods do make certain private motorised vehicle journeys more indirect, due to the introduction of permeable filters and point closures. And this is part of the incentive to create the conditions for positive behavioural change. In the short term this is likely to have disproportionately affected those in the ethnic groups that rely more on driving such as Asian and Black communities. But as described above this is a very passive and short term view of the potential positive impacts of such schemes.

Research such as TfL's Analysis of Cycle Potential has shown that there is a greater potential for cycling for people with Culturally and Ethnically Diverse communities. Research has also shown that these groups are also disproportionately affected by Covid-19 and obesity. Therefore, a scheme improving the walking and cycling conditions in an area and enabling more social distancing in

a town centre will be beneficial for people with Culturally and Ethnically Diverse communities.

But to realise this potential positive impact also requires insight into and strong action to address the barriers to walking and cycling experienced by some ethnic minorities. Hackney has been at the forefront of exploring these barriers through its sponsorship of developing best practice into targeted behaviour change programmes such as its sponsorship of the London Walking and Cycling Conference which in 2020 included themes such as “Walking and cycling whilst Black: barriers, policy and progress” and in 2021 is focussed on the theme of “walking and cycling towards a fair and inclusive city”

As people with Culturally and Ethnically Diverse communities, especially in Hackney, Black and Black British communities are relatively more reliant on bus services, it is important for this particular protected group to ensure that bus services are protected.

All of the proposed measures are likely to improve conditions for pedestrians, by reducing conflicts with motorised vehicles and in many cases potentially enabling more space to be allocated to pedestrians. This will benefit all ethnic groups who make more use of walking and cycling than of car trips.

People from the BAME backgrounds want to be able to feel safe from harassment and abuse when accessing public transport or as pedestrians on the street. General improvements to safety, such as improved street lighting and a well- frequented quality public realm will help to achieve this.

Religion and belief

Hackney's communities represent a diversity of religions and beliefs. Nearly 40% say that they are Christian, 28% say they have no religious belief, 14% say they are Muslim and 6% say they are Jewish. Hackney has significantly more people of the Jewish and Muslim faiths and a higher proportion of people with no religion and those who did not state a religion than London and the UK.

Table XX: Religion and Belief (Census 2011)

Religion	Hackney %	London %	England %
Christian	38.6	48.4	59.4
Buddhist	1.2	1.0	0.5
Hindu	0.6	5.0	1.5
Jewish	6.3	1.8	0.5

Muslim	14.1	12.4	5.0
Sikh	0.8	1.5	0.6
Other religion	0.5	0.6	0.4
No religion	28.2	20.7	24.7
Religion not stated	9.6	8.5	7.2

The impact of anti-social behaviour on faith groups tends to relate to visible signs of a person's faith and is often linked to ethnic minority groups. While in many cases, the objectives and proposals outlined in the LIP are likely to benefit different faith groups in much the same way as other target groups, in many cases this will vary dependent on faith and customs of the individual and groups involved.

Trips where a large number of people travel to other destinations, including sites of worship, can have a significant impact on travel movements. Other factors to consider may include; the times that services are held -often these will be outside the peak 'rush hour' timings which may mean that public transport is less crowded, but also it may run less frequently, making alternatives to the car potentially less attractive/viable compared to people travelling to their place of work; the size of the groups travelling (typically a family as opposed to an individual) and cultural and religious customs e.g. in some interpretations of Jewish law, operating a motor vehicle constitutes multiple violations of the prohibited activities on Shabbat (the Jewish holy day). Such issues are very much on a case-by-case basis and may need to be researched and discussed with the relevant groups involved e.g. through a site or faith-specific Travel Plan.

