

# EQUALITY IMPACT ASSESSMENT

## Introduction

This Equality Impact Assessment (EqIA) assesses the 'Harrow Road Good Growth Plan: Maida Hill Market' from an equality perspective and seeks to identify whether the project could have an impact on equality of opportunity.

This is a live document that will be updated throughout the life of the project.

The wording used throughout is in line with terminology used by the Equality Act 2010, the Equality and Human Rights Commission (EHRC), the Office for National Statistics (ONS), and the City of Westminster.

## The Equality Act 2010

The Equality Act 2010 provides a legal framework that safeguards the rights of individuals or groups who share characteristics that are protected under Section 4 of the Act ('protected characteristics'). Under the Act, protection also extends to those who suffer discrimination because they are associated with an individual or group with protected characteristics.

## Public Sector Equality Duty

Section 149 of the Act (the Public Sector Equality Duty) requires public bodies to consider (give due regard to) how their decisions will impact individuals or groups with protected characteristics. This includes:

- Eliminating discrimination, harassment, victimisation, and any other conduct that is prohibited by or under the Act.
- Advancing equality of opportunity between people who share a protected characteristic and those who do not.
- Fostering good relations between people who share protected characteristics and those who do not.

Public bodies, including those acting on behalf of public bodies, must evidence how due regard has been considered.

## Equality Impact Assessments

An EqIA is a systematic tool that enables public bodies to evidence duties under the Act. The purpose of an EqIA is to ensure that:

- The effects of existing and proposed policies or practices on those who share protected characteristics are considered.
- Opportunities to improve equality of opportunity and to eliminate discrimination are identified.

An EqIA should be undertaken in the initial stages of a project so as to inform decision making and to shape outcomes.

## **Harrow Road Good Growth Plan: Maida Hill Market**

### **Background**

In 2009, five roads known as the 'Prince of Wales Junction' within Maida Hill in the City of Westminster (London), were converged to form 'Maida Hill Place'. Wedged between Fernhead Road to the north, Walterton Road to the east, Eglin Avenue to the south, and the A404 Harrow Road to the west, the site was identified by the City Council as part of its community action plan for Harrow Road and as a focus for localised regeneration.

Maida Hill Place is a valuable, open space resource that acts as a meeting point for residents. The site also hosts a permanent general market (Maida Hill Market) that has been operational in some form since 1880. Currently run by Tudor Markets, in association with Westminster City Council, the Market is open on weekdays (Monday to Friday), between 0800 and 1800.

Despite investment to rejuvenate the area almost a decade and a half ago, there are considerable electricity and water limitations at the site, restricting market traders, the underground toilets present accessibility and safety concerns, and instances of anti-social behaviour have also been reported at the location.

### **Proposal**

The City Council outlined a number of proposals to be delivered under the 'Harrow Road Good Growth Plan: Maida Hill Market' project to overcome the aforementioned issues. These are as follows:

- Creation of a new north-south cycle lane linking Elgin Avenue-Walterton Road.
- Road closure enforcement to create a dedicated pedestrian space.
- Public realm improvements, to create a flexible 'town square' that can host varied activities.
- New planting under existing trees with seating at 'The Grove'.
- A flexible platform with power to support events.
- Dominos tables and chairs.
- Market infrastructure will be installed within the street for market pitches.
- The existing cafe seating area will be retained.
- Active frontages, such as outdoor seating, will be encouraged.
- The introduction of a new toilet block.
- A new grille for access to UK Power Network's below ground substation will be introduced.
- Planting will occur to provide protection from road.
- Planting will occur to buffer space from residential areas.
- The existing plaque will be retained.
- A new bin store.
- The introduction of a Santander Cycles docking station.

### **Programme**

Subject to consultation feedback and receipt of relevant approvals, work is planned to commence from September 2023, with the design development and the construction programme concluded by 2024.

**SECTION 1:**

<p><b>Title</b></p>	<p><b>Harrow Road Good Growth Plan: Maida Hill Market - Equality Impact Assessment (EqIA)</b></p>
<p>What are you analysing?</p> <ul style="list-style-type: none"> <li>• What is the project looking to achieve?</li> <li>• Who is it intended to benefit? Are any specific groups targeted by this decision?</li> <li>• What results are intended?</li> </ul>	<p><b>What is the project looking to achieve?</b></p> <p>Westminster City Council is committed to carrying out essential repairs to Maida Hill Market square, tackling anti-social behaviour and making changes that will transform residents' everyday experience of this important public space.</p> <p><b>Who is it intended to benefit? Are any specific groups targeted by this decision?</b></p> <p>Over several years, Westminster City Council has been working with residents and local stakeholders to develop a new design for Maida Hill Market. The proposed project has been designed flexibility to accommodate a varied range of activities and events, so that the square can accommodate different uses and users at different times of day.</p> <p><b>What results are intended?</b></p> <p>The project intends to achieve the following results -</p> <ul style="list-style-type: none"> <li>• <u>Pedestrian priority:</u> <ul style="list-style-type: none"> <li>○ Creating an inviting gateway to Maida Hill neighbourhood which prioritises pedestrians.</li> <li>○ Providing an alternative route for cyclists crossing the square to avoid conflict with pedestrians.</li> </ul> </li> <li>• <u>Landscape improvements:</u> <ul style="list-style-type: none"> <li>○ Retaining the existing trees and uses creative ways of further greening the space.</li> <li>○ Addressing anti-social behaviour and 'getting the basics right' such as drainage and maintenance.</li> </ul> </li> <li>• <u>Space for a range of activities:</u> <ul style="list-style-type: none"> <li>○ Maximising the amount of flexible space available for varied community use.</li> <li>○ Accommodating different uses and groups at different times of day.</li> </ul> </li> <li>• <u>Accessible for all:</u> <ul style="list-style-type: none"> <li>○ Making space inclusive and catering to ALL members of the local community.</li> <li>○ Providing an accessible retreat from the busy high street with places to stop and rest.</li> </ul> </li> </ul>
<p>Details of the lead person completing the screening/EQIA</p>	<p><b>P. Okoh</b> (Associate Director), <b>A. Popat</b> (Senior Engineer), <b>V. Heald</b> (Senior Transport Planner), and <b>R. Richards</b> (Transport Planner) of WSP, on behalf of Westminster City Council.</p>
<p>Date sent to <a href="mailto:equalities@westminster.gov.uk">equalities@westminster.gov.uk</a></p>	<p><b>04 July 2023</b> Sent to <a href="mailto:equalities@westminster.gov.uk">equalities@westminster.gov.uk</a> CC: <a href="mailto:tbowden@westminster.gov.uk">tbowden@westminster.gov.uk</a> / <a href="mailto:rtaylor@westminster.gov.uk">rtaylor@westminster.gov.uk</a></p>
<p>Version number and date of update</p>	<p><b>v1.0</b> - 04 July 2023 (original version)</p>

