

Enfield Council Predictive Equality Impact Assessment/Analysis

Department:	Regeneration & Environment	Service:	Traffic & Transportation
Title of decision:	Ponders End High Street – Major Scheme	Date completed:	13 July 2016
Author:	Jonathan Goodson	Contact details:	jonathan.goodson@enfield.gov.uk 020 8379 3474

Equality Act 2010 – Section 149

Public sector equality duty

- (1) A public authority must, in the exercise of its functions, have due regard to the need to -
 - (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;
 - (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
 - (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.
- (2) A person who is not a public authority but who exercises public functions must, in the exercise of those functions, have due regard to the matters mentioned in subsection (1).
- (3) 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—
 - (a) remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;
 - (b) 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;
 - (c) 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.
- (4) The steps involved in meeting the needs of disabled persons that are different from the needs of persons who are not disabled include, in particular, steps to take account of disabled persons' disabilities.
- (5) 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—
 - (a) tackle prejudice, and

(b) promote understanding.

(6) Compliance with the duties in this section may involve treating some persons more favourably than others; but that is not to be taken as permitting conduct that would otherwise be prohibited by or under this Act.

(7) The relevant protected characteristics are—

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

(8) A reference to conduct that is prohibited by or under this Act includes a reference to—

(a) a breach of an equality clause or rule;

(b) a breach of a non-discrimination rule.

(9) Schedule 18 (exceptions) has effect.

Type of change being proposed: (please tick)

New project	<input checked="" type="checkbox"/>	Policy change or new policy	<input type="checkbox"/>	Grants and commissioning	<input type="checkbox"/>	Budget change	<input type="checkbox"/>
-------------	-------------------------------------	-----------------------------	--------------------------	--------------------------	--------------------------	---------------	--------------------------

1 *Describe the change, why it is needed, what is the objective of the change and what is the possible impact of the change:*

Background

Enfield Council has secured Major Scheme funding from Transport for London (TfL) to improve Ponders End High Street. Aims include:

- 1) Reducing motor vehicle dominance and aiding crossing movements
- 2) Enhancing the quality of the public realm around the high street (and Ponders End Park) to produce a more attractive and viable retail destination that feels safer and enjoys a stronger sense of place
- 3) Improving the relatively poor traffic collision history of the main road
- 4) Complementing forthcoming major developments on the adjacent former North Middlesex University site, namely the Electric Quarter and Heron Hall Academy

Following the success of the council's Mini-Holland bid in 2013, the scheme also falls within the extents of the A1010 (North) cycle route, as being advanced currently under the Cycle Enfield programme. The route along this corridor is intended to provide designated space for cycles and offer riders a better sense of protection from other traffic; thus tackling what TfL research identifies as the most significant factor discouraging Londoners from travelling by cycle. The potential to convert journeys from motor vehicle to cycle is obvious, and the benefits of doing so in terms of transport capacity and public health are well established. The full route along the A1010 will afford local people access by cycle to a significant part of the borough and to major employment and regeneration areas in the Lea Valley. There are 23 schools located within 500 metres (a two minute cycle ride) of the A1010, and it will also serve five key shopping areas, of which Ponders End is one. Introducing facilities to aid cycling is therefore a fifth fundamental objective of the scheme.

Scope and main proposals

The sketch opposite sets out the main proposals. Cycle lanes and new paving are proposed throughout the high street between Nags Head Road and Clarence Road. Two existing service roads are to be infilled to provide more space for pedestrians. Parking space is to be reduced overall, with retained provision relocated to the edge of the main road. Block paving is proposed in the roadway at the southern end of the scheme, and the existing signalised junction at Derby Road is to be replaced with roundabouts. Raising the road surface closer to footway level (a 25mm kerb is to be retained) is one of several measures intended to reduce drivers' speed and sense of precedence.

