Customer Equality Impact Assessment (EQIA) Form

The Equality Impact Assessment (EQIA) is a means by which we can demonstrate how we have considered inclusion and put people at the heart of the decisions and changes we make. It is a tool to explore the potential for a service, project, programme, or business plan to have an impact on a particular protected characteristic, inclusion groups, or community. This includes the impact on one or more of these groups:

- Protected characteristic groups (as outlined in the Equality Act 2010)
- Disadvantaged or marginalised groups or communities
- Deprivation and socio-economic disadvantage within local communities

Please note:
To comply with our agreed policy on completing Equality Impact Assessment (EQIA) and meet our requirements under legislation, all new strategies, policies, business plans, change programmes or projects must be impact assessed before being introduced. Within this document, you will need to provide evidence to demonstrate:

- Consideration of the impact of your initiative for each protected characteristic and other disadvantaged groups and communities
- Assessment of the impact you have identified and a clear action plan to mitigate the issues and concerns which arise from this.

The steps for completing EQIA are:

- Introduction of aims/objectives/focus
- Gather evidence in relation to all relevant protected characteristics and inclusion groups
- Engagement and consultations – consult and engage with relevant stakeholders/inclusion groups/communities and seek feedback
- Assess or identify potential impacts
- Act on the results including planning actions to mitigate potential negative impact
- Monitoring and evaluation
- Make the right decision based on the evidence and findings from the assessment
- Sign-off

Draft or completed customer EQIA should be submitted to Customer EQIA at CustomerEqia@tfl.gov.uk and a superuser or member of the customer D&I team will be allocated to review the document. Please ensure you have read the customer EQIA guidance before using this form.

1. Key information and clarifying aims

Title of strategy, service, business plan, programme, or project	**Catford Town Centre - ST PJ569**			Unique ID No. *(To be assigned by the D&I team)*	**D&IC/22/447**
Team/Department/ Directorate	Transformational Healthy Streets Programme – Investment Delivery Planning				
EQIA author	Tina Pancha – Principal Sponsor				
Senior accountable person	Thomas Holmes				
Date EQIA started	**15/12/2022 Revised version done**		**Date EQIA completed**	**23 November 2023**	
Project Stage	**Stage 2**				
What is the focus of this EQIA? *(Please tick which is appropriate)*	Service	Project	Programme	Strategy or business plan	Others *(please state below)*
		Y			
Who would benefit or be impacted by your strategy, service, business plan, programme, or project *(Please provide details of below)*					
Customer	Pedestrians, bus passengers, cyclist, car users, local businesses, and local community.				
Employee *(for workforce or employee only impact assessment, please email the D&I workforce team at EQIA@tfl.gov.uk)*	Transport for London				

This project aligns with the Mayor's Transport Strategy by supporting London's growth whilst embedding the Healthy Streets approach to urban design. The project also supports the London Borough of Lewisham's objectives and the Mayor of London's good growth ambitions to deliver up to 2,700 new homes and 5,000 jobs in Catford. This project is a joint project shared equally between the London Borough of Lewisham (LBL) and Transport for London (TfL).

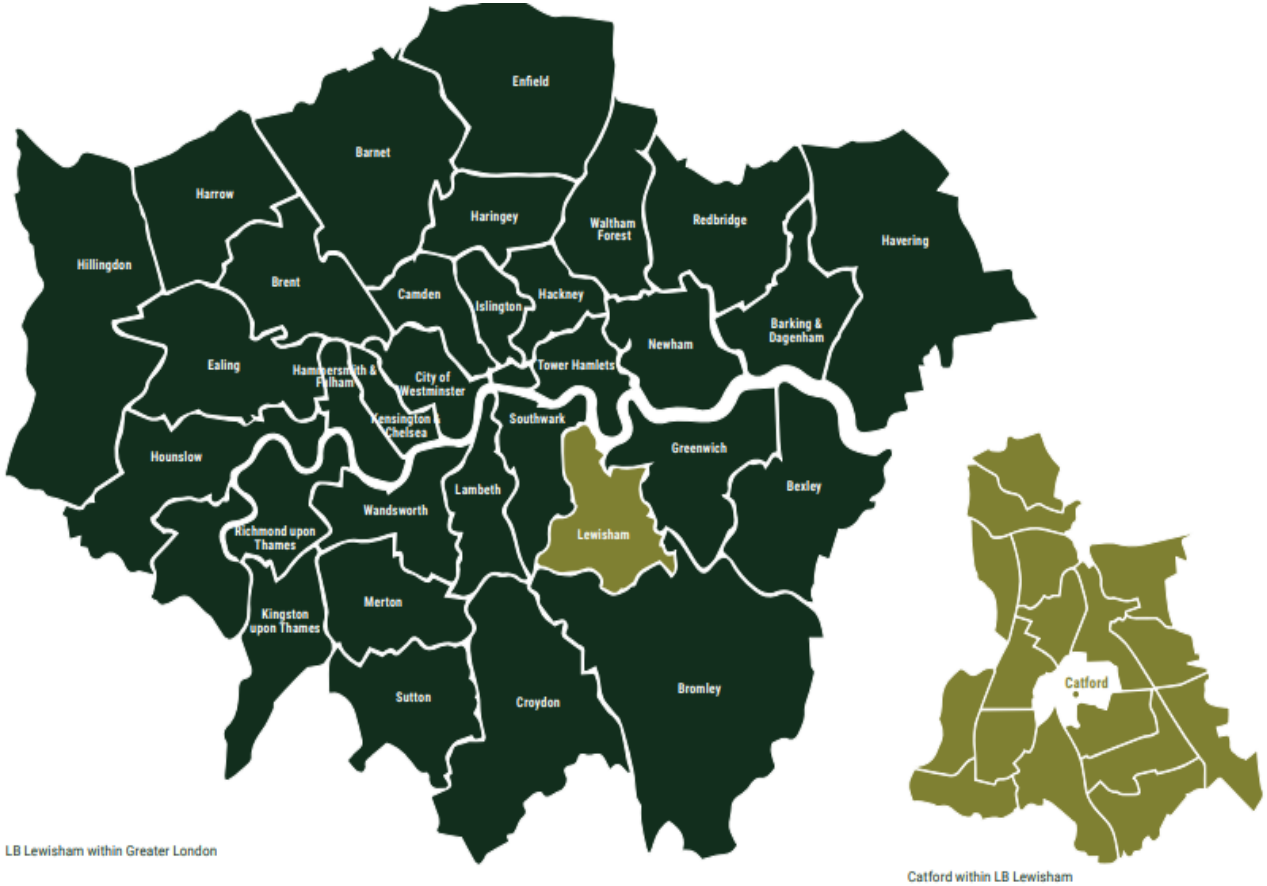

Figure 1: Location of the London Borough of Lewisham

Provide background information and outline the aims/objectives/scope of the strategy, service, business plan, programme, or project	Lewisham is an inner London borough situated in Southeast London. Catford is LB Lewisham's second largest town centre and its civic heart. Regeneration of the area is overdue. The proposed changes will bring improvements to Catford's physical environment including the quality of place, transport, and housing. The town centre project will transform this major centre in South London from one dominated by motor traffic to a place that supports more people to walk, cycle and use public transport. It will help reduce vehicle traffic congestion by enabling users to switch from cars to sustainable modes. The case for change is driven by the existing highway gyratory arrangement. This current arrangement dominates Catford, causing severance and hostile conditions for active travel. This is reflected in high collision numbers that involved walking and cycling. While a road gyratory (one-way system) can be efficient for motor traffic, Catford congestion is significant throughout the day. This negatively impacts bus passengers and exacerbates poor air quality. The Council has clearly stated its preference to remove the gyratory and re-align the A205 South Circular to the south of the town centre to create better placemaking and deliver housing objectives. This scheme will also provide new pedestrian crossings and safer routes to open spaces.