**SECTION 2: Do you need to complete a full Equality Impact Assessment (EQIA)?**

2.1	Please provide an overview of who uses/will use your facility and identify who are likely to be impacted by the proposal
<p>Due to the nature of the location, data has not previously been collected about any groups. As such, the results from the 2021 Census data, national trends, and anecdotal evidence have been collated to provide an overview of who may use/will use the site, and who are likely to be impacted by the project.</p>	
<p><b>Protected characteristic / relevant group</b></p>	<p><b>Overview</b></p>
<p>Age</p>	<p><a href="#">A person belonging to a particular age or range of ages.</a></p> <p>Maida Hill’s age breakdown is the following:</p> <ul style="list-style-type: none"> <li>• 15% of residents are aged 15 and below.</li> <li>• 75% are aged 16 to 64 years old.</li> <li>• 10% are aged 65 years and older.</li> </ul> <p>Compare this to Westminster as a whole, where the age breakdown can be seen as the following:</p> <ul style="list-style-type: none"> <li>• 13% of residents are aged 15 and below.</li> <li>• 75% are aged 16 to 64 years old.</li> <li>• 12% are aged 65 years and older.</li> </ul>
<p>Disability</p>	<p><a href="#">A person has a disability if they have a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.</a></p> <p>Within Westminster, the ability breakdown is as follows:</p> <ul style="list-style-type: none"> <li>• 7.8% of residents in Westminster are Disabled under the Equality Act: Day-to-day activities limited a lot.</li> <li>• 8% are Disabled under the Equality Act: Day-to-day activities limited a little.</li> <li>• 84.1% Not disabled under the Equality Act.</li> </ul> <p>Across London as a whole, the ability breakdown is as follows:</p> <ul style="list-style-type: none"> <li>• 7.1% of residents in Westminster are Disabled under the Equality Act: Day-to-day activities limited a lot.</li> <li>• 8.5% are Disabled under the Equality Act: Day-to-day activities limited a little.</li> <li>• 84.3% Not disabled under the Equality Act.</li> </ul>

	Gender Reassignment	<p><a href="#">The process of transitioning from one sex to another.</a></p> <p>In Maida Hill:</p> <ul style="list-style-type: none"> <li>• 90% of residents’ gender identities are the same as their sex registered at birth.</li> <li>• 1% of residents’ gender identities are different to their sex registered at birth.</li> <li>• 9.01% did not answer this question within the census.</li> </ul> <p>Across Westminster as a whole:</p> <ul style="list-style-type: none"> <li>• 90% of residents’ gender identities are the same as their sex registered at birth.</li> <li>• Less than 1% (0.37) of residents’ gender identities are different to their sex registered at birth.</li> <li>• 9% did not answer this question within the census.</li> </ul>
	Marriage and Civil Partnership	<p><a href="#">Marriage is a union between a man and a woman or between a same-sex couple. Same-sex couples can also have their relationships legally recognised as civil partnerships.</a></p> <p>The partnership status of the residents of Maida Hill is as follows:</p> <ul style="list-style-type: none"> <li>• 58% of residents have never Married and/or registered a Civil Partnership.</li> <li>• 27% are married or Civil Partnered.</li> <li>• 3% are separated but are still legally married or Civil Partnered.</li> <li>• 8% are divorced or their Civil Partnership has dissolved.</li> <li>• 3% are widowed or a surviving Civil Partnership Partner.</li> </ul> <p>Figures for Westminster are as follows:</p> <ul style="list-style-type: none"> <li>• 54% of residents have never Married and/or registered a Civil Partnership.</li> <li>• 32% are married or Civil Partnered.</li> <li>• 2% are separated but are still legally married or Civil Partnered.</li> <li>• 8% are divorced or their Civil Partnership has dissolved.</li> <li>• 3% are widowed or a surviving Civil Partnership Partner.</li> </ul>
	Pregnancy and maternity	<p><a href="#">Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth.</a></p> <p>Of the 30,739 births in the Census 2021 data in London (Region) 539 of these came from within Westminster (2% of total births in London).</p>

	Race	<p><a href="#"><u>Race refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.</u></a></p> <p>In Maida Hill:</p> <ul style="list-style-type: none"> <li>• 12% are Asian, Asian British or Asian Welsh.</li> <li>• 19% are Black, Black British, Black Welsh, Caribbean or African.</li> <li>• 8% are Mixed or Multiple Ethnic Groups.</li> <li>• 45% are White.</li> <li>• 16% are of another Ethnic Group.</li> </ul> <p>In Westminster as a whole:</p> <ul style="list-style-type: none"> <li>• 17% are Asian, Asian British or Asian Welsh.</li> <li>• 8% are Black, Black British, Black Welsh, Caribbean or African.</li> <li>• 7% are Mixed or Multiple Ethnic Groups.</li> <li>• 55% are White.</li> <li>• 14% are of another Ethnic Group.</li> </ul>
	Religion or belief	<p><a href="#"><u>Religion refers to any religion, including a lack of religion. Belief refers to any religious or philosophical belief and includes a lack of belief.</u></a></p> <p>The religion and belief structure of Maida Hill residents is as follows:</p> <ul style="list-style-type: none"> <li>• 22% do not practice any religion.</li> <li>• 41% identify as Christian.</li> <li>• Less than 1% identify as Buddhist.</li> <li>• Less than 1% identify as Hindu.</li> <li>• Less than 1% identify as Jewish.</li> <li>• 26% Identify as Muslim.</li> <li>• Less than 1% identify as Sikh.</li> <li>• Less than 1% identify as another religion.</li> <li>• 8% did not answer.</li> </ul> <p>Across Westminster as a whole:</p> <ul style="list-style-type: none"> <li>• 26% do not practice any religion.</li> <li>• 37% identify as Christian.</li> <li>• 1% identify as Buddhist.</li> <li>• Less than 2% identify as Hindu.</li> <li>• 3% identify as Jewish.</li> <li>• 20% Identify as Muslim.</li> <li>• Less than 1% identify as Sikh.</li> <li>• Less than 1% identify as another religion.</li> <li>• 9% did not answer.</li> </ul>