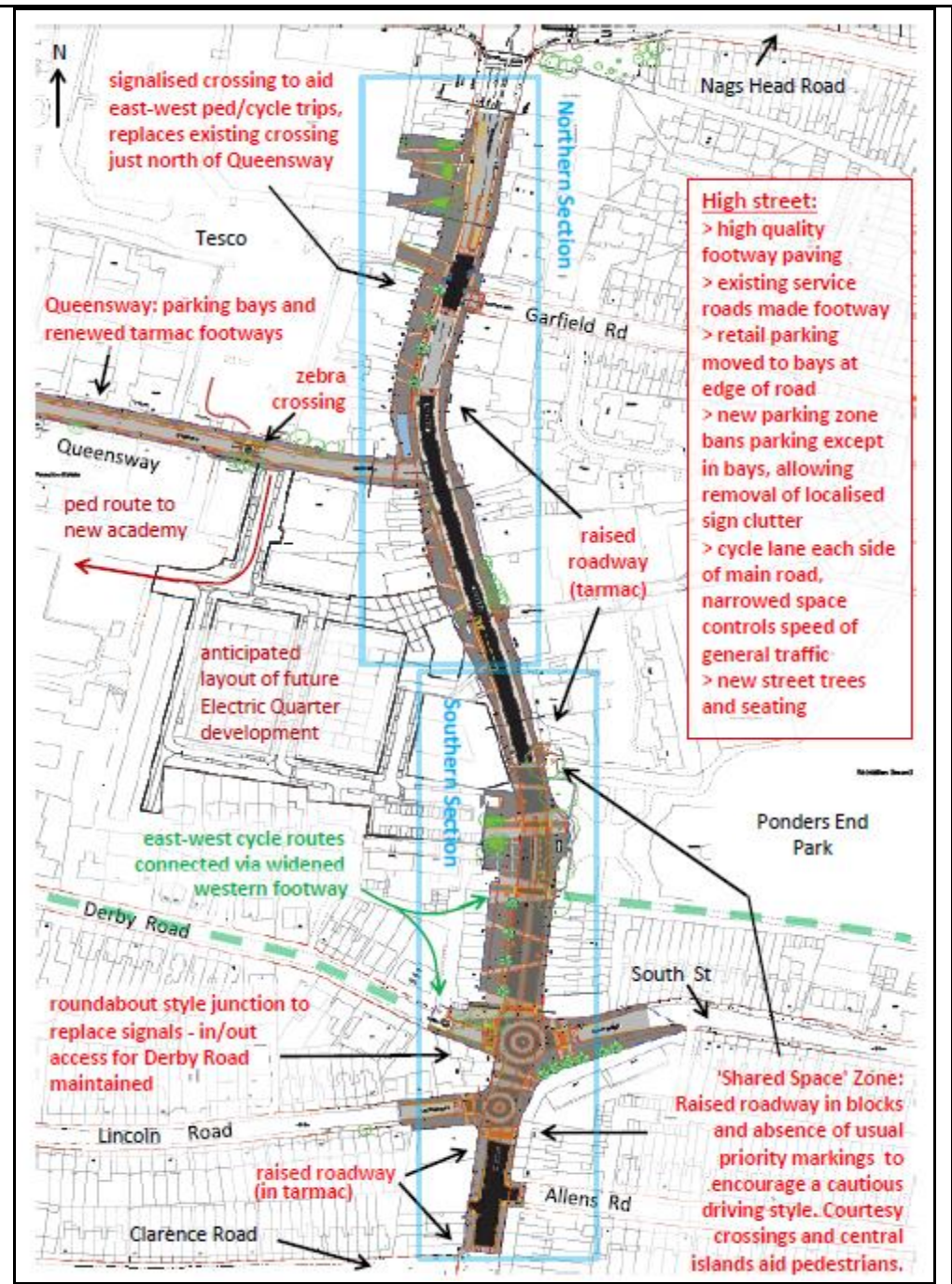
Elements with possible equality implications

A) Innovative junction and courtesy crossings: The existing five-arm signalised junction presents an unsympathetic environment for cycles. It features tactile paving and dropped kerbs but, due to the lack of spare traffic flow capacity, no specific signal phases to aid crossing movements. The video at the following link sets out some of the limitations of the current arrangement:

YouTube:DerbyRoadJunction

<https://youtu.be/uxEomudW8rM>

No viable solutions exist to improve the junction for cyclists whilst retaining the traffic signals. An innovative layout with courtesy crossings should improve capacity, in addition to helping pedestrians and cyclists. Opportunities to cross rely on driver courtesy or other gaps in traffic, rather than on traditional priority indicators, but are made easier by the provision of refuge islands and the anticipated reduction in vehicle speeds. Such priority indicators, most particularly traffic signals, are not suitable here as they would tend to reinforce, rather than challenge, drivers' sense of precedence over others. The term 'shared space' has been applied to this section, but it should be noted that the layout does not require pedestrians to negotiate areas also open to traffic; dedicated footway space is retained each side of the road. Overall this will be wider and less cluttered than at present.