Location

Figure 2: Lewisham Ward

The A21 (Rushey Green and Bromley Road) and A205 South Circular (Catford Road and Brownhill Road) meet at Catford town centre within a gyratory system as shown in Figure 3 (below). Both routes form part of the Transport for London Road Network (TLRN).

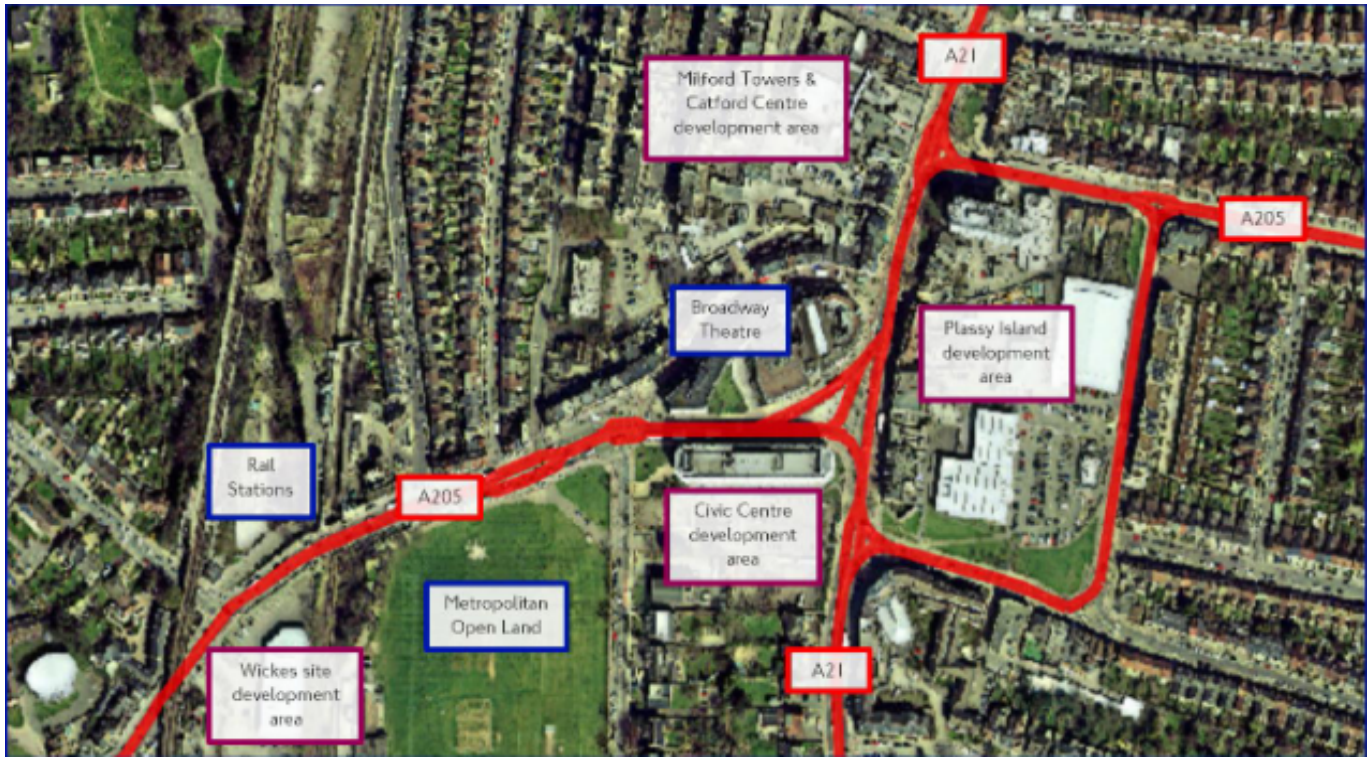

Figure 3

Rushey Green is centrally located within the London Borough of Lewisham (LBL) and shares ward boundaries with six wards. The Old Town Hall, Civic Suite and Laurence House, and the council's main office are based in the southern part of the ward. It has two rail stations - Catford and Catford Bridge. An expansive bus network provides excellent transport links locally, to surrounding areas and direct access to the city. The South Circular gyratory is the main route and runs directly through the ward and town centre. Over a quarter of the housing stock is social housing with Lewisham Homes as the largest social housing landlord.

	Catford's physical character is heavily dominated by infrastructure for motorised vehicles: • The A205 South Circular that crosses the area east-west. • The one-way Gyratory system around the Plassy Island to the east. • The main north-south route of the A21 Rushey Green and Bromley Road. The main commercial areas are: • The Catford Shopping Centre, situated to the north of the Catford Broadway. • Commercial frontages on the A21 between Catford and Lewisham. The Catford Shopping Centre and Milford Towers were built in the 1960s. They are both designated by LB Lewisham for redevelopment.

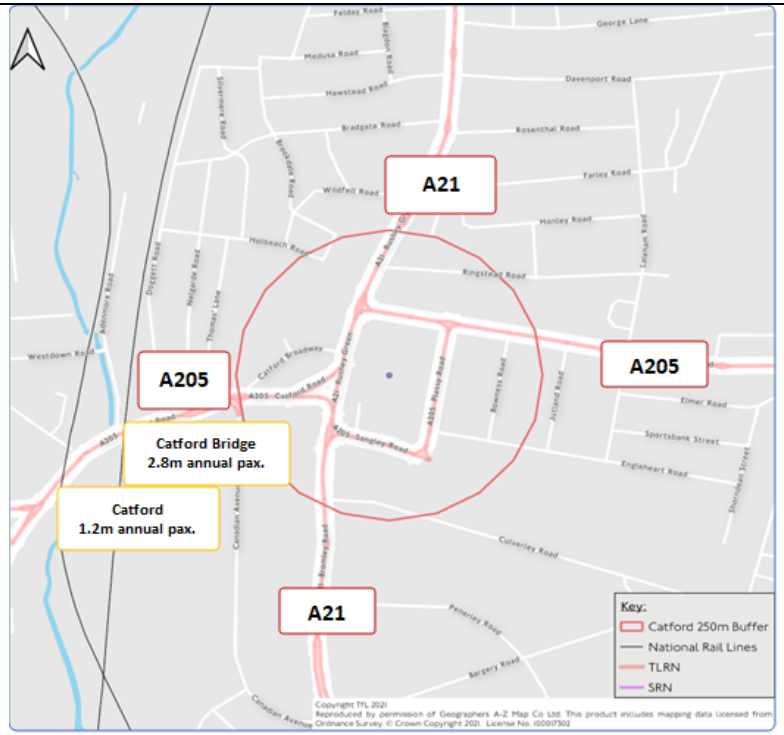

Figure 4: Catford town centre Location
Overview: Intersection of the A205 South Circular, A21 and two nearby National Rail Stations

Catford is an important bus and rail location for accessing services and interchanging between them. However, bus speeds have declined due to frequent congestion in the town centre. There are two Network Rail (NR) stations:

- Catford Bridge station provides services to Charing Cross, Cannon Street and Hayes.
- Catford station provides services to Blackfriars and Sevenoaks. The typical off-peak frequency to all stated destinations is 2 trains per hour, except towards Hayes at 4 trains per hour.