	Sex	<p><a href="#">A man or a woman.</a></p> <p>In Maida Hill:</p> <ul style="list-style-type: none"> <li>• 54% identify as female.</li> <li>• 46% identify as male.</li> </ul> <p>Compare this to Westminster where:</p> <ul style="list-style-type: none"> <li>• 52% identify as female.</li> <li>• 48% identify as male.</li> </ul>
	Sexual orientation	<p><a href="#">Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.</a></p> <p>The sexual orientation of residents of Maida Hill is as follows:</p> <ul style="list-style-type: none"> <li>• 85% identify as Straight or Heterosexual.</li> <li>• 5% identify as Lesbian, Gay, Bisexual or Other.</li> <li>• 11% did not answer.</li> </ul> <p>Across Westminster:</p> <ul style="list-style-type: none"> <li>• 83% identify as Straight or Heterosexual.</li> <li>• 5% identify as Lesbian, Gay, Bisexual or Other.</li> <li>• 11% did not answer.</li> </ul>
	People on low incomes	<p>A person's socio-economic circumstances can <a href="#">encompass a range of different factors, including; education, income and occupation.</a></p> <p>Maida Hill Place and its immediate surrounding areas are relatively deprived compared to other neighbourhoods in the City of Westminster. The site itself is spread across two Lower Super Output Areas (LSOA - a defined geographical area or neighbourhood):</p> <ul style="list-style-type: none"> <li>• The north-eastern section of Maida Hill Place (Westminster 005A LSOA) is situated amongst the 20% most deprived neighbourhoods in the country; ranked 6,143 out of 32,844 LSOAs.</li> <li>• The remaining proportion of Maida Hill Place (Westminster 005E LSOA) is located amongst the 30% most deprived neighbourhoods in the country; ranked 7,034 out of 32,844 LSOAs.</li> </ul>

	<p>Armed Forces communities</p>	<p><a href="#">The Armed Forces Community includes the British Army, Royal Air Force, and Royal Navy.</a> The term ‘Service People’ applies to current members (serving personnel), former members (veterans), as well as relevant family members.</p> <p>Maida Hill’s armed forces communities are as follows:</p> <ul style="list-style-type: none"> <li>• 0.40% Have previously served in the UK regular armed forces.</li> <li>• 0.20% Have previously served in the UK reserve armed forces.</li> <li>• 0% Have previously served in both the regular and reserve UK armed forces.</li> <li>• 99% Have not previously served in any UK armed forces.</li> </ul> <p>Across Westminster:</p> <ul style="list-style-type: none"> <li>• 0.80% Have previously served in the UK regular armed forces.</li> <li>• 0.40% Have previously served in the UK reserve armed forces.</li> <li>• 0.1% Have previously served in both the regular and reserve UK armed forces.</li> <li>• 99% Have not previously served in any UK armed forces.</li> </ul>
	<p>Engagement with residents and local stakeholders to obtain feedback on the project’s design occurred between 27 March 2023 and 31 March 2023 (public consultation part one) and between 17 April 2023 and 23 April 2023 (public consultation part two).</p>	
<p><b>2.2 Are there any groups with protected characteristic that are overrepresented in the monitoring information relative to their size of the population?</b></p>	<p>The following protected characteristics within Maida Hill are overrepresented in the monitoring information:</p> <ul style="list-style-type: none"> <li>▪ 25.80% of residents in Maida Hill are Muslim. Compare this to the whole of Westminster where 20% are Muslim. A difference of over 6%.</li> <li>▪ 19.10% of residents in Maida Hill are Black, Black British, Black Welsh, Caribbean or African, whereas across the whole of Westminster this figure is 8.10%. A difference of 11%.</li> <li>▪ People on low incomes.</li> </ul>	
<p><b>2.3 Are there any groups with protected characteristics that are underrepresented in the monitoring information relative to their size of the population?</b></p>	<p>The following protected characteristics within Maida Hill are overrepresented in the monitoring information:</p> <ul style="list-style-type: none"> <li>▪ 45% of the population in Maida Hill are White, whereas this figure is significantly larger across the whole of Westminster at 55%. A difference of 10%.</li> </ul>	



2.4 Does the project have the potential to disproportionately impact on people with a protected characteristic? If so, is the impact positive or negative?				
	None	Positive	Negative	Not sure
Men or women		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People of a particular race or ethnicity (including refugees, asylum seekers, migrants and gypsies and travellers)		<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disabled <sup>1</sup> people (consider different types of physical, learning or mental disabilities)		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People of particular sexual orientation/s		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People in particular age groups (consider in particular children, under 21s and over 65s)		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People who are intending to undergo, are undergoing or have undergone a process or part of a process of gender reassignment		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Impact due to pregnancy/ maternity		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People of faiths and beliefs		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People on low incomes		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

2.5	Based on your responses, should a full, detailed EQIA be carried out on the project, policy or proposal?
	A full, detailed EQIA <u>should</u> be carried out for this project.
2.6	Provide brief reasons on how you have come to this decision?
	The assessment of impacts on people with the protected characteristic of race (ethnicity) is unknown, hence a full EQIA has been undertaken.

<sup>1</sup> Disability discrimination is different from other types of discrimination since it includes the duty to make reasonable adjustments.