B) Bus Boarders: Four bus stops sit within the high street. They present a conflicting demand for kerbside space within the context of the cycle lanes. Terminating the cycle lanes where they meet bus stops forces the cyclist to wait behind a dwelling bus or else leave the sanctuary of the lane and try to pass on the outside. It should be noted that bus stopping events on the high street are both frequent and lengthy in duration. Terminating the lanes does not, therefore, give adequate provision for cycles, as agreed by designers at both Enfield and TfL. The option of setting the bus stops within laybys does not offer a better solution, as this forces the bus to cross the cycle lane twice, once when entering and again when departing the stop. Cyclists passing buses from behind can be difficult for drivers to spot and the attendant road safety concerns are obvious. The on-street setting of the bus stops is too physically constrained to allow for the ideal solution, which is a cycle lane that joins a wide footway on the approach and passes behind the bus stop waiting area. A compromise solution is proposed instead known as a bus boarder. Here the cycle lane joins the footway but continues directly across the bus boarding area, requiring the rider to slow down or stop when passengers are present. An example (Royal College Street, Camden) is shown right.



C) Reduction in high street parking space: The idea of infilling the two service roads arose at a community engagement walk-about in August 2014. It was remarked that the narrow strip of footway retained between the service roads and the main road provided a particularly poor level of provision for vulnerable pedestrians and was not a comfortable place to walk or stand when traffic passed nearby on either side. Accordingly proposals show the service roads being removed and parking bays inset from the main road, to maximise pedestrian space and provide for a continuous northbound lane for cycles. The effect is to reduce the amount of parking space on the high street from approximately 41 spaces to approximately 17 spaces. By introducing a zonal restriction, the proposals will also remove the opportunity for blue badge holders to park for short periods on yellow lines.

The design team justifies the overall reduction of parking space on the grounds that current parking demand is well below existing capacity. One reason is that 90% of the shoppers visiting the high street live within 1.25 miles. Walking is the dominant mode (60% of visits) with private car journeys only 19%. A second is that the high street is already served by three surface-level car parks in very close proximity (Tesco, Eagle House and College Garden car parks) which together provide a significant surplus capacity. Therefore the reduction in parking outlined above should not have a significant impact on the vitality of the high street as few high street shoppers drive and, for those who do, other space is available. Re-allocating the space to pedestrians is more befitting of the key function of the road (as a high street) and offers more space for pedestrians, the group who are both most numerous and most vulnerable.

Protected characteristics applicable to proposals

For the three elements set out above the applicable protected characteristics are age and disability. The other protected characteristics are not deemed of relevance to the changes being proposed. The implication to be considered is whether the measures will unduly disadvantage vulnerable pedestrians, with the following groups being applicable:

- (i) Older people – who may be less confident than others in negotiating innovative road layouts, and (for element C) may be more likely to be blue badge holders
- (ii) Younger people – who may be less skilled at judging vehicle movements or less likely to exercise caution in negotiating the street
- (iii) People with sight loss – who are more reliant on non-visual cues, and less able to anticipate vehicles intersecting their path
- (iv) People with impaired mobility – who may be more reliant on dedicated crossing phases and physical separation for pedestrians and (for element C) more reliant on disabled parking space
- (v) People with cognitive impairment – who may be less skilled at judging vehicle movements or negotiating innovative layouts

Consultation

<i>concept stage</i>	> walkabout with cllrs & Ponders End Partnership to gather ideas	7 Aug 14
<i>preliminary consultation</i>	> presentation of proposals to Ponders End Partnership	3 Feb 15
	> presentation of proposals to Enfield Vision	2 Mar 15
	> business-owners drop-in meetings	9,11 Jun 15
<i>main public consultation (16 Jun to 10 July)</i>	> 3000 leaflets sent to 5 local schools for sending home with pupils	15 Jun 15
	> consultation launched on council website	16 Jun 15
	> leaflets delivered to 5000 properties across the area	17 Jun 15
	> scheme display manned by design team in Tesco foyer	19,20 Jun 15
<i>continuing public engagement</i>	> presentation of proposals to Ponders End ward forum	8 Sep 15
	> presentation of proposals to Ponders End Partnership	22 Sep 15
	> further discussion on revised proposals with Enfield Vision	23 Oct 15
	> update to Ponders End Partnership	9 Mar 16

Consultation events and activities have included those shown left, with the Ponders End Partnership and Enfield Vision (whose office is on the corner of high street and Garfield Road) being the key community groups who have been consulted. In addition, ward councillors, bus operators, the police and those representing local cyclists have been kept apprised of the scheme proposals via numerous meetings, discussions and written updates.