The high volume of traffic on the South Circular, combined with its variable widths, make it an intimidating road to cross and creates significant levels of severance. In addition, unlike other parts of the South Circular, traffic noise is not mitigated by planting, wider pavement widths, or level changes.

	The gyratory system around Plassy Island also causes severance between the island and the surrounding town centre. The A21 is a key road within South London and carries a high volume of traffic. This increases the severance experienced by the retail park and limits its integration with the surrounding context. There are 15 day-time bus routes and 3 night-time services for the Catford town centre area, as shown in Table 1- (below) There is no bus station and the stops for the various routes are located throughout the town centre, as shown in Figure 12.

Catford Bus Services	
Number	**Serving route**
47	Shoreditch High Street Station – Catford Garage
54	Elmers End Interchange – Plumstead Road / Burrage Road
75	Lewisham Station – Fairfield Halls
124	Stanstead Road / St Dunstans College – Southend Crescent / Southend Close
136	Grove Park Bus Station – Elephant & Castle / Newington Causeway (+ Night-time service)
160	Thomas Lane – Sidcup Station
171	Newquay Road – Holborn Station (+ Night-time service)
181	Lewisham Station – Grove Park Bus Station
185	Lewisham Station – Victoria Station
199	Canada Water Bus Station – Catford Garage (+ Night-time service)
202	Crystal Palace Parade – Blackheath / Royal Standard
208	Lewisham Station – Orpington / Perry Hall Road
284	Lewisham Station – Grove Park Cemetery
320	Biggin Hill Valley – Catford Bridge Station
336	Thomas Lane – Locksbottom / Pallant Way

Table 1: Catford Bus Service

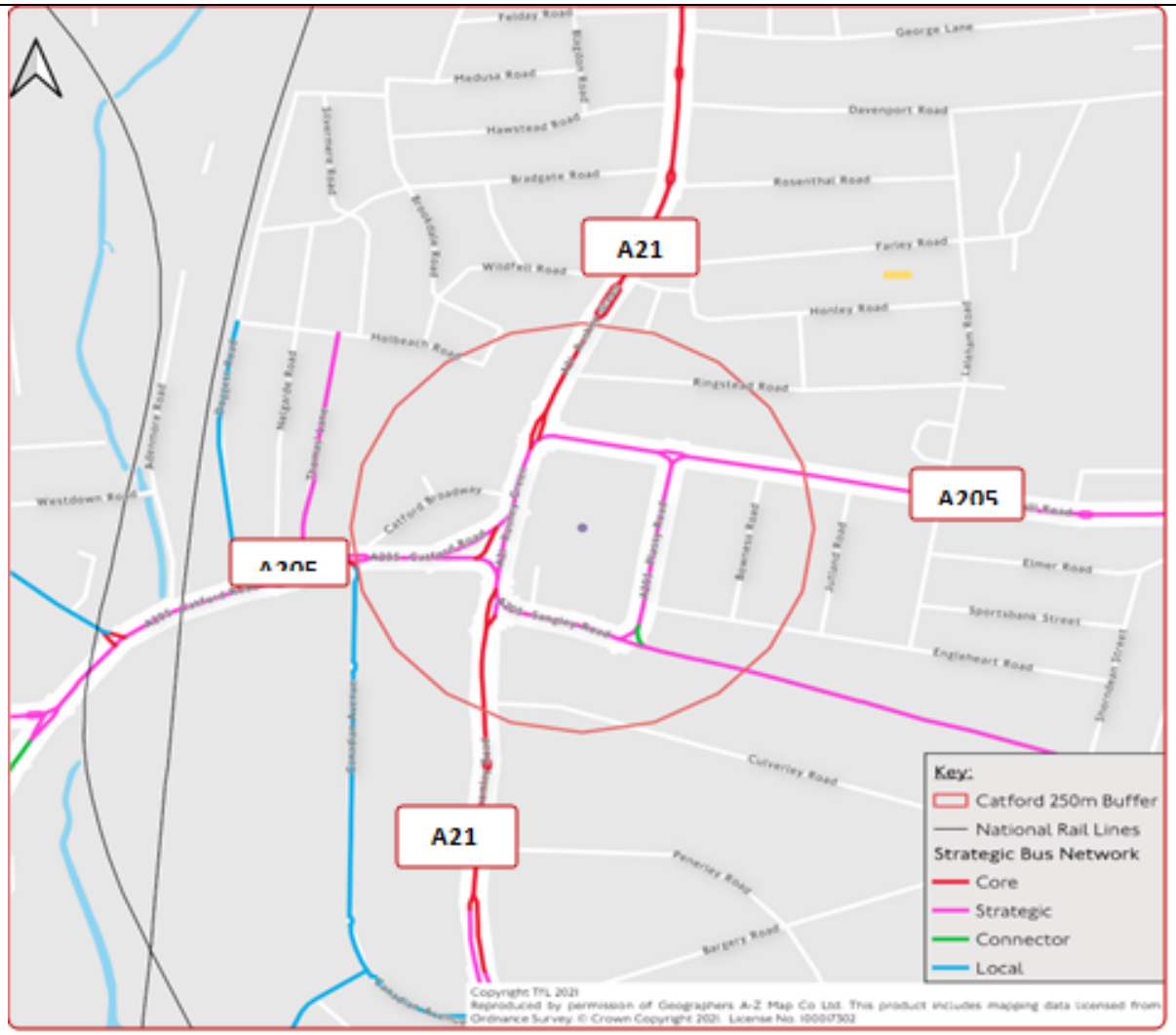

Figure 5: Catford town centre's bus routes: 15 bus routes.
A21 designated core bus network has the highest level of strategic importance
i.e., bus journey times requiring protecting the most.

	The pedestrian and cycle links are convoluted, which can be confusing for users. The A205 Catford Bridge has narrow lanes and there is heavy traffic on the South Circular. The narrow pavements and road make walking and cycling along the route feel unsafe. Cycle routes away from the main road network of A205 and A21 have been successfully delivered – the most recent notable example is the Waterlink Way. This has an almost-north-south direction, which passes by all major NR and TfL DLR stations within the London Borough of Lewisham. Cycle Superhighways-style schemes on the main routes have not been brought forward due to technical difficulties. The only exception is TfL's Streetspace cycle scheme on the A21, between the junctions of Brownhill Road and Courthill Road. This is a temporary scheme, operating on an Experimental Traffic Regulation Order (ETRO), designed to assist with pandemic recovery.