Gender reassignment

Data on the transgender population is not available at a borough level. The Gender Identity Research and Education Society GIRES, currently estimate there are 650,000 (1% of the population) whose gender identity is incongruent with their assigned gender. This equates to around 2,700 people in Hackney. According to NHS England data, numbers seeking medical support are lower, although increasing by 20% each year.¹⁰

Within this group will be people who do not identify with a specific gender. The Practical Androgyny website estimates that around 0.4% of the UK population, 1 in 250 people in the UK is Non-Binary.¹¹ This equates to around 1,200 people in Hackney.

¹⁰ GIRES, Written Evidence to the Women and Equality Parliamentary Select Committee, 2015

¹¹ Practical Androgyny, How Many People in the United Kingdom are Non-Binary, 2014

Safety and security on trains, buses and stations is known to be of concern to people from this group who often feel vulnerable to attack. An online government survey on transgender issues highlighted that respondents feared most for their safety on the streets and using public transport.

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/85499/transgender-survey.pdf

Under section 17 of the Crime and Disorder Act 1998, local authorities have to consider the impacts of its proposals on crime and crime prevention.

Sexual orientation

The July 2017 GP patient survey indicated that, in Hackney there were comparatively high numbers of people who identify as gay or lesbian (5%), bisexual (1%), other (3%). In addition a further 11% preferred not to say. These figures may also under-represent the size of this population, given the problems involved in disclosure of sexual orientation. Some 2.7% of respondents to the Office for National Statistics Household Survey for the year to December 2016 from London identified as Lesbian, Gay or Bisexual.

Safety and security on trains, buses and stations is known to be of concern to people from this group who cite fear of intimidation and/or abuse as a potential barrier to travel (TfL, 2012, p9). Many of the same situations that apply to women, faith groups, and minority ethnic groups will also therefore apply to people in this community.

People experiencing or at risk of poverty

For the purpose of this report, 'poverty' will be broadly defined as not having enough money to meet basic daily needs, or not benefitting from having what most of the UK population have. Approximately 70% of households in Hackney do not own a car, compared to 44% across the whole of London. This was discussed in TfL's Travel in London: Understanding our diverse communities (2019).

While car ownership is not solely dependent on income, there is a correlation between income and car ownership. London-wide, the highest earners are almost 3 times as likely to own one car or more than the lowest earners, with 78% of households on £100k or more having one or more cars vs 23% at £5k or less, 28% at incomes between £5-10k. Those with incomes of between £15k and £20k have car ownership levels of 44%.¹²

¹² [Streetspace funding and guidance - Transport for London \(tfl.gov.uk\)](#) Appendix 7 - Case-making data for boroughs accessed 1/11/21). Based on these figures, measures that de-prioritises car use and generate an inconvenience to drivers could be seen to disproportionately impact those on a higher income.

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Furthermore, with 70% of residents not owning a car, a significant proportion of Hackney's population (making up 87.4% of all trips by borough residents in 2020¹³) relies on walking, cycling and public transport for travel and therefore benefits from this proposal regardless of income. At the latest count some 52.1% of trips were by walking or cycling.

Bus use (22.6% of trips) is also very significant. This, once again, highlights the importance of the bus journey time monitoring described in **Section 5** to make sure that local schemes do not compromise bus journey times across the borough.

It is important that we support the 70% of Hackney Households that do not own a car to walk and cycle or use public transport. If even a small proportion of people who used to travel by sustainable or active modes switch to using private cars, the public health and road safety implications will be profound for those groups already disproportionately impacted upon by the secondary effects of motor vehicle use, including those on low incomes, people with Culturally and Ethnically Diverse communities, the elderly, and children.

¹³ LTDS 2019/20

ANALYSING THE ISSUES

What research or consultation(s) have been carried out?

The LIP 3 has been informed through a thorough analysis of past, previous and predicted transport trends, through analysis of Census data and review of national, regional and sub-regional policy and guidance that were in themselves, subject to EIAs for example, the Mayor of London's Transport Strategy (MTS) and the Council's Transport Strategy [2015-2025].

What positive impact could there be overall, on different equality groups, and on cohesion and good relations?