Note that the proposal for bus boarders did not come forward until after July 2015, and thus did not feature within the main consultation material.

Comments from stakeholders, other public concerns and officer response

Local community: The main consultation exercise prompted only a limited response from the community, with fewer than 100 submissions. Amongst these, the specific proposal to relocate the crossing enjoyed majority support. The idea of removing the service roads attracted little comment. Some respondents questioned the merit in providing for cyclists or attempting to improve the look of the area. Others supported the aims of the scheme and felt improvements were needed. The innovative junction and courtesy crossings attracted some scepticism, mostly amongst respondents who were unsure whether this arrangement would work for the high levels of traffic. The reduction in parking space generated little concern.

Officer response – traffic modelling indicates that the new junction will improve traffic movements. The video outlines how the existing junction offers inconsistent provision for pedestrians, and identifies an innovative scheme in Bexleyheath that appears to work well. There are no unresolved concerns from this group.

Enfield Vision (EV): supported the proposal to relocate the crossing, preferring the new location. Their request for greater footway space at the nearby bus stop has also been accommodated within the revised designs. EV confirmed that the proposed kerb height of 25mm for the raised sections of road would be sufficient to allow a cane user to find the edge of the footway. EV made clear that a signal controlled crossing with audible and tactile indicators (the spinning cone below the push button) is the only facility that provides adequately for those with full sight loss. EV accepted that the lack of capacity at the junction to the south prevented such facilities being introduced there. EV did not consider the courtesy crossings as a reduction in provision for blind people, given that the existing facilities are no better in providing for those with full sight loss. Overall, therefore, they were happy with the proposals.

Officer response – it is the lack of capacity at the junction that prevents signal controlled crossings being provided. While the preferred solution of courtesy crossings cannot remedy this from the perspective of the pedestrian with full sight loss, it is no worse, in this regard, than any other option identified. The cumulative effect of the measures – by the establishment of a slower, more cautious driving style - will be to make crossing movements safer and easier for all pedestrians, and it is logical to conclude that it will be those with impairments to sight, mobility, etc that will benefit most from this lower-speed, less hostile and more forgiving environment. There are no unresolved concerns from this group.

The Ponders End Partnership (PEP): shared some community concerns about earlier versions of the layout that restricted access to Derby Road. Once this matter had been resolved, however, PEP expressed general support for the scheme overall based on information shared in March 2016, which made explicit reference to the bus boarders.

Officer response – there are no unresolved concerns from this group.

Ward councillors: expressed initial concerns about the innovative elements of the scheme. While accepting the difficulty in providing signalised pedestrian phases at the revised junction due to the limited traffic capacity, they worried that courtesy crossings at the junction and near the park represented a lower level of provision and that older people would be amongst those finding it less easy to cross. However, ward councillors found the video persuasive in outlining how imperfectly the existing junction provides for pedestrians and how effective the courtesy crossings have proven at the similar junction in Bexleyheath.

Officer response - the effect of the measures, by the establishment of a slower, more cautious driving style, will be to make crossing movements safer and easier for all pedestrians, and it is logical to conclude that the most vulnerable will benefit most from this effect. In addition, the crossing comparison below demonstrates that explicit crossing provision is to be improved across the scheme, not degraded. There are no unresolved concerns from this group.

	Key Side Road Crossing Points			
	South Street	Lincoln Road	Derby Road	Queensway
Current Facility	Wide refuge island at signals (no ped phase)	Crossing point at signals (no ped phase)	Crossing point at signals (no ped phase)	Nothing
Proposed Facility	Narrowed courtesy crossing	Narrowed courtesy crossing	Courtesy crossing with narrow island	Refuge island in low-profile kerbs
Notes	Similar level of provision	Should provide easier and more consistent crossing movements	Some improvement although traffic levels low	Helps slow traffic and aid crossing of wide side road in two stages
Better or Worse?	=	✓	✓	✓