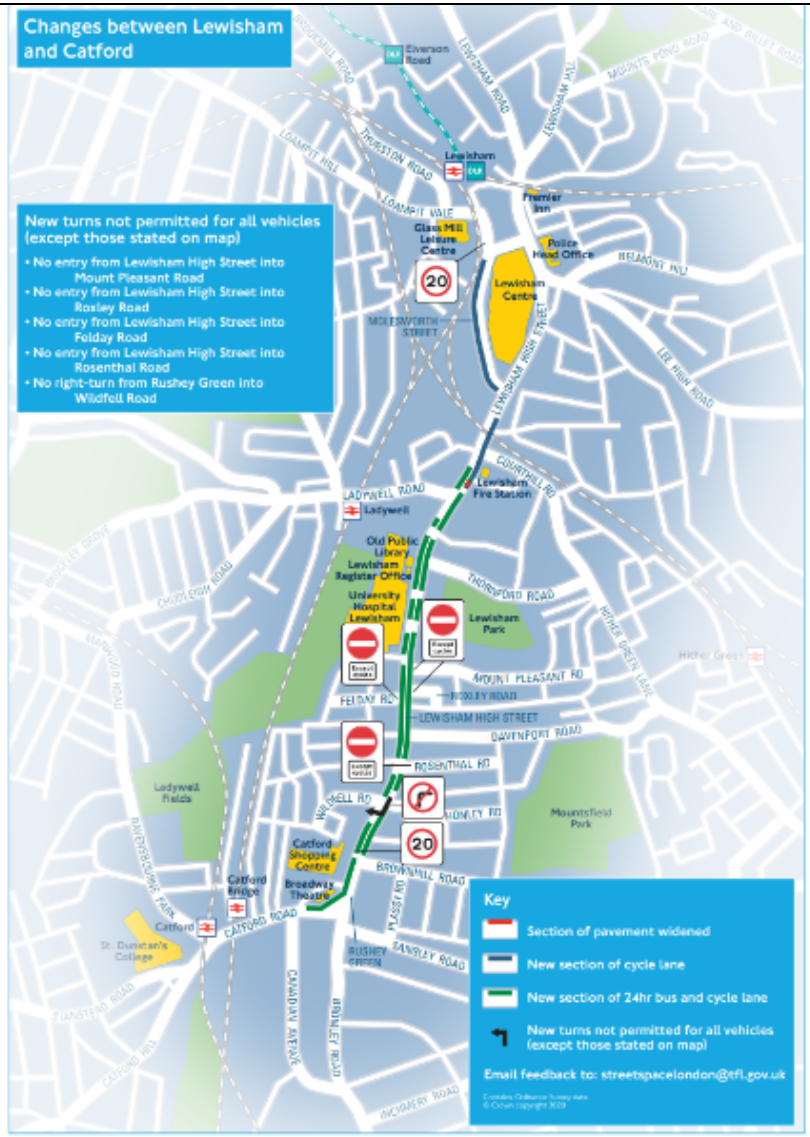

Figure 6: The A21 Lewisham to Catford walking and cycling changes under an Experimental Traffic Regulation Order (ETRO) as of March 2022

Catford has high levels of climate vulnerability based on the Greater London Authority's climate risk mapping.

Catford town centre has a high overall climate risk, high flood risk and high heat risk. This high climate risk coincides with areas of income and health inequalities, as well as other social factors set out above.

Catford's air quality is poor. The annual mean NO2 levels are greater than 50 µg/m^3 at the most congested parts along the main thoroughfares of A205 and A21. This exceeds the UK national statutory limit of 40 µg /m^3

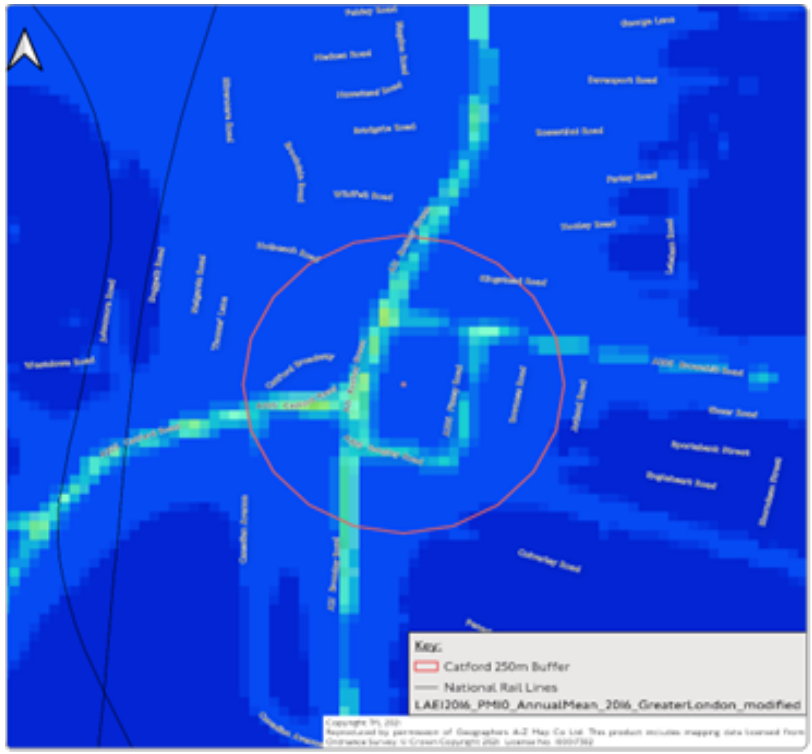

Figure 7: Catford town centre PM10 2016 modelled air pollutant levels.
These align closely to the two Transport for London Road Network (TLRN) corridors and the western half of the gyratory.

	The total number of cars owned by households in Lewisham increased by 12,432 (19%) to 79,270 between the 1991 and 2001 census. The latest similar statistic of Licenced Private and Light Goods Vehicles, compiled by the Department of Transport (DfT) and the Greater London Authority (GLA) up to the end of 2020, recorded a drop to 72,360 vehicles in LB Lewisham. The same statistic for the neighbouring and geographically similar London Boroughs of Greenwich and Newham is 73,678 and 63,726 vehicles, respectively. However, within LB Lewisham there are significant variations between wards. They range from over 50% households without a car (in Brockley, Evelyn, and New Cross) to under 33% (in Catford South and Grove Park). The level of car ownership can reflect the location's transport connectivity, but it is also a product of many factors, such as the level of home ownership and the type of housing available. Percentage of Households with one or more cars in affected areas: • Lewisham – 50.4% • Rushey Green – 53.4% • Catford South – 71.9% **Proposal:**

The proposed key transformative changes are the realignment of the A205 South Circular and removal of the Catford one-way gyratory. This will support the town centre's regeneration, as well as residential and commercial development opportunities while creating new urban realm areas.