**SECTION 3: ASSESSING THE IMPACT**

Protected Characteristic / Group	Positive impact: eliminate discrimination	Positive impact: advance equality	Positive impact: good relations	Negative Impact?	No specific impact	If the impact is negative, how can it be mitigated?	Cumulative effect: Council decisions / equality impacts
Age	Not applicable	<p>The nearest educational establishment to the site is the Queen Elizabeth II Jubilee School on Kennet Road. The school caters for pupils aged between four and nineteen with a range of complex needs, including severe learning difficulties (SLD) and profound and multiple learning difficulties (PMLD). Due to the nature of the school, it is anticipated that the majority of students are dropped-off/picked-up by vehicle. As the project seeks to enforce a pre-existing road closure already in place at the site, it is not envisaged that this would negatively impact travel to/from school.</p> <p>A lack of suitable infrastructure can be a barrier to active travel for younger people due to actual / perceived safety issues. Younger working aged people may also have a higher dependence on active travel due to the expense associated with owning a private vehicle. The project would create a new cycle lane linking Elgin Avenue-Walterton Road. This element would be of particular benefit for this group. This proposal element is in line with the City Council’s Cycling Strategy (2014) objectives of creating safer and more legible routes (Objective A) and facilitating bicycle access and parking (Objective C).</p> <p>A lack of dedicated, secure cycle parking can stop people of all age groups from cycling. The project aims to introduce a Santander Cycles docking station for those who do not have access to a bike / s secure place to keep a bike. This proposal element is in line with the City Council’s Cycling Strategy (2014) objectives of facilitating bicycle access and parking (Objective C).</p> <p>There are a limited number of public conveniences in Westminster, negatively impacting younger and older people, who may require these facilities more often. The project would install new public conveniences (comprising two Ambulant Disabled Automatic Public Conveniences (APC) and one Compliant Disabled APC), would make people more likely to feel comfortable visiting the area knowing there are public facilities.</p> <p>Older people may struggle to walk long distances without stopping due to mobility issues typically associated with older age. The project would introduce new planting under existing trees with seating at ‘The Grove’, and Dominos tables and chairs. The existing cafe seating area would also be retained. These proposed interventions would enable people to stop and rest, benefiting all; in particular people with limited mobility.</p>	<p>Maida Hill Place is a popular location for older people to play backgammon and cards, slam dominos and socialise. The provision of outdoor seating which would allow the dominos and other games to continue may foster good relations through the formalisation of a space in which older people can participate in these pastimes. This proposal element acknowledges the <a href="#">change in order of the 2021 injunction</a> (pursuant to Section 222 of the Local Government Act 1972 and Section 1 of the Anti-Social Behaviour Act 2014), brought by the City of Westminster against social gatherings at Maida Hill Place.</p>	Not applicable	Not applicable	Not applicable	CUMULATIVE EFFECT: POSITIVE

Protected Characteristic / Group	Positive impact: eliminate discrimination	Positive impact: advance equality	Positive impact: good relations	Negative Impact?	No specific impact	If the impact is negative, how can it be mitigated?	Cumulative effect: Council decisions / equality impacts
Disability	<p>Disabled people and people with short- and long-term health conditions are five times more likely to be injured as a pedestrian than people without a disability; <a href="#">experiencing 22 motor vehicle injuries per million miles walked/wheeled, compared to 4.8 injuries among pedestrians without a disability</a>. The project aims to deliver infrastructure that may indirectly improve safety through:</p> <ul style="list-style-type: none"> <li>Increased protection from vehicular activity (road closure enforcement to create a dedicated pedestrian space and planting to provide protection from the road).</li> <li>Greater visibility (introduction of a new toilet block and a new grille for access to UK Power Network's below ground substation).</li> </ul>	<p>Some Disabled people and people with short- and long-term health conditions may be less likely to cycle due to unsuitable environments, infrastructure not being accessible for adaptive cycles, and a lack of support. Whereas other Disabled people and people with short- and long-term health conditions may have a higher dependence on active due to the high costs of adapting a vehicle to fit special controls or having had to give up their licence due to a notifiable medical condition or disability or worsening of an existing condition or disability. The project would create a new cycle lane linking Elgin Avenue-Walterton Road and introduce a Santander Cycles docking station. Both elements would be of particular benefit for this group. These proposal elements are in line with the City Council's Cycling Strategy (2014) objectives of creating safer and more legible routes (Objective A) and facilitating bicycle access and parking (Objective C).</p> <p>Disabled people and people with short- and long-term health conditions are a group that can be particularly vulnerable to social isolation, particularly people with non-visible (also known as 'hidden') disabilities like mental health conditions. The project would deliver new planting under existing trees with seating at 'The Grove', planting to provide protection from road and to buffer space from residential areas. These proposal elements are in line with the City Council's Westminster Open Spaces and Biodiversity Strategy (2018), which recognises the value of open/green spaces to encourage physical activity and provide opportunities for relaxation and interaction, helping to combat loneliness and social isolation.</p> <p>Exposure to poor air quality can impact pre-existing respiratory conditions (like Chronic obstructive pulmonary disease) for Disabled people and people with short- and long-term health conditions, however, road closures enforcement (like that proposed) to create a dedicated pedestrian space have been found to <a href="#">improve the character of streets</a>, making for a more pleasant environment, in particular people with neurological conditions.</p> <p>Disabled people and people with short- and long-term health conditions may struggle to walk long distances without stopping due to medication or medical conditions (considered a short-term and/or long-term impairment). The project would introduce new planting under existing trees with seating at 'The Grove', and Dominos tables and chairs. The existing cafe seating area would also be retained. These proposed interventions would enable people to stop and rest, benefiting all; in particular people with limited mobility.</p> <p><a href="#">In the five years up to 2021, a fifth of UK public conveniences were shut</a>, negatively impacting Disabled people and people with short- and long-term health conditions like Inflammatory Bowel Disease the hardest. The project would install new public conveniences (comprising two Ambulant Disabled APC and one Compliant Disabled APC), negating the need for 'Toilet Access Cards', which do not guarantee access to a toilet, and would make people more likely to feel comfortable visiting the area knowing there are public facilities.</p>	<p>The toilets proposed are new and above ground therefore allowing those with disabilities to access more easily compared to underground toilets. Further, there is improved seating which will allow for those with disabilities to utilise should they be required. Finally, trip hazards have been removed, creating a safer environments for all groups. However part of the group may experience difficulties in accessing public spaces due to a lack of Changing Places toilet in the proposed public conveniences (comprising two Ambulant Disabled APC and one Compliant Disabled APC). Changing Places toilets are larger than standard accessible toilets – ones that are suitable for dependant individuals with carers present.</p>	Not applicable	Not applicable	Not applicable	CUMULATIVE EFFECT: POSITIVE