Review of Existing & Proposed Crossing Facilities

Level of Provision	
Great	Good
Quite Good	Okay
Poor	Nothing

	High Street Crossing Points					
	Garfield Road	The Goat	Park (N)	Park (S)	Post Office	Picture Palace
Current Facility	Refuge island	Pelican crossing	Refuge island	Refuge island	Narrow refuge island at signals (no ped phase)	Nothing
Proposed Facility	Toucan	Nothing	Courtesy crossing with wide refuge island	Courtesy crossing within wide central median	Courtesy crossing within wide central median	Courtesy crossing with narrow island
Notes	Serves strong E-W crossing desire line and aids cycle turns out of Garfield Rd	To be replaced by Garfield Road crossing, as supported by consultation results	Serves route between park and library	Serves route between park and Derby Road	Should provide easier and more consistent crossing movements	Should provide easier and more consistent crossing movements
Better or Worse?	✓	✗	✓	✓	✓	✓

National concerns about 'shared space': have been expressed in the light of other recent schemes in the UK, notably in the report 'Accident by Design', in which Lord Holmes of Richmond (who is blind) collects anecdotal evidence of shared space schemes from a number of members of the public. For Ponders End High Street the inclusion of courtesy crossings is the main topic to consider, given that the scheme does not feature other controversial features, notably shared roads/footways and flush or absent kerblines. Notable complaints include that courtesy crossings rely on pedestrians making 'eye contact' with drivers, hence disadvantaging the visually impaired, and also that more generally they provide well for the fit and able, but less so for the disabled and the less assertive.

Officer response – designs have been developed with reference to the detailed guidance from the Department for Transport (DfT) of 2011 called Local Transport Note 1/11 'Shared Space'. Holmes fails to acknowledge in his report that this pre-existing document answers the 'eye contact' issue by concluding from research that drivers and sighted pedestrians do not actually interact by eye contact. The obscuring effect of the glass in car windscreens makes the exchange of subtle facial gestures an unlikely form of primary interaction; a truth that once stated becomes obvious. Rather drivers are seen to respond to the body language and movements of pedestrians, yielding priority when it is clear that pedestrians are waiting to cross or about to step out. Pedestrians, in turn, proceed with their crossing movement in response to the subsequent deceleration of the vehicle, which is very easy to discern, rather than the facial expression of the driver, which is not. Thus blind and partially sighted pedestrians have the same capacity as others to prompt drivers to yield at courtesy crossings, merely by arriving at the roadside and showing intent to cross. Indeed pedestrians using canes or accompanied by an assistance dog (or in mobility scooters or pushing prams or leading small children) may benefit from driver courtesy more swiftly than some others.

A second matter is the capacity of the pedestrian to realise that the approaching driver has yielded priority. Clearly the pedestrian with sight loss will find this more challenging but may still be able to proceed with confidence if any of the following are true: a) they have some residual sight (only 1 in 600 people in the UK are entirely blind), b) they can hear that the vehicle has stopped, c) the movement, or overt

assistance, of fellow pedestrians at the crossing cues them to cross, d) they are accompanied by an assistance dog. In any case, detecting that traffic has stopped and that it is safe to cross is no different for the blind pedestrian at a courtesy crossing than it is at a zebra crossing, or any other form of crossing, other than a signal controlled crossing with audible and tactile indicators. Even then, the commencement of the green man and the bleeping noise is no absolute guarantee that the approaching drivers are going to stop.

It has been established that no viable option exists to provide signalised crossings at this junction. DfT has established that pedestrians do not rely on eye contact to prompt drivers to yield. Consequently, it is not valid to conclude that the provision of courtesy crossings, as opposed to any other form of crossing, presents an unfair disadvantage to those with sight loss.

The second complaint is that courtesy crossings provide well for the nimble and assertive, but less well for the hesitant and vulnerable. The video demonstrates that, when facilities are designed carefully, pedestrians do not need to be athletic or assertive to use courtesy crossings with ease. At Ponders End the use of refuge islands (or where not possible, narrowed crossing points) is to follow the example of Bexleyheath, as designers recognise that short crossing distances give pedestrians greater confidence to claim priority, and drivers more inclination to yield it. The Bexleyheath approach has also been followed in designing a road environment that will challenge drivers' sense of precedence, promote lower speeds and deter overly assertive driving; in other words creating the conditions in which courtesy crossings can prove effective for users of all levels of ability.

The final point applies in particular to pedestrians who are young and lack caution and experience, or who are old and lack vigour and confidence, or who suffer cognitive impairment that makes judging when to cross difficult. The video demonstrates that the use of the courtesy crossings in Bexleyheath is often a much easier, more consistent and more intuitive task than crossing at the existing Derby Road junction, despite the presence of its vehicular traffic signals.