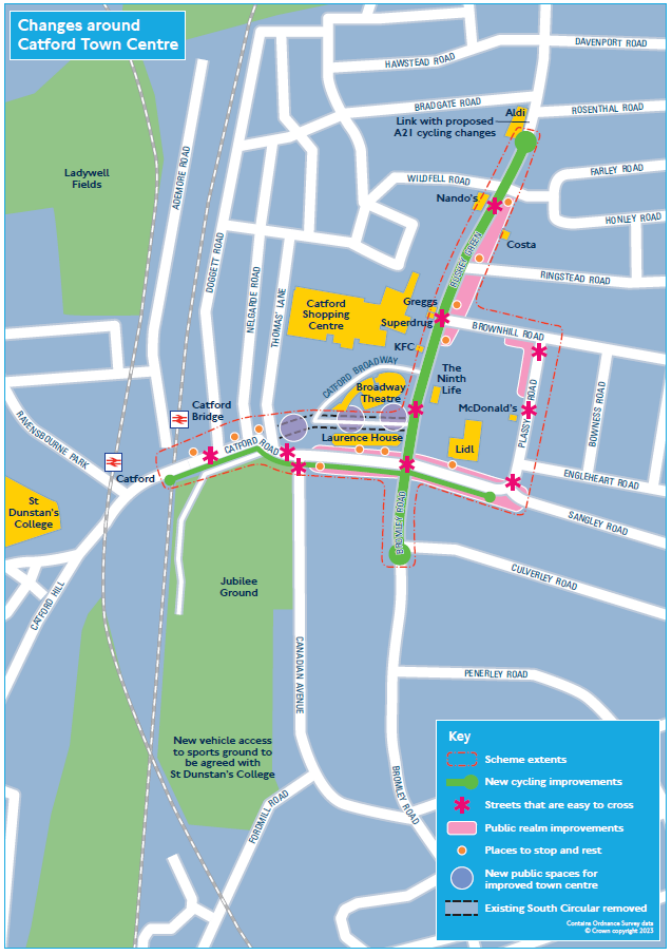

Figure 8: Visualisation of the proposal

At present a one-way system is in place around the Plassy Island Gyratory to manage traffic on the South Circular A205 route as it passes through the town centre. Catford is heavily transport dominated, and the purpose of the scheme is to transform Catford into a green town centre through the realignment of the A205, making the area safer for cyclists and pedestrians. This aligns with LB Lewisham's vision.

Scheme Design:

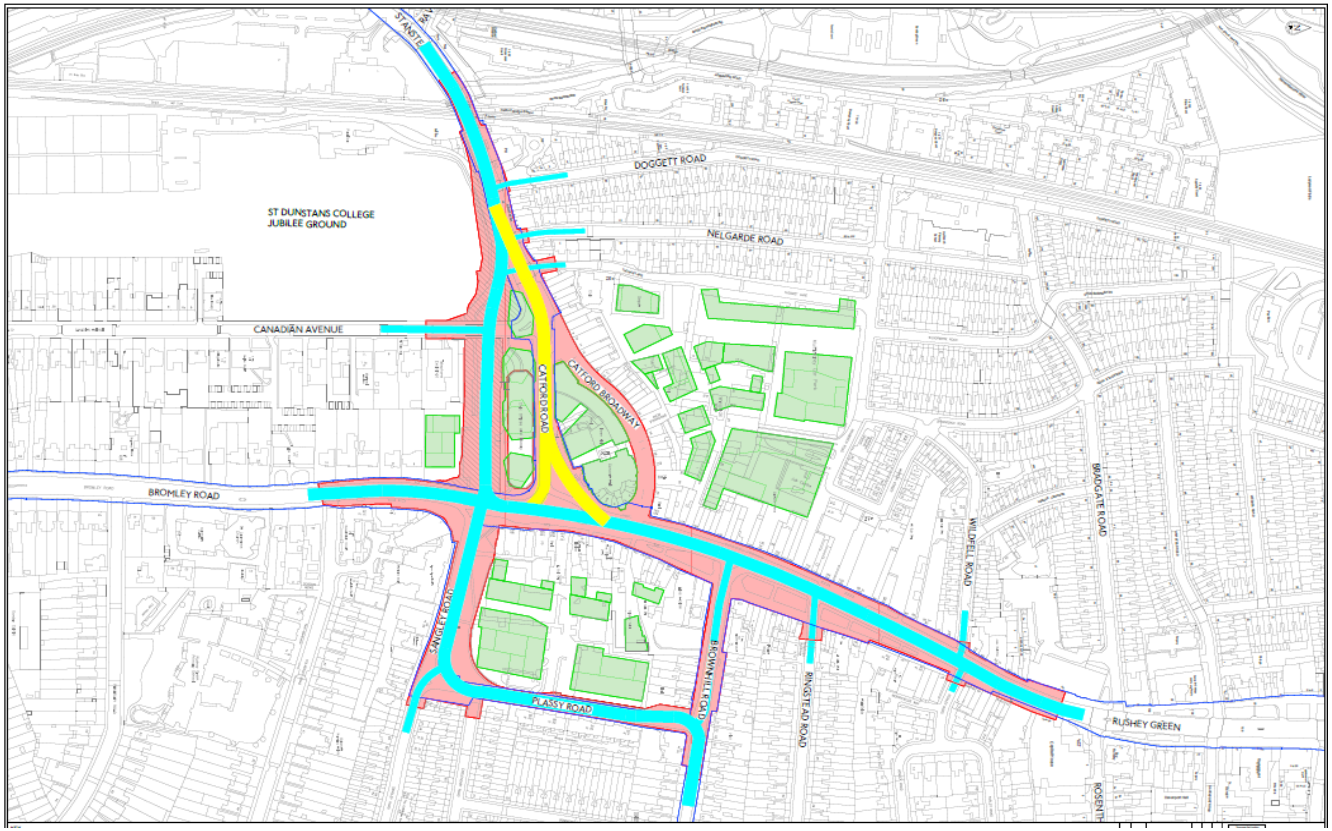

Figure 9: Scheme Design

The A205 and the A21 run as a gyratory around Plassy Island, with buses permitted southbound through the Town Centre, as shown below on Figure 10 (below)

Figure 10: A205 & A21 currently run as a gyratory

The proposed changes shown in Figure 11 (below) include construction of a new road through Metropolitan Open Land (MOL), continuing towards the rear of Laurence House. This new road replaces the one-way gyratory with two-way traffic flows both around Plassy Island, and along the A21 through the town Centre.