The LIP 3 prioritises walking, cycling and public transport in addition to improving road safety, our public realm and reducing pollution and harmful emissions suggesting that the overall equalities impact will be generally positive. The overall impact of the combined schemes should result in a more accessible borough for all groups to move around easily through a choice of transport modes. The LIP builds on the progress that the Transport Strategy [2015-2025] and LIP 1 and 2 made in the borough, through supporting the growth of Hackney by prioritising sustainable transport. The LIP 3 has a strong emphasis on walking, cycling, improved public transport and road safety (which differentially affects various ethnic groups) alongside new initiatives to reduce the environmental impact of motor traffic.

Key transport issues relating to EIA groups.

The key transport issues relating to this EIA include; improving accessibility for all to employment, essential services and leisure facilities, road safety, personal security and environmental concerns such as public realm and air quality improvements. The table below provides a summary of the expected impacts of the LIP delivery plan 22/23-24/25.

<p>43. New development will only be permitted where it reduces the need to travel by encouraging high-density and high trip generating development around transport nodes</p> <p>encourages mixed use development; compact growth and regeneration (LP33)</p>	P	P	P	P	P	P	P	P	P	P
<p>44. New development must fully mitigate any adverse impacts upon the capacity of transport infrastructure and public transport services including pavements and other walking routes, cycle routes, bus and rail services, rail stations and roads (LP33)</p>	N	N	N	N	N	N	N	N	N	N

Objective	Commentary
<p>1. Reallocation of Road Space The council will continue to reallocate carriageway road space from private motor vehicles to cycle route provision or cycle parking, walking or bus infrastructure. (C08)</p>	<p>Pedestrian, Cycle and bus infrastructure improvements should benefit all groups but particularly older persons, parents with young children and those with mobility impairments. All decisions about reallocation of road space need to take into account the needs of elderly and mobility impaired.</p>
<p>2. To increase walking levels in Hackney for journeys to work, recreation and education and to our town centres by promoting modal shift from private vehicles and buses. (W)</p>	<p>Increased walking has health benefits and contributes to fewer motorised journeys. All sectors of the community would benefit from better air quality and safer roads arising from less traffic.</p>
<p>3. Ensure that the needs of older people and those with visual and mobility impairments are considered in all plans and proposals to upgrade the public realm. (W)</p>	<p>The benefit to older and disabled people is clear from this objective, but many of the benefits will extend to all groups.</p>
<p>4. To make Hackney's roads the most attractive and safest roads for cycling in the UK, and a place where it is second nature for everyone to cycle, no matter what their age, background or ethnicity.</p>	<p>Increased cycling has health and congestion reduction benefits - these include improved air quality and a safer environment. This will be of benefit to all groups. Improvements to cycle infrastructure will be sensitive in particular to the needs of pedestrians and public transport users.</p>

<p>5. Reduce the dominance of vehicles to support more sustainable transport options. Hackney will explore the use of road user charging with the Mayor of London and neighbouring boroughs. (LN23)</p>	<p>Reducing the dominance of vehicles is a key enabler for sustainable transport, however as above it is accepted some mobility impaired people may continue to be dependent on motorised modes to an extent and their needs would need to be taken into account through discounts and exemptions for any proposed scheme. This would enable them to fully benefit from the air quality and decongestion benefits which would be the key aim of any road user charging scheme. In addition behaviour change which road charging is designed to achieve may be more difficult among groups with large families such as the Charedi Jewish population who in some cases are currently quite car dependent.</p>
<p>6. Transport will play an important role in improved resident's health and wellbeing as well as tackling obesity levels through higher rates of active travel (HTS)</p>	<p>Improved health through active travel will have positive impacts for all EQIA groups particularly those groups in Hackney that have been identified as having particular issues with Type 2 diabetes and obesity. Efforts to promote active travel need to be sensitive to the needs of the elderly and mobility impaired.</p>
<p>7. Hackney will continue to support timed closures to support School Streets and play streets and encourage greater adoption of the initiative in areas of high deprivation and childhood obesity. We will introduce at least 12 School Streets by 2022. (LN20, MC)</p>	<p>While children enabled to travel by active and sustainable modes to school will be the primary beneficiaries of this objective, These schemes will have positive impacts for parents and children in particular. Playstreets are also beneficial for social cohesion and community spirit which benefits all groups. In addition as the school run has such a large influence on peak traffic flows with their attendant negative consequences. So the benefits of this should extend to all EQIA groups. However consideration has to be given to disabled residents who need access to their properties.</p>
<p>8. All roads in Hackney need to be suitable for cycling with the exception of the A12 (C16)</p>	<p>Increased cycling has health and congestion reduction benefits - these include improved air quality and a safer environment. This will be of benefit to all groups.</p>