Public concerns about bus stop boarders: have been expressed in other recent cycle route consultation exercises undertaken by Enfield Council, notably for the route along the A105 Green Lanes. The public concern is that those boarding or alighting the bus could come into conflict with cycles proceeding through the boarding area. The scenario of a vulnerable user alighting, unsighted, into the path of an incoming cyclist is a cause of particular unease. The fears are amplified when considering any of the more vulnerable groups (i) to (v) listed above.

Officer response - Bus stop boarders have been successfully introduced in Camden. Two-year monitoring by LB Camden revealed that 71% of bus passengers reported no problem in getting on or off buses. The number of pedestrian/cycle collisions reported in the period was zero. The number of reports of conflict between cyclists and pedestrians at the bus stops was also zero. The conclusion is that people soon got used to the new arrangements and have managed to share the space without undue difficulty. Video monitoring showed that riders are adept at regulating their speed and course to take account of bus users emerging ahead of them. At Ponders End the approach lanes will feature a ramp and a narrowing that should cue incoming cyclists to slow down. The choice of paving materials etc has been designed to leave user-priority at the boarding areas ambiguous. This should cue cyclists to give way to passengers boarding and alighting, but encourage those waiting for the bus to keep the route clear for cycles at other times.

Cycling levels along the route are low, at present, while each of the four bus stops on the high street are observed to be very well used. It is anticipated that, when buses are present, pedestrians will dominate the space and this factor is expected to set the desired precedent of cyclists yielding to pedestrians when the two coincide. The scenario of a bus user stepping off the vehicle into the path of a cyclist, with neither expecting the presence of the other, is less likely than some might think. The presence of the bus is the first and largest clue to the incoming cyclists that pedestrians are expected ahead. The proximity of the body of the bus to the adjacent cycle lane will, itself, encourage the cyclist to ride with caution and keep some distance from the vehicle. Given that the bus stops are so well used, it would be a rare event for a passenger to alight into the cycle lane without the space also being busy with passengers boarding or waiting for alternative bus services, all of which should cue cyclists to slow as they approach.

Proposals for schemes that mix pedestrians with cycles in public spaces are prone to prompt safety and amenity concerns from non-cycling users but local experience is that these are soon proven unfounded once the facilities are in place. A route comprising 3.7km of popular, dual-use paths mixing walkers and cyclists in Forty Hall Park and Hilly Fields Park, introduced circa 2013, is an example of a proposal that prompted significant safety concerns from the public in the planning stages, but has yielded zero reported collisions and minimal complaints since being implemented. Rather the ability of users to share the space without undue difficulty has become an accepted reality. It is likely that non-cycle riders underestimate the common sense, skill, good manners, and instinct for self-preservation that the vast majority of riders are seen to exhibit when encountering pedestrians. For these reasons the proposed bus boarders are not likely to prove problematic to bus users and pedestrians - regardless of their age and levels of sight, mobility, etc. - due to the strong tendency of those on cycles to be highly engaged with their immediate surroundings and to ride carefully in the presence of pedestrians.

It should also be noted that informal footway cycling is already a recognised characteristic of the location, most likely due to the hostile environment that the current road layout presents to cyclists. The high street has a relatively poor recent history of injury collisions but none of those analysed in the most recent three years involved cyclists colliding with pedestrians. Motor vehicles striking pedestrians accounted for 10, motor vehicles striking cyclists 4, and motor vehicles striking other motor vehicles 6. This reinforces the need to improve drivers' sense of caution along the high street, with the main beneficiaries of this improvement being pedestrians, particularly the most vulnerable ones. Site observations and publicity work will accompany the introduction of the bus stop boarders. Similar monitoring to that undertaken in Camden is proposed after two years to assess the operation of the facilities.

2 Do you carry out equalities monitoring of your service? If No please state why?

The 'service users' in this case are those travelling along the A1010 or visiting the local centre. Also residents, shop-owners, etc. based on the high street. Equalities data is not collected across this group and monitoring is, therefore, not undertaken.