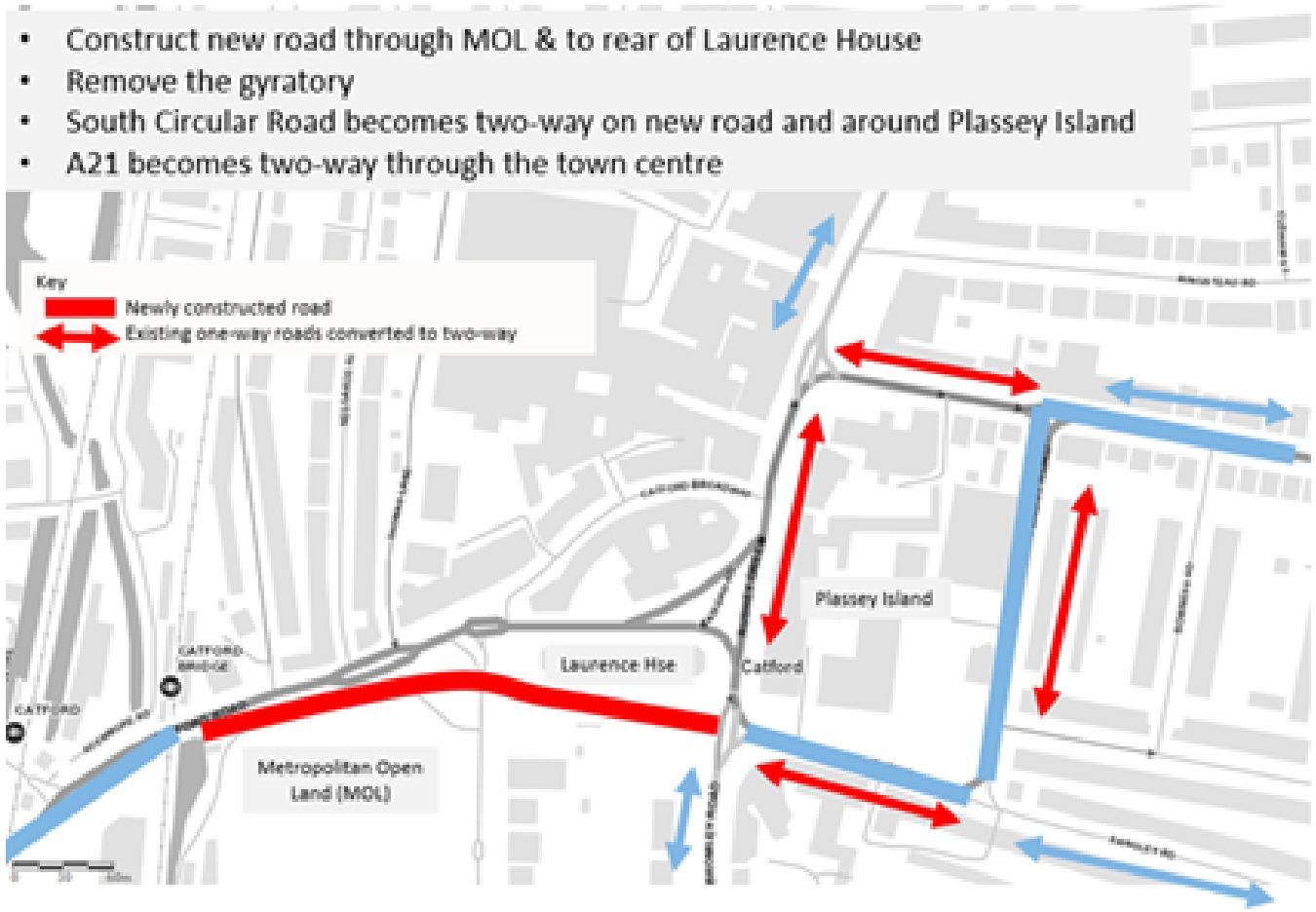

Figure 11: Proposed changes

Summary of the proposed changes

- Re-alignment of the A205 South Circular Road and removal of the Plassy Island Gyratory one-way system.
- New bus infrastructure and priority measures
- New & enhanced cycling facilities.
- Re-design of area for all users / modes of travel.
- Provision of more road space and direct route through area for users.
- Improved pedestrian crossing facilities and public realm improvements.
- New road surfacing.
- Purchase of third-party land.
- Changes to the road boundary.

The principal business objectives for the scheme are:

- Reduce traffic volumes through the town centre, leaving more space for buses, cyclists, and local access traffic.
- Make it easier to get around the town centre whilst reducing vehicle traffic noise, pollution, and visual intrusion.
- Enhance facilities for vulnerable road users, specifically by providing at-grade crossing facilities and improving facilities for cyclists.
- Contribute to the regeneration of the town centre by decreasing traffic dominance.
- Improvements to the urban realm, increasing the ambience of the town centre and making it a ‘place’.
- Better public spaces to improve conditions for people living working or traveling through the area

The scheme is intended to bring about benefits for the road safety of all road users. Early and ongoing communication with the council and other stakeholders is essential.