Protected Characteristic / Group	Positive impact: eliminate discrimination	Positive impact: advance equality	Positive impact: good relations	Negative Impact?	No specific impact	If the impact is negative, how can it be mitigated?	Cumulative effect: Council decisions / equality impacts
Gender Reassignment	<p>People that propose to undergo, are undergoing, or have undergone gender reassignment are <a href="#">more likely to be a victim of harassment or acts of discrimination</a>. Terrorist narratives also advocate the defence of ‘traditional values’ (with heterosexual, cisgender family units defined as the alleged ‘ideal’) of which <a href="#">same-sex couples (whether married or in a civil partnership) present a threat to, and are at odds with, this vision</a>. These can result in reduced feelings of safety when cycling or walking, particularly through public spaces at night-time. The project aims to deliver infrastructure that may indirectly improve safety and/or reduce hate crimes through:</p> <ul style="list-style-type: none"> <li>• Increased protection from vehicular activity (road closure enforcement to create a dedicated pedestrian space and planting to provide protection from the road).</li> <li>• The presence of primary surveillance (existing cafe seating area retained, dominos tables and chairs and active frontages encouraged).</li> <li>• Greater visibility (introduction of a new toilet block and a new grille for access to UK Power Network’s below ground substation).</li> </ul>	<p>This group may be less likely to cycle due to a lack of representation, unsuitable environments, and a lack of support may be less likely to cycle due to unsuitable environments and perceptions of safety. The project would create a new cycle lane linking Elgin Avenue-Walton Road and introduce a Santander Cycles docking station. Both elements would be of particular benefit for this group. These proposal elements are in line with the City Council’s Cycling Strategy (2014) objectives of creating safer and more legible routes (Objective A) and facilitating bicycle access and parking (Objective C).</p> <p>People that propose to undergo, are undergoing, or have undergone gender reassignment may struggle to walk long distances without stopping due to medication or medical conditions related to their stage of reassignment (considered a short-term and/or long-term impairment). The project would introduce new planting under existing trees with seating at ‘The Grove’, and Dominos tables and chairs. The existing cafe seating area would also be retained. These proposed interventions would enable people to stop and rest, benefiting all – in particular people that propose to undergo, are undergoing, or have undergone gender reassignment.</p>	<p>Gender neutral toilets are proposed, therefore taking into consideration people of all genders including those who have undergone/are undergoing gender reassignment. There is increased opportunity for people to sit down and rest, particularly to aid those who are undergoing/undergone gender reassignment who receive medication depending on which stage of reassignment they are partaking in. Further measures, however, may need to be considered as part of the scheme regarding the potential for anti-social behaviour towards those undergoing gender reassignment.</p>	Not applicable	Not applicable	Not applicable	CUMULATIVE EFFECT: POSITIVE

Protected Characteristic / Group	Positive impact: eliminate discrimination	Positive impact: advance equality	Positive impact: good relations	Negative Impact?	No specific impact	If the impact is negative, how can it be mitigated?	Cumulative effect: Council decisions / equality impacts
Marriage and Civil Partnership	<p>The nearest places of worship to the site are the Church of Our Lady of Lourdes and St Vincent de Paul on Harrow Road and St. Peter's Church on Elgin Avenue, where <a href="#">the congregation is made up of people mostly from the immediate Maida Hill neighbourhood</a>. The project would look to enforce road closures to create a dedicated pedestrian space, allowing people a safe space in which to congregate after ceremonies / services.</p> <p>Same-sex couples (whether married or in a registered civil partnership) are more likely to be a victim of harassment or experience acts of discrimination. Terrorist narratives also advocate the defence of 'traditional values' (with heterosexual, cisgender family units defined as the alleged 'ideal') of which <a href="#">same-sex couples (whether married or in a civil partnership) present a threat to, and are at odds with, this vision</a>. These can result in reduced feelings of safety when cycling or walking, particularly through public spaces at night-time. The project aims to deliver infrastructure that may indirectly improve safety and/or reduce hate crimes through:</p> <ul style="list-style-type: none"> <li>• Increased protection from vehicular activity (road closure enforcement to create a dedicated pedestrian space and planting to provide protection from the road).</li> <li>• The presence of primary surveillance (existing cafe seating area retained, dominos tables and chairs and active frontages encouraged).</li> <li>• Greater visibility (introduction of a new toilet block and a new grille for access to UK Power Network's below ground substation).</li> </ul>	Not applicable	No - the next phase of work should consider how it will foster good relations between groups to reduce anti-social behaviour targeted at people that are in a LGBTQ+ marriage or civil partnership.	Not applicable	Not applicable	Not applicable	<p>CUMULATIVE EFFECT: POSITIVE</p> <p><i>Note: in July 2022 the Law Commission of England and Wales published its recommendations to reform weddings law, proposing a system that allows people more choice over where their wedding takes place. The Government is currently reviewing this.</i></p>

Protected Characteristic / Group	Positive impact: eliminate discrimination	Positive impact: advance equality	Positive impact: good relations	Negative Impact?	No specific impact	If the impact is negative, how can it be mitigated?	Cumulative effect: Council decisions / equality impacts
Pregnancy and Maternity	Not applicable	<p>People that are pregnant or have recently given birth may struggle to walk long distances without stopping. The project would introduce new planting under existing trees with seating at 'The Grove', and Dominos tables and chairs. The existing cafe seating area would also be retained. These proposed interventions would enable people to stop and rest, benefiting all; in particular people with restricted mobility due to pregnancy or postpartum.</p> <p><a href="#">In the five years up to 2021, a fifth of UK public conveniences were shut</a>, negatively impacting people that are pregnant or have recently given birth who may need to urinate more frequently due to hormonal changes. The project would install new public conveniences (comprising two APC and one Compliant Disabled APC), would make people more likely to feel comfortable visiting the area knowing there are public facilities.</p> <p>People that are pregnant or have recently given birth are a group that can be particularly vulnerable to social isolation, even in the absence of post-natal (postpartum) depression or paternal depression. The project would deliver new planting under existing trees with seating at 'The Grove', planting to provide protection from road and to buffer space from residential areas. These proposal elements are in line with the City Council's Westminster Open Spaces and Biodiversity Strategy (2018), which recognises the value of open/green spaces to encourage physical activity and provide opportunities for relaxation and interaction, helping to combat loneliness and social isolation.</p> <p>Exposure to poor air quality can impact foetal development, cause miscarriages, premature births, low birth weights, and stillbirths, however, road closures enforcement (like that proposed) have been found to <a href="#">improve the character of streets</a>, making for a more pleasant environment.</p>	Not applicable	Not applicable	Not applicable	Not applicable	CUMULATIVE EFFECT: POSITIVE