3. Equalities Impact Indicate Yes, No or Not Known for each group	Disability	Gender	Age	Race	Religion & Belief	Sexual Orientation	Gender reassignment	Pregnancy & Maternity	Marriage & Civil Partnerships
Does equalities monitoring of your service show people from the following groups benefit from your service? (recipients of the service, policy or budget, and the proposed change) ¹	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Does the service or policy contribute to eliminating discrimination, promote equality of opportunity, and foster good relations between different groups in the community?	Yes	N/A	Yes	N/A	N/A	N/A	N/A	N/A	N/A
*Could the proposal discriminate, directly or indirectly these groups?	No	No	No	No	No	No	No	No	No
Could this proposal affect access to your service by different groups in the community?	Yes	No	Yes	No	No	No	No	No	No
Could this proposal affect access <u>to information</u> about your service by different groups in the community?	No	No	No	No	No	No	No	No	No
Could the proposal have an adverse impact on relations between different groups?	No	No	No	No	No	No	No	No	No

¹ Although not directly supported by primary data, it is likely that all of the protected groups are users of the high street.

If Yes answered above – please describe the impact of the change (including any positive impact on equalities) and what the service will be doing to reduce the negative impact it will have.

*If you have ticked yes to discrimination, please state how this is justifiable under legislation.

The two protected groups impacted by the high street proposals are age and disability, as set out in detail in previous sections and relating to the groups listed below. The following table summarises the likely impacts of the three applicable scheme elements on the listed groups:

- (i) Older people – who may be less confident than others in negotiating innovative road layouts, and (for element C) may be more likely to be blue badge holders
- (ii) Younger people – who may be less skilled at judging vehicle movements or less likely to exercise caution in negotiating the street
- (iii) People with sight loss – who are more reliant on non-visual cues, and less able to anticipate vehicles intersecting their path
- (iv) People with impaired mobility – who may be more reliant on dedicated crossing phases and physical separation for pedestrians and (for element C) more reliant on disabled parking space
- (v) People with cognitive impairment – who may be less skilled at judging vehicle movements or negotiating innovative layouts

Element	Impact	Mitigation
Courtesy crossings	<p>The facility providing the highest level of service for vulnerable pedestrians, especially those with sight loss, is the signal controlled crossing, which cannot be provided at this location. The courtesy crossings proposed instead have been shown elsewhere to provide good levels of service to all pedestrians when designed with care within a wider package of walking-friendly alterations. There is no reason why these facilities should be any less suitable for blind people than zebra crossings. The facilities should make crossing movements easier, safer, more consistent and more intuitive for all users, and there are no reasons to conclude that vulnerable groups will not share these benefits.</p>	<p>The courtesy crossings form part of a package of measures that reduce vehicle dominance and improve upon existing crossing provision. These will make the roadway a less hostile and more forgiving space for all pedestrians, which will offer a particular benefit to the most vulnerable users. Community groups - including Enfield Vision and local schools - will be offered an on-site introduction to the completed crossings, although it is anticipated that, for most, their use will prove easier and more intuitive than the existing arrangement.</p>
Bus stops	<p>The bus stops will benefit from higher kerbs, aiding access by those in wheelchairs and with impaired mobility. The need to share the boarding area with cycles may pose concerns to some, the groups above in particular, but the tendency of those on cycles to be highly engaged with their surroundings and to ride carefully in the presence of pedestrians is likely to mean this fear will prove unfounded and that users will soon become comfortable with the arrangement. The positive evidence from similar facilities in Camden - and other local schemes that rely on cycle/pedestrian sharing - supports this assertion. In any case, at these locations, it is the pedestrians who are likely to dominate the space with the more confident and faster-moving cyclists likely to use the road to bypass the obstruction they pose when buses are present.</p>	<p>Careful detailing will cue incoming cyclists to ride with caution. Site observations and publicity work will accompany the introduction of the bus stop boarders to help promote good habits. Similar monitoring to that undertaken in Camden is proposed after two years to assess the operation of the facilities.</p>
Reduction in parking space	<p>Removing the two existing service roads to create more space for pedestrians reduces the overall amount of parking space on the high street. Plenty of parking spaces are available in off-street car parks adjacent to the high street and moving between the two on foot or mobility scooter does not require the visitor to overcome any notable barriers, such as level-differences, narrow or poorly overlooked alleyways, or busy roads with no crossing facilities. The zonal parking restriction that is proposed also removes the option of blue badge holders parking, legally, for short periods on existing yellow lines. Altogether this amounts to a reduction in</p>	<p>The effect of removing the service roads reduces the chance of disabled drivers finding parking space immediately outside high street premises, but benefits all people negotiating the high street on foot, not least the mobility-impaired. Allocating retained high street bays to blue badge holders only could be considered if it became apparent that</p>