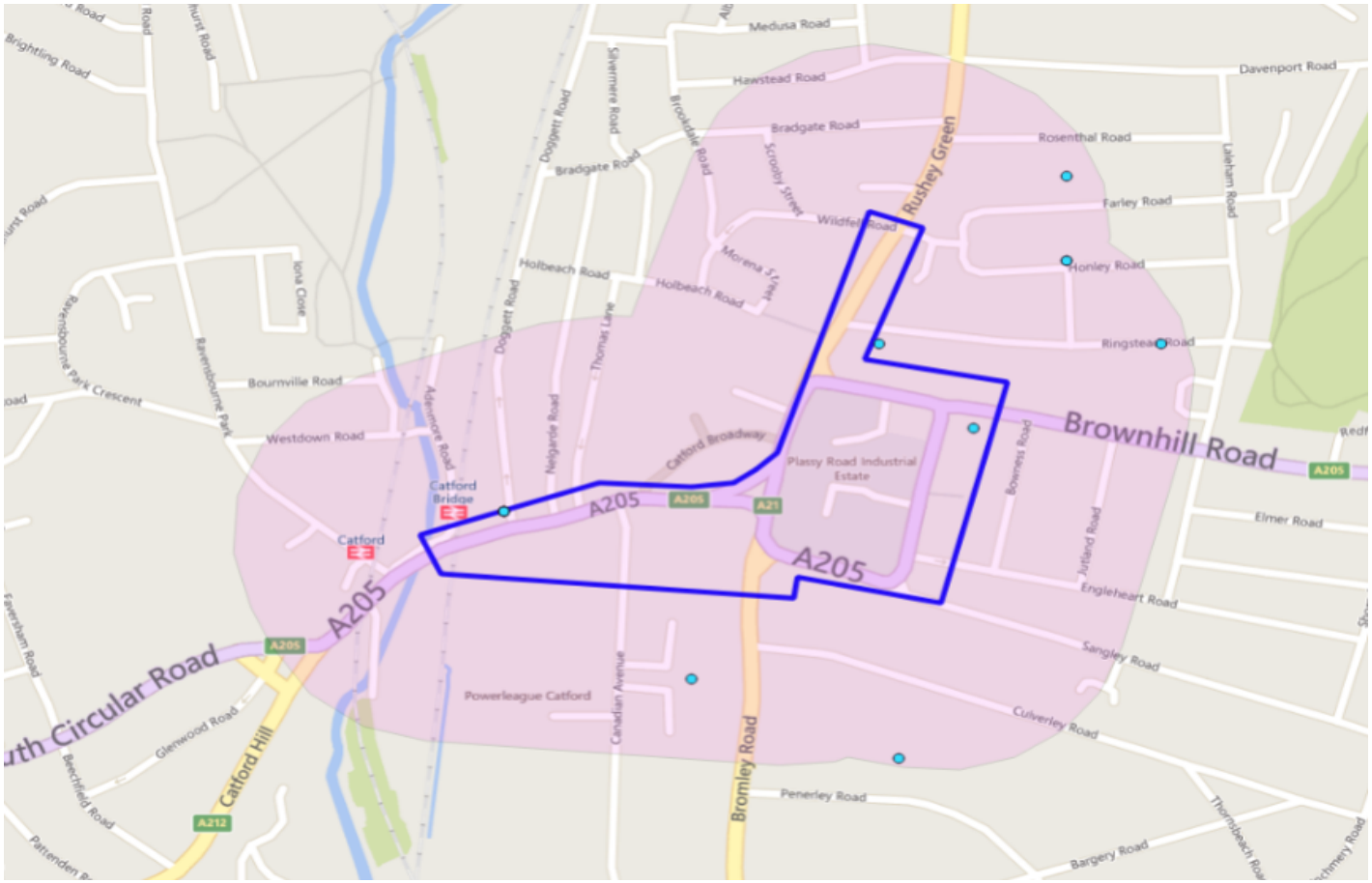

Figure 12: The A21 (Rushey Green and Bromley Road) and A205 South Circular (Catford Road and Brownhill Road) meet at Catford town centre within a gyratory system

	The proposed scheme aims to: • Improve safety for vulnerable road users by providing additional, improved crossings, wider pavements where possible and new segregated cycle routes. • Increase active travel by providing segregated cycle facilities, improved way-finding and improved walking and cycling links, e.g., to Catford Bridge station. • Support travel by sustainable modes by protecting bus journey times and reliability through the town centre. • Contribute to the creation of a greener and more climate resilient town centre by planting trees, landscaping, and introduction of a Sustainable Urban Drainage Scheme. • Support economic growth and the viability of the emerging town centre development proposals by removing severance between Laurence House and the town centre and making passive provision for the creation of a new public space by the London Borough of Lewisham.

Bus Stops Changes

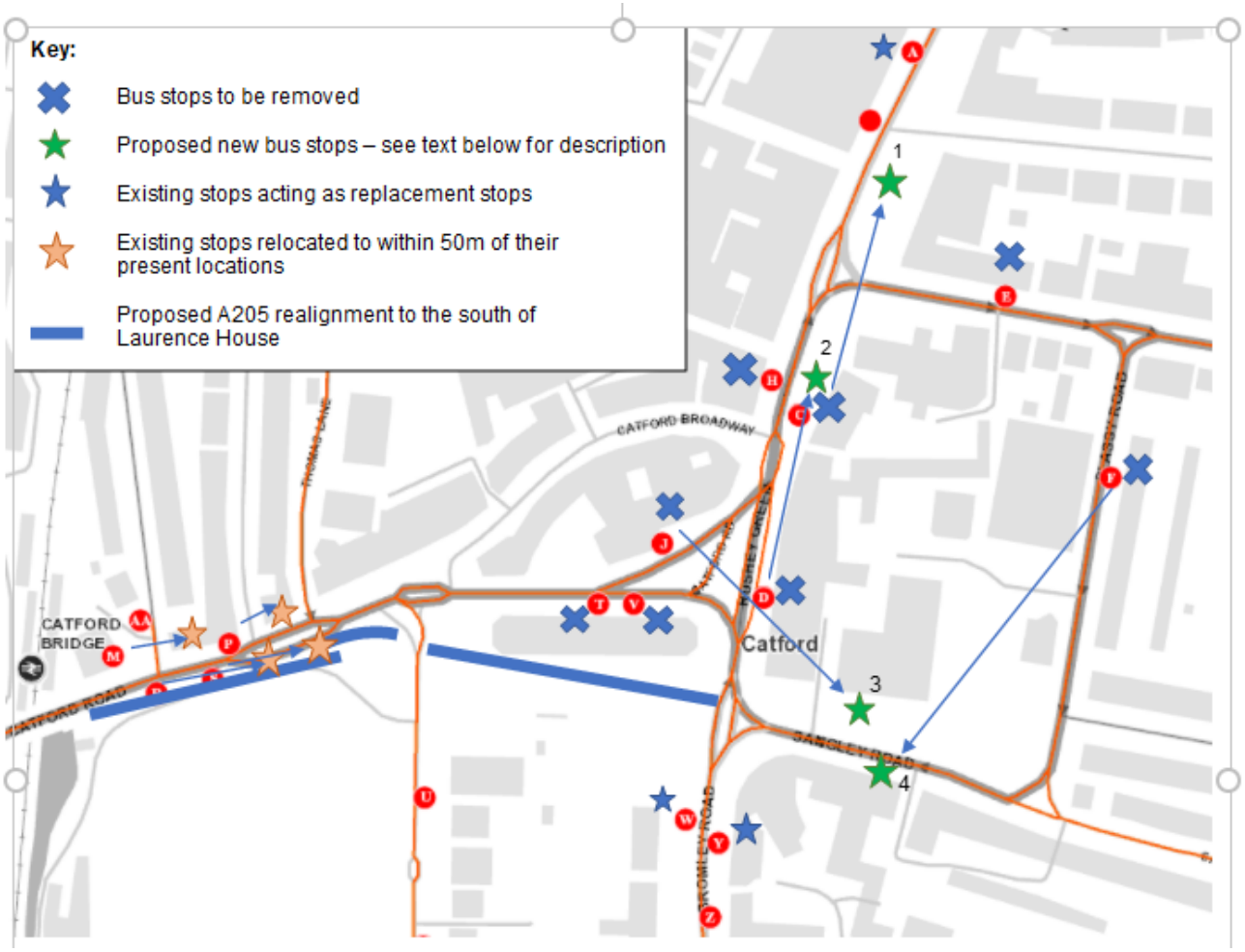

Figure 13: Existing and proposed bus stop locations.
New bus stop locations: Stop C to be replaced by Stop 1, Stop D to be replaced by Stop 2, Stop J to be replaced by Stop 3, Stop F to be replaced by Stop 4.