Protected Characteristic / Group	Positive impact: eliminate discrimination	Positive impact: advance equality	Positive impact: good relations	Negative Impact?	No specific impact	If the impact is negative, how can it be mitigated?	Cumulative effect: Council decisions / equality impacts
Race	<p>On average, there are <a href="#">86 ethnic minority casualties per 10,000 pedestrian casualties compared to 68 White pedestrians per 10,000</a> pedestrian casualties. In addition, people from any ethnicity group can experience harassment due to their ethnicity; this can result in reduced feelings of safety when cycling or walking, particularly through public spaces at night-time. The project aims to deliver infrastructure that may indirectly improve safety and/or reduce hate crimes through:</p> <ul style="list-style-type: none"> <li>Increased protection from vehicular activity (road closure enforcement to create a dedicated pedestrian space and planting to provide protection from the road).</li> <li>The presence of primary surveillance (existing cafe seating area retained, dominos tables and chairs and active frontages encouraged).</li> <li>Greater visibility (introduction of a new toilet block and a new grille for access to UK Power Network's below ground substation).</li> </ul>	<p>While <a href="#">14.0% of people from ethnic minority groups cycle regularly</a>, a lack of confidence and security are barriers that are more likely to prevent people from cycling; <a href="#">55.0% of people from ethnic minority groups who do not currently cycle would like to start compared to 37.0% of White people</a>. The project would create a new cycle lane linking Elgin Avenue-Walterton Road and introduce a Santander Cycles docking station; both elements of which would benefit this group alongside consideration of the need for social programming or support to encourage ethnic minorities to cycle. These proposal elements are in line with the City Council's Cycling Strategy (2014) objectives of creating safer and more legible routes (Objective A), facilitating bicycle access and parking (Objective C), and the City of Westminster's Movement Strategy; which aims to raise awareness and participation in cycling.</p> <p>Areas of London with ethnic minority populations of more than 50% (like Maida Hill), are <a href="#">more likely to have limited access to green space</a>. The project would deliver new planting under existing trees with seating at 'The Grove', planting to provide protection from road and to buffer space from residential areas. These proposal elements are in line with the City Council's Westminster Open Spaces and Biodiversity Strategy (2018), which recognises the value of open/green spaces to encourage physical activity and provide opportunities for relaxation and interaction, helping to combat loneliness and social isolation.</p>	<p>Maida Hill Place is a popular location for people (who largely identify as being of African-Caribbean descent) to play backgammon and cards, slam dominos and socialise. The provision of outdoor seating which would allow the dominos and other games to continue provision of outdoor seating which would allow the dominos and other games to continue may foster good relations through the formalisation of a space in which people can participate in these pastimes. This proposal element acknowledges the <a href="#">change in order of the 2021 injunction</a> (pursuant to Section 222 of the Local Government Act 1972 and Section 1 of the Anti-Social Behaviour Act 2014), brought by the City of Westminster against social gatherings at Maida Hill Place.</p>	Not applicable	Not applicable	Not applicable	CUMULATIVE EFFECT: POSITIVE

Protected Characteristic / Group	Positive impact: eliminate discrimination	Positive impact: advance equality	Positive impact: good relations	Negative Impact?	No specific impact	If the impact is negative, how can it be mitigated?	Cumulative effect: Council decisions / equality impacts
Religion or Belief	<p>There is the potential of a heightened risk of discrimination and harassment (hate-crimes) for religious people who wear and/or hold a marked religious identity; this can result in reduced feelings of safety when cycling or walking, particularly through public spaces at night-time. In addition, Extreme Right-Wing Terrorists are <a href="#">more likely to target faith communities than terrorists of other ideologies; narratives can advocate the defence of 'cultural nationalism' (with White Christian defined as the alleged 'ideal') of which other religious or belief groups present a threat to, and are at odds with, this vision.</a> The project aims to deliver infrastructure provisions that may indirectly improve safety and/or reduce religious-based violence through:</p> <ul style="list-style-type: none"> <li>• Increased protection from vehicular activity (road closure enforcement to create a dedicated pedestrian space and planting to provide protection from the road).</li> <li>• The presence of primary surveillance (existing cafe seating area retained, dominos tables and chairs and active frontages encouraged).</li> <li>• Greater visibility (introduction of a new toilet block and a new grille for access to UK Power Network's below ground substation).</li> </ul> <p>The next phase of work should consider how to reduce potential hate crimes and targeted discrimination against people that hold or do not hold a religion or belief.</p>	Not applicable	<p>The nearest places of worship to the site are the Church of Our Lady of Lourdes and St Vincent de Paul on Harrow Road St. Peter's Church on Elgin Avenue, where <a href="#">the congregation is made up of people mostly from the immediate Maida Hill neighbourhood.</a> The project would look to enforce road closures to create a dedicated pedestrian space, allowing people space to congregate after services. In addition, groups may celebrate religious/belief festivals within and/or external to their community. Public realm improvements, to create a flexible 'town square' that can host varied activities, may foster good relations through the delivery of a neutral public space in which people of different religions/beliefs can interact. This proposal element supports the purpose of the City Council's Westminster Faith Exchange (WFE) initiative to facilitate and encourage dialogue across different faith communities.</p>	Not applicable	Not applicable	Not applicable	CUMULATIVE EFFECT: POSITIVE



Protected Characteristic / Group	Positive impact: eliminate discrimination	Positive impact: advance equality	Positive impact: good relations	Negative Impact?	No specific impact	If the impact is negative, how can it be mitigated?	Cumulative effect: Council decisions / equality impacts
Sex	<p>People that identify as female are more likely to be exposed to issues of <a href="#">gender-based violence in public spaces, with two out of three women aged between 16-34 years old experiencing at least one form of harassment in the past 12-months</a>. This can result in reduced feelings of safety when cycling or walking, particularly through public spaces at night-time. The project aims to deliver infrastructure that may indirectly improve safety and/or reduce gender-based violence for people that identify as female through:</p> <ul style="list-style-type: none"> <li>• Increased protection from vehicular activity (road closure enforcement to create a dedicated pedestrian space and planting to provide protection from the road).</li> <li>• The presence of primary surveillance (existing cafe seating area retained, dominos tables and chairs and active frontages encouraged).</li> <li>• Greater visibility (introduction of a new toilet block and a new grille for access to UK Power Network's below ground substation).</li> </ul> <p>The next phase of work should consider how to reduce potential hate crimes and targeted discrimination against people that identify as female or male.</p>	<p>People that identify as female may be less likely to cycle due to unsuitable environments and perceptions of safety. The project would create a new cycle lane linking Elgin Avenue-Walterton Road and introduce a Santander Cycles docking station. Both elements would be of particular benefit for this sub-group. These proposal elements are in line with the City Council's Cycling Strategy (2014) objectives of creating safer and more legible routes (Objective A) and facilitating bicycle access and parking (Objective C).</p> <p>The growing trend in the closure of public toilets across England may negatively impact people who menstruate, that may require these facilities more often. The project would install new public conveniences (comprising two Ambulant Disabled APC and one Compliant Disabled APC), would make people more likely to feel comfortable visiting the area knowing there are public facilities.</p>	<p>Maida Hill Place is a popular location for people (who typically identify as male) to play backgammon and cards, slam dominos and socialise. The provision of outdoor seating which would allow the dominos and other games to continue may foster good relations through the formalisation of a space in which people can participate in these pastimes. This proposal element acknowledges the <a href="#">change in order of the 2021 injunction</a> (pursuant to Section 222 of the Local Government Act 1972 and Section 1 of the Anti-Social Behaviour Act 2014), brought by the City of Westminster against social gatherings at Maida Hill Place.</p>	Not applicable	Not applicable	Not applicable	CUMULATIVE EFFECT: POSITIVE