<p>9. Hackney will have the most liveable and sustainable neighbourhoods and streets in London and residents will not need to own a private car because of the ease of using sustainable modes of transport (LN)</p>	<p>Liveable and sustainable neighbourhoods enabled by reduced car ownership will have positive impacts on all equality groups in terms of congestion, air quality and health. The majority of Hackney's households (65%) do not own cars. Any measures to provide alternatives to private ownership will benefit them.</p> <p>It is recognised that some residents including disabled and older people and carers that will require the use of a car particularly where the use of Community Transport or Dial A Ride cars or car clubs are unsuitable. These considerations will be taken into account in applications for car free housing, planning applications generally and through the consultation process for changes to street design. Behaviour change may be more difficult among groups with large families such as the Charedi Jewish population who in some cases are currently quite car dependent.</p>
<p>10. The council will continue to implement smarter travel programmes to support the uptake of active travel work (C42, C45, W23, W24)</p>	<p>Increased walking and cycling and public transport use has health and congestion reduction benefits - these include improved air quality and a safer environment. However as above it is accepted that cycling and walking may not be appropriate for some groups reliant on motorised transport and their needs will need to be assessed on a case by case basis and through the flexible customised approaches encapsulated in the Smarter Travel engagement method.</p>
<p>11. Reducing road danger for all our residents but particularly more vulnerable groups such as the older people and children, cyclists, pedestrians and motorcyclists. (HTS)</p>	<p>This objective will benefit all residents in the borough. Schoolchildren, older people and BAME groups have been identified as being most at risk of being injured on our roads. Measures will be targeted to particularly benefit these equality groups.</p>
<p>12. Hackney is a place where people feel they get on well with others of different backgrounds. We plan to build on this strength and, in the context of population growth and development, to foster a greater sense of living in a socially cohesive place. (HTS)</p>	<p>The goal should help to improve interaction and promote social cohesion between all groups.</p>
<p>13. Continue to work with partners to reduce crime and the fear of crime on the bus network (PT22)</p>	<p>The LIP should help reduce crime and the fear of crime on buses and improve the safety for all groups. Measures to be considered could include improved lighting and in some instances the installation of CCTV.</p>
<p>14. Every household in the borough will have access to secure cycle parking (C)</p>	<p>Secure cycle parking helps to enable Increased cycling which has health and congestion reduction benefits - these include improved air quality and a safer environment. This will be of benefit to all groups.</p>