	<p>the likelihood of a disabled driver finding a free, legal space immediately on the high street. However, the in-filling of the service roads does cater better for mobility-impaired visitors who have arrived on foot (the vast majority) and for visitors of all modes once they have reached the locale and started walking from store to store. Mobility-impaired visitors from the typical catchment will still have various travel options available to reach the high street, and of those choosing private car, various satisfactory options on where to park.</p>	<p>disabled drivers found the new arrangement difficult. The visitor surveys (post-construction) should draw out such views.</p>	
--	---	--	--

4. Tackling Socio-economic inequality Indicate Yes, No or Not Known for each group	Communities living in deprived wards/areas	People not in employment, education or training	People with low academic qualifications	People living in social housing	Lone parents	People on low incomes	People in poor health	Any other socio-economic factor Please state;
Will the proposal specifically impact on communities disadvantaged through the following socio-economic factors?	Yes	Yes	No	No	No	Yes	Yes	
Does the service or policy contribute to eliminating discrimination, promote equality of opportunity, and foster good relations between different groups in the community?	Yes	Yes	No	No	No	Yes	Yes	
Could this proposal affect access to your service by different groups in the community?	Yes	Yes	No	No	No	Yes	Yes	
<p>If Yes answered above – please describe the impact (including any positive impact on social economic inequality) and any mitigation if applicable.</p> <ul style="list-style-type: none"> The high street scheme will have a positive impact on people living in this relatively deprived area by encouraging more active travel over car and bus use, which will improve personal health and fitness. Any shift from bus/car use to cycling and walking has the potential to increase financial resilience by reducing spend on travel costs. The percentage of households in the borough owning private cars is known to be lowest in the most deprived wards. Enabling cycling (by tackling the barrier of people not feeling comfortable mixing with traffic) will therefore aid access to services and facilities based on 								

the high street by all groups mentioned above.

- The scheme will have a positive impact on people who are currently unemployed by making it easier for them to attend training courses and job interviews without incurring high travel costs.
- The scheme will have a positive impact on people with low incomes as travelling by bike is a cheaper alternative than travelling by car or public transport.
- The scheme will have a positive impact on people in poor health by increasing opportunities to walk and cycle. Greater levels of physical activity can help to tackle obesity and has also been shown to reduce long-term conditions (heart disease, diabetes, musculo-skeletal problems, mental illness) by 20 – 40% depending on the condition.

5. Review

How and when will you monitor and review the effects of this proposal?

Monitoring and evaluation of injury collisions will occur across the life of the scheme.

Monitoring of the operation of bus boarders will occur via initial site observations and then after 2 years in a manner replicating the monitoring undertaken by LB Camden, which included user surveys and video surveys.

The general effectiveness and suitability of the scheme will be assessed with the help of visitor surveys in the early stages after implementation.

Enfield Council Predictive Equality Impact Assessment/Analysis

Action plan template for proposed changes to service, policy or budget

Title of decision: Ponders End High Street Improvements

Team: Traffic & Transportation

Department: Regeneration & Environment

Service manager: David B Taylor

Identified Issue	Action Required	Lead Officer	Timescale/ By When	Costs	Review Date/ Comments
Monitoring	The general effectiveness and suitability of the scheme will be assessed with the help of visitor surveys in the early stages after implementation.	Traffic & Transportation	May 2018	Funded by residual major scheme project funding	
Introducing innovative scheme elements to community groups	Invite community groups - including Enfield Vision and local schools – to attend on-site introduction sessions to explain intended operation of the completed junction and crossings.	Traffic & Transportation	May 2018	Funded by residual major scheme project funding	
Access to service for all	Continue to promote cycling to relevant protected groups to increase take up of cycling	Traffic & Transportation	Ongoing	Fully funded by Transport for London under Cycle Enfield	
Retrospective EQIA	Arrange for a retrospective EQIA to be carried in conjunction with key stakeholders.	Traffic & Transportation	May 2018	No significant costs anticipated	

Date to be Reviewed: July 2018

APPROVAL BY THE RELEVANT ASSISTANT DIRECTOR - NAME: Bob Griffiths **SIGNATURE:**.....

This form should be emailed to joanne.stacey@enfield.gov.uk and be appended to any decision report that follows.