Protected Characteristic / Group	Positive impact: eliminate discrimination	Positive impact: advance equality	Positive impact: good relations	Negative Impact?	No specific impact	If the impact is negative, how can it be mitigated?	Cumulative effect: Council decisions / equality impacts
Sexual Orientation	<p>Terrorist narratives can <a href="#">advocate the defence of 'traditional values' (with heterosexual, cisgender family units defined as the alleged 'ideal') of which people that identify as LGBTQ+ present a threat to, and are at odds with, this vision</a>. The project aims to deliver infrastructure that may indirectly improve safety and/or reduce hate-crimes for people that identify as LGBTQ+ through:</p> <ul style="list-style-type: none"> <li>• Increased protection from vehicular activity (road closure enforcement to create a dedicated pedestrian space and planting to provide protection from the road).</li> <li>• The presence of primary surveillance (existing cafe seating area retained, dominos tables and chairs and active frontages encouraged).</li> <li>• Greater visibility (introduction of a new toilet block and a new grille for access to UK Power Network's below ground substation).</li> </ul> <p>This approach supports the City Council's partnership with the Westminster LGBT+ Forum. The next phase of work should consider how to reduce potential hate crimes and targeted discrimination against people that identify as LGBTQ+.</p>	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable	CUMULATIVE EFFECT: POSITIVE

Protected Characteristic / Group	Positive impact: eliminate discrimination	Positive impact: advance equality	Positive impact: good relations	Negative Impact?	No specific impact	If the impact is negative, how can it be mitigated?	Cumulative effect: Council decisions / equality impacts
People on Low Incomes	The proposed improvements to Maida Hill Place, specifically road closure enforcement to create a dedicated pedestrian space, and public realm improvements to create a flexible 'town square' that can host activities, would create a welcoming space for people to assemble, at no cost. This would be particularly beneficial to people on low incomes who may not have disposable income available to spend on leisure activities. This proposal element is in line with the Mayor's Transport Strategy (2018) proposal of creating high-quality public realm (Proposal 1).	The upfront and associated costs of owning a private vehicle may be unobtainable for people on low incomes; whilst owning/renting a bike does incur a cost, it is a significantly cheaper alternative. As such, the creation of a new cycle lane linking Elgin Avenue-Walterton Road, and the introduction of a Santander Cycles docking station would be of particular benefit for this group, alongside consideration of the need for social programming or support to encourage people on low incomes to cycle. These proposal elements are in line with the City Council's Cycling Strategy (2014) objectives of creating safer and more legible routes (Objective A), facilitating bicycle access and parking (Objective C), and the City of Westminster's Movement Strategy; which aims to raise awareness and participation in cycling.	The proposed introduction of a new toilet block would make people more likely to feel comfortable visiting the area due to no longer having to rely on purchasing items from local businesses in order to use customer toilets. This proposal would be particularly beneficial to people on low incomes who may not have disposable income available to spend.	Not applicable	Not applicable	Not applicable	CUMULATIVE EFFECT: POSITIVE

Protected Characteristic / Group	Positive impact: eliminate discrimination	Positive impact: advance equality	Positive impact: good relations	Negative Impact?	No specific impact	If the impact is negative, how can it be mitigated?	Cumulative effect: Council decisions / equality impacts
Armed Forces Communities	Not applicable	Not applicable	Not applicable	Not applicable	Yes	Not applicable	CUMULATIVE EFFECT: NONE SPECIFIC

**SECTION 4: ACTION PLAN**

4.1 Action plan to reduce or remove negative impacts identified, take steps to foster good relations . RAG rating: R(ed) – action not initiated, A(mber) – action initiated and in progress, G(reen) – action complete.							
Action Required	Equality Groups Targeted	Intended outcome	Resources Needed	Name of Lead, Unit & Contact Details	Completion Date	RAG	
Consider the use of a Changing Places toilet during the design process and in partnership with relevant stakeholders.	Disability.	Advancement in equality for Disabled people or people who have short- or long-term health conditions.	Architect	Toby Bowden	01.05.23	Action Initiated	
Consider the use of gender-neutral public conveniences during the design process and in partnership with relevant stakeholders.	Gender reassignment.	Advancement in equality for people that propose to undergo, are undergoing or have recently undergone gender reassignment.	Architect	Toby Bowden	01.05.23	Action Initiated	
Consider how the next phase of work will foster good relations between groups. Examples of action-based mitigation measures may include: <ul style="list-style-type: none"> <li>The addition of Closed-circuit Television (CCTV) overlooking the site to create passive surveillance that encourages good behaviours.</li> <li>Organising (or allowing the organisation of) activities in the dedicated pedestrian space that provide local, cis identifying people the opportunity to learn more about gender reassignment, processes, rights, etc.</li> <li>Communicate with Westminster-based gender reassignment organisations, such as the Chelsea Centre for Gender Surgery (CCGS), to better understand how to promote localised good relations between</li> </ul>	Gender reassignment.	A reduction in the number of reports of localised anti-social behaviour targeted at people that propose to undergo, are undergoing, or have undergone gender reassignment.	Communities Officer	TBC	TBC	Action not yet initiated	