<p>15. To work with the local policing team to enforce 20mph limits on Hackney roads (C51-c)</p>	<p>Reduced speeds are a measure proven to reduce the frequency and injury severity of road traffic collisions. This objective will benefit all residents in the borough. Schoolchildren, older people and BAME groups have been identified as being most at risk of being injured on our roads.</p>
<p>16. Cycle training will continue to be available to everyone in Hackney (C, C47)</p>	<p>Cycle training can help give people the confidence to begin cycling and improves levels of safety amongst cyclists. Increased cycling has health and congestion reduction benefits - these include improved air quality and a safer environment. This will be of benefit to all groups.</p>
<p>17. Pedestrians and cyclists will co-exist harmoniously, cyclists will adhere to road rules and be considerate to pedestrians (C13)</p>	<p>Managing pedestrian cycle conflict through engagement activities will mean that improving facilities for cycling will not come at the expense of making walking more difficult. Hence active travel with all of its health and decongestion benefits can be maximised to benefit of all groups</p>
<p>18. Reduce the level of motor traffic in Hackney (HTS, MTS, LN)</p>	<p>Reducing the level of motor traffic can bring health and traffic decongestion and improved public realm benefits to all groups when they are encouraged to travel actively and/or by public transport. Those elderly or disabled people who remain dependent on cars for some trips can benefit from decreased journey times in the road space that has been freed up.</p>
<p>19. Reduce the dominance of cars by reducing car parking to support more sustainable modes of transport (LN17)</p>	<p>Reducing the supply of parking is a proven effective measure to encourage sustainable travel and can bring health and traffic decongestion and improved public realm benefits to all groups when they are encouraged to travel actively and/or by public transport. Those elderly or disabled people who remain dependent on cars for some trips can benefit from decreased journey times in the road space that has been freed up. Some designated parking for disabled people should be retained on or off street to prevent an unfair impact on these groups.</p>
<p>20. Improve the efficiency of our streets with the continued reduction of motorised vehicles. This will include a restriction of the levels of external vehicular traffic entering and exiting the borough and using it as a rat-run to get elsewhere (LN14, LN15, LN23)</p>	<p>A reduction in through traffic will result in less congestion and better air quality for all residents. BAME groups tend to live nearer busy arterial roads – therefore a reduction in traffic should benefit this group in particular.</p>
<p>21. Hackney will work with partners and stakeholders to develop a Freight Action Plan for the borough to reduce the impacts of deliveries and servicing on our road network by 2019 and progress trials. (MC, LN26)</p>	<p>Reducing the impact of freight on the road network will help encourage active and sustainable transport use through reducing road traffic domination and create healthier and safer streets for all groups.</p>

<p>22. Hackney will work with partners to facilitate and promote ultra low or zero emission deliveries and last mile deliveries in the borough (LN6)</p>	<p>Lower emission freight deliveries will help address poor air quality issues on local streets in Hackney. All groups should benefit.</p>
<p>23. Work with businesses to promote Hackney’s “Driving for Better Business” Policy with the aim of managing Work Related Road Risk WRRR and to encourage the adoption of the CLOCS scheme where relevant. (LN26)</p>	<p>Reducing the road danger risk freight on the road network will help encourage active and sustainable transport use through reducing road traffic domination and create healthier and safer streets for all groups.</p>
<p>24. Hackney will seek to reduce NO2 emissions to achieve the National Air Quality objective of 40µg/m3 or less and work with the Mayor of London to meet or maintain compliance with the national air quality objective. Transport-related emissions of NO2, CO2, PM10 and PM2.5 will all be monitored as part of the delivery of this LIP. (LN3)</p>	<p>Improved air quality should benefit all groups but especially children with asthma who are more at risk from the effects of pollution because of faster breathing rates and the fact that their lungs are still developing. Air pollution can also be particularly damaging to elderly people with chronic health conditions. BAME groups could also benefit more as there is a tendency for them to live nearer busy arterial roads which currently suffer from high levels of air pollution. Reducing CO2 emission will benefit all members of society as the risks of climate change are reduced.</p>
<p>25. Hackney’s neighbourhoods and streets will be equipped to facilitate the transition to electric vehicle technology, and traffic based air pollution is no longer affecting the health of residents. (LN25)</p>	<p>The benefit in terms of improved air quality and reduced CO2 emissions as described above benefit all groups. Care needs to be taken to so that electric vehicle charging infrastructure does not create footway obstructions.</p>
<p>26. We will support businesses to reduce their emissions through the City Fringe Low Emission Neighbourhood, create low emission town centres and continue to expand the Zero Emission Network for businesses across the borough (LN4)</p>	<p>Improved air quality should benefit all groups but especially children with asthma who are more at risk from the effects of pollution because of faster breathing rates and the fact that their lungs are still developing. Air pollution can also be particularly damaging to elderly people with chronic health conditions. . BAME groups could also benefit more as there is a tendency for them to live nearer busy arterial roads which currently suffer from high levels of air pollution. The City Fringe LEN maximises these benefits by focusing on an area of existing poor air quality.</p>
<p>27. Hackney’s neighbourhoods and streets will be prepared for the implications of climate change. (LN, MC)</p>	<p>This objective will benefit all equality groups particularly those that live near areas of localised flooding and heat stress.</p>

<p>28. We will develop a Public Realm Green Infrastructure Plan, with the aim of ensuring the selection and spatial distribution of our trees and plants is driven by the best available research to improve Hackney's resilience to climate change-induced extreme weather events, such as floods and heatwaves, and contribute towards fighting the borough's poor air quality (MC)</p>	<p>This objective will benefit all equality groups particularly those that live near areas of localised flooding, heat stress and poor air quality</p>
<p>29. Hackney will better connect green spaces to each other and to the wider public realm, creating parks without borders (MC)</p>	<p>The objective will benefit all equality groups</p>
<p>30. Enhanced residents' access to jobs, training and essential services without increasing congestion on public transport or roads. (HTS)</p>	<p>All residents of the borough should benefit through increased access to employment, goods and services which should reduce deprivation.</p>
<p>31. Crossrail 2 proposals will be well advanced with an alignment through Hackney that maximises benefits to the borough. (PT)</p>	<p>All residents of the borough should benefit through increased access to employment, goods and services which should reduce deprivation. Travel patterns of BAME and school children groups show high public transport trips. Therefore this objective should benefit these groups in particular. New stations will be required to be Equality Act 2010 -compliant thus benefiting older people, those with children and those with mobility impairments.</p>
<p>32. The east of the borough will have seen a substantial improvement in public transport services. (PT)</p>	<p>Eastern Hackney has higher levels of BAME and other low income groups than the rest of the borough and improving transport links here will help improve the access to jobs and services for these groups</p>
<p>33. Stations in Hackney will contribute positively to local character and distinctiveness and will be built to the highest standards of design offering a safe, secure and attractive environment at all times. (PT)</p>	<p>Perceptions of security and safety at stations can be a strong influence on whether stations are used by women particularly after dark.</p>
<p>34. The accessibility of Hackney's public transport will have been vastly improved with a fully accessible bus stop network, increased real-time service information, and step free access to the majority of stations in the borough. (PT)</p>	<p>Improving accessibility of the public transport network will be particular benefit to elderly and disabled people as well as pregnant women and parents with young children.</p>
<p>35. Hackney will have improved community transport services for those who find it hard to access public transport, to support independent living so that they can access jobs, education and essential services. (PT)</p>	<p>This objective will benefit elderly and disabled people with mobility issues</p>