	people that propose to undergo, are undergoing, or have undergone gender reassignment and cis identifying people.						
	<p>Consider how the next phase of work will foster good relations between groups. Examples of action-based mitigation measures may include:</p> <ul style="list-style-type: none"> <li>• The addition of Closed-circuit Television (CCTV) overlooking the site to create passive surveillance that encourages good behaviours.</li> <li>• Organising (or allowing the organisation of) activities in the dedicated pedestrian space that provide local, non-LGBTQ+ identifying people the opportunity to learn more about LGBTQ+ history, marriage and civil partnership rights, etc.</li> <li>• Communicate with Westminster-based LGBTQ+ organisations, such as the Ozanne Foundation, to better understand how to promote localised good relations between LGBTQ+ identifying people and non-LGBTQ+ identifying people.</li> </ul>	Marriage and Civil Partnership.	A reduction in the number of reports of localised anti-social behaviour targeted at people that are in a LGBTQ+ marriage or civil partnership.	Westminster Communities Officer	TBC	TBC	Action not yet initiated
	<ul style="list-style-type: none"> <li>• Consider the need for social programming or support to encourage cycling.</li> <li>• Ensure liaison between the scheme's Delivery Team and the City of Westminster's Strategy Team(s) to deliver the relevant recommendations outlined in the City of Westminster's Cycling Strategy: <ul style="list-style-type: none"> <li>○ A cycling toolkit will be launched as part of a wider social media strategy to help promote cycling in Westminster.</li> <li>○ Regular led rides will be organised for a range of abilities and target groups.</li> </ul> </li> </ul>	Race.	An increase in cycling levels by ethnic minorities.	Westminster Cycling Officer	Steve Tse	Ongoing	Action not yet initiated

	<ul style="list-style-type: none"> <li>○ Regular events will be organised to tie in with key events such as Bike Week.</li> <li>○ An incentive scheme will be launched to encourage people to cycle more frequently. An output from this will identify popular cycle routes and potential improvements.</li> <li>○ The cycling toolkit will also be promoted through Council and residents' association newsletters, in libraries and sports centres.</li> <li>○ Working in partnership with the Council's public health and sports and leisure units, the Council will establish a network of 'Physical Activity Champions' through the 'ActiveCommunities' programme, who are able to assess and refer individuals to appropriate activity programmes (such as cycling).</li> </ul>						
	<p>Consider how the next phase of work will reduce potential hate crimes and targeted discrimination. Examples of action-based mitigation measures may include:</p> <ul style="list-style-type: none"> <li>● The addition of Closed-circuit Television (CCTV) overlooking the site to create passive surveillance that encourages good behaviours.</li> <li>● Organising (or allowing the organisation of) free/open religious/belief festivals in the dedicated pedestrian space that cater all.</li> <li>● Communicate with the Church of Our Lady of Lourdes and St Vincent de Paul and St.</li> </ul>	Religion or Belief.	A reduction in the number of localised reports of hate crimes and targeted discrimination against people that hold or do not hold a religion or belief.	Met Police	TBC	TBC	Action not yet initiated

<p>Peter’s Church to better understand how to promote good relations.</p> <ul style="list-style-type: none"> <li>• Work with the WFE to better understand how to promote good relations in the City of Westminster.</li> </ul>						
<p>Consider how the next phase of work will reduce potential hate crimes and targeted discrimination. Examples of action-based mitigation measures may include:</p> <ul style="list-style-type: none"> <li>• The addition of Closed-circuit Television (CCTV) overlooking the site to create passive surveillance that encourages good behaviours.</li> <li>• Communicate with organisations, like the Angelou Partnership, to better understand how to reduce potential hate crimes and targeted discrimination against females.</li> <li>• Design variations to the site have taken into account the removal of certain built environment barriers, such as the removal of poorly lit areas, to improve perceptions of safety at the location.</li> </ul>	Sex.	A reduction in the number of localised reports of hate crimes and targeted discrimination against people that identify as female or male.	MET Police	TBC	TBC	Action not yet initiated
<p>Consider how the next phase of work will reduce potential hate crimes and targeted discrimination. Examples of action-based mitigation measures may include:</p> <ul style="list-style-type: none"> <li>• The addition of Closed-circuit Television (CCTV) overlooking the site to create passive surveillance that encourages good behaviours.</li> <li>• Organising (or allowing the organisation of) activities in the dedicated pedestrian space that provide local, non-LGBTQ+ identifying people the opportunity to learn more about LGBTQ+ history, marriage and civil partnership rights, etc.</li> </ul>	Sexual Orientation	A reduction in the number of localised reports of hate crimes and targeted discrimination against people that identify as LGBTQ+.	MET Police	TBC	TBC	Action not yet initiated

	<ul style="list-style-type: none"> <li>Communicate with Westminster-based LGBTQ+ organisations, such as the Ozanne Foundation, to better understand how to promote localised good relations between LGBTQ+ identifying people and non-LGBTQ+ identifying people.</li> </ul>						
	<ul style="list-style-type: none"> <li>Consider the need for social programming or support to encourage cycling.</li> <li>Ensure liaison between the scheme's Delivery Team and the City of Westminster's Strategy Team(s) to deliver the relevant recommendations outlined in the City of Westminster's Cycling Strategy: <ul style="list-style-type: none"> <li>A cycling toolkit will be launched as part of a wider social media strategy to help promote cycling in Westminster.</li> <li>Regular led rides will be organised for a range of abilities and target groups.</li> <li>Regular events will be organised to tie in with key events such as Bike Week.</li> <li>An incentive scheme will be launched to encourage people to cycle more frequently. An output from this will identify popular cycle routes and potential improvements.</li> <li>The cycling toolkit will also be promoted through Council and residents' association newsletters, in libraries and sports centres.</li> <li>Working in partnership with the Council's public health and sports and leisure units, the Council will</li> </ul> </li> </ul>	People on Low Incomes.	An increase in cycling levels by people on low incomes.	Westminster Cycling Officer	Steve Tse	Ongoing	Action not yet initiated



	establish a network of 'Physical Activity Champions' through the 'ActiveCommunities' programme, who are able to assess and refer individuals to appropriate activity programmes (such as cycling).							
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**THIS SECTION TO BE COMPLETED BY THE RELEVANT SERVICE MANAGER**

**SIGNATURE:**



**FULL NAME:** Toby Bowden

**FUNCTION:** Programme and Contract Manager – Highways Infrastructure & Public Realm  
Environment and City Management

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**DATE (DD/MM/YYYY):** 26/07/2023

**WHAT NEXT?**

It is the responsibility of the service to complete an EQIA to the required standard and the quality and completeness of EQIAs will be monitored by EMT.

All EQIAs for proposed changes to levels of service arising from budget proposals must be completed by **(insert date [TBC, City of Westminster])**.

All completed EQIAs should be sent to [equalities@westminster.gov.uk](mailto:equalities@westminster.gov.uk)