<p>36. Hackney will work with TfL to halt and reverse the recent declines in public transport use in the borough. (MC)</p>	<p>Increasing public transport patronage involves tackling the barriers to public transport use which includes addressing the reasons why particular groups use public transport less, so this objective should be positive for all groups.</p>
<p>37. Hackney will work with TfL to develop and protect Hackney's bus network to serve the borough and ensure the bus speeds are maintained or improved. (MC)</p>	<p>The bus network is currently the most accessible form of mass public transport both in terms of network extent, affordability and ease of use by the mobility impaired. This objective should be positive for all groups.</p>
<p>38. The Overground network will have had further improvements providing additional capacity on congested routes. (PT)</p>	<p>Capacity improvements on the Overground should reduce overcrowding on the network helping make travel on these trains more pleasant for all groups.</p>
<p>39. The council will continue to review the level of cycle parking at stations and public transport interchanges in order to ensure that (wherever possible) supply meets demand (PT8)</p>	<p>There are numerous environmental, social and health benefits for all sectors. However cycling improvements may not have specific benefit for those with mobility impairments although parking for disability adapted bicycles can be included. In general, however, increased cycling has health, congestion and air quality benefits for young and old.</p>
<p>40. All new development must contribute to the Healthy Streets approach to improve air quality, reduce congestion and make Hackney's diverse communities become greener, healthier and more attractive places in which to live, play and do business. (LP33)</p>	<p>The Healthy Streets design check aims to make London's streets "welcoming places for everyone to walk, spend time in and engage in community life." So measuring the mix of people using and enjoying the street is a key metric which should mean that all groups benefit from changes to the street. The clean air objective will be of especial benefit to young people and those with chronic health conditions more prevalent among the elderly. The safety objective will benefit the several groups (based on religion, sexual identity and ethnicity) who currently sometimes feel threatened in public spaces. The places to stop and rest objective will be of particular benefit to disabled and elderly people.</p>
<p>41. All new residential development in the borough will be Car Free. (LP33)</p>	<p>Reducing the supply of parking is a proven effective measure to encourage sustainable travel and can bring health and traffic decongestion and improved public realm benefits to all groups when they are encouraged to travel actively and/or by public transport. Those elderly or disabled people who remain dependent on cars for some trips can benefit from decreased journey times in the road space that has been freed up. Some designated parking for disabled people should be retained on or off</p>

	street to prevent an unfair impact on these groups.
42. New development must provide cycling parking for building users and visitors in accordance with Hackney's cycle parking standards and will include provisions to support cycle usage. (LP33)	Secure cycle parking helps to enable Increased cycling which has health and congestion reduction benefits - these include improved air quality and a safer environment. This will be of benefit to all groups
43. New development will only be permitted where it reduces the need to travel by encouraging high-density and high trip generating development around transport nodes encourages mixed use development; compact growth and regeneration (LP33)	Reducing the need to travel in particular by motor vehicle can bring health and traffic decongestion and improved public realm benefits to all groups when they are encouraged to travel actively and/or by public transport. Those elderly or disabled people who remain dependent on cars for some trips can benefit from decreased journey times in the road space that has been freed up. Mixed use development means that access to goods and services close to where people live is ensured without the need to travel.
44. New development must fully mitigate any adverse impacts upon the capacity of transport infrastructure and public transport services including pavements and other walking routes, cycle routes, bus and rail services, rail stations and roads (LP33)	The benefits of sustainable low trip generating development will not only be of benefit to the residents of the new developments but will also extend to existing residents in the borough including those from all EIA groups who will have any adverse effects on the transport network mitigated by the developer.

What negative impact could there be overall, on different equality groups, and on cohesion and good relations?

No negative impacts have been identified. The vast majority of the 44 LIP objectives and schemes arising to support the delivery of these objectives offer a positive impact on the eight protected characteristics and those in poverty or at risk of poverty.

DELIVERY – MAXIMISING BENEFITS AND MANAGING RISKS

No	Objective	Actions	Outcomes highlighting these will be monitored	how these will be	Timescales / Milestones	Lead Officer
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1	Ensure that issues and concerns raised by EIA groups in the LIP are addressed satisfactorily	The Council will continue to periodically arrange general liaison meetings with representatives of Age UK East London, Living Streets, Hackney Head teachers and other relevant stakeholders to discuss a range of issues - both location/scheme specific and strategic objectives.	The objectives and outcomes of the LIP and its Delivery Plan will be monitored on a regular basis to identify if and where adverse impacts occur and mitigation measures will be proposed if required	On-going (meetings expected to continue 2 times a year)	Tobias Newland/Constant McColl
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