The rationale for relocating the bus stops is largely design-led, as follows:

a) With the closure of Catford Road and the realignment of the road away from the town centre to the south of Laurence House, Bus stops J, T & V on Catford Road must be relocated. New stops for the eastbound and westbound routes will be provided on Sangley Road, whilst a replacement for southbound services will be at the existing stops south of Sangley Road.

b) Bus stop H serves the routes 75 and 185 (northbound). A northbound segregated cycle lane is proposed through the town centre. If stop H was retained at its current location, an island would be required. This would reduce the footway widths on the eastern side of Rushey Green through the town centre and result in the loss of 2 further trees (with a *value* of £177,925). Keeping stop H in its current location would also affect existing loading arrangements as it has been assumed that this bay must be retained. The loading bay would be located within the bus lane, very close to the northbound stop line at the junction with Brownhill Road. While the operational hours of the loading bay could be restricted to off-peak only, any vehicle using this bay would impact the reliability of bus journey times.

c) For southbound routes through the town centre, it is proposed to relocate the bus stop for routes 75 & 185 north towards the edge of the town centre (shown as stop 2 in green on Figure 13 above). A stop for the remaining routes will be retained in the town centre (shown as stop 1 in green on Figure 13). Routes 75 & 185 turn right from Rushey Green to Catford Road, and a stop would have to be provided sufficiently far north to allow the buses to serve the stop and then safely manoeuvre to the offside right turn lane. Kerb space along Rushey Green will be limited southbound by the new pedestrian crossing and existing accesses and loading bays. The stop which will be provided within the town centre is very busy and requires a long cage (45m) to ensure enough space for all bus routes to stop safely. This stop will be provided immediately south of Brownhill Road as this has the longest section of kerb available. An additional stop would

require the removal of the loading bays and the provision of a bus stop island. This would reduce the footway width at a busy location.

d) The stopping arrangement for northbound buses through the town centre will not change. There are no existing stops in the town centre for these routes.

The proposals to remove the gyratory will include:

- Removing Stop E, as no buses will run along this section of Brownhill Road in.
- Removing Stop F, as only one bus will run along this link and new stops will be nearby.
- All buses will run in both directions along Catford Road and Sangley Road, making routing simpler and easier to understand for bus users.
- New stops on Sangley Road to the east of Catford Road will serve all the bus routes and facilitate interchange between routes.

The effects of relocating bus stops were tested in the Do-Something micro-simulation, alongside the proposed two-way operation of the gyratory. This is detailed in the modelling section of the Economic Case.

For robustness, TfL will consider disaggregating the effects at the next stage

	Bus Journey times: VISSIM is a standard microscopic multi-modal flow simulation software to simulate complex vehicle interactions realistically and assess congestion. For journey times of the 15 bus routes; modelling undertaken in VISSIM forecast varies as follows: • In the morning peak, it varies from a reduction of 49% to an increase of 34%. • In the afternoon peak, it varies from a reduction of 15% to an increase of 25%. Table 2 below shows the journey times for buses for the AM and PM peaks and compares them with the base model (existing situation). Future Base (FB) is the 'do minimum'. This is without the scheme, but with the forecast growth and associated network changes for the opening year. The 'Do Something' (DS) includes the proposals.

Route	AM [s]				PM [s]			
	FB	DS	Diff	%	FB	DS	Diff	%
47 Shoreditch	263	284	22	8%	261	283	22	9%
47 Catford Garage	202	270	69	34%	263	301	38	14%
54 Plumstead Road / Burrage Road	251	268	17	7%	260	282	23	9%
54 Elmers End Interchange	264	301	37	14%	271	304	34	12%
75 Fairfield Halls	484	472	-13	-3%	522	595	73	14%
75 Lewisham Station	782	717	-65	-8%	1077	1140	63	6%
124 Southend Crescent / Southend Close	451	391	-59	-13%	487	499	12	2%
124 Stanstead Road / St Dunstans College	531	273	-257	-49%	271	251	-20	-7%
136 Elephant & Castle / Newington	260	290	30	11%	267	278	11	4%
136 Grove Park Bus Station	251	274	23	9%	279	296	17	6%
160 Catford Bridge Station	473	259	-214	-45%	238	202	-35	-15%
160 Sidcup Station	504	383	-121	-24%	464	502	38	8%
171 Catford Garage	671	580	-91	-14%	714	664	-50	-7%
171 Holborn Station	486	416	-70	-14%	450	413	-37	-8%
181 Grove Park Bus Station	527	285	-242	-46%	317	282	-35	-11%
181 Lewisham Station	891	661	-230	-26%	1007	959	-49	-5%
185 Lewisham Station	469	521	53	11%	604	697	93	15%
185 Victoria Station	553	488	-65	-12%	576	604	27	5%
199 Canada Water Bus Station	240	265	25	10%	240	240	1	0%
199 Catford Garage	231	289	58	25%	248	302	55	22%
202 Blackheath / Royal Standard	815	754	-61	-8%	983	1044	60	6%
202 Crystal Palace Parade	746	683	-62	-8%	510	473	-37	-7%
208 Lewisham Station	249	278	29	12%	244	259	15	6%

208 Orpington / Perry Hall Road	253	296	43	17%	318	327	9	3%
284 Grove Park Cemetery	449	368	-81	-18%	760	858	98	13%
284 Lewisham Station	542	282	-259	-48%	278	245	-32	-12%
320 Biggin Hill Valley	582	492	-90	-15%	517	529	12	2%
320 Catford Bridge Station	303	261	-42	-14%	296	272	-24	-8%
336 Catford Bridge Station	310	276	-35	-11%	274	269	-5	-2%
336 Locksbottom / Pallant Way	319	282	-37	-12%	355	444	89	25%

Table 2: Journey Times -Buses

Changes to journey times
Within the local area, only a few bus and road journeys would get shorter or longer.

Deliveries and servicing
During the next stages, we will continue to work with businesses and freight operators to minimise the impact of the proposals on their operations.

	Environment and Open Spaces Our proposals aim to improve the quality of life in the area by: • Reducing the dominance of traffic, allowing people to better enjoy the area. • Increasing provision for walking, cycling, and using public transport. • Exploring opportunities and working with LB Lewisham to establish a greener, cleaner environment. Although we do not expect an increase in the number of motor vehicles in the area, our proposals may change how traffic moves around some roads. This may result in some associated and localised changes to air quality and noise levels. Environmental surveys and modelling will take place as part of our ongoing evaluation of these proposals. The Lewisham Town Centre scheme creates an excellent opportunity to deliver key commitments from the Mayor's Transport Strategy (MTS). It will support London's growth whilst embedding the Healthy Streets approach to urban design. The project will also support the London Borough of Lewisham's Objectives and the Mayor of London's good growth ambitions to deliver up to 2,700 new homes and 5,000 jobs in Catford.

2. The Evidence Base

Consider evidence in relation to all relevant protected characteristics and inclusion group listed in the table below. Please note that change always disproportionately impacts all protected characteristics, so there should be no blank boxes. Consideration should be given not just to the proposal impact but how you intend to communicate and engage on the proposed change.

Protected Characteristic and inclusion group	**Data and evidence to support your assessment** (*Record here the data you have gathered about the diversity of the people potentially impacted by this work. Please include any research on the issues affecting inclusion in relation to your work).* Sources: • Statistics and Census Information -London Borough of Lewisham • Dataset Estimates of the population for the UK, England and Wales, Scotland and Northern Ireland • TCOL: https://content.tfl.gov.uk/transport-classification-of-londoners-presenting-the-segments.pdf • Information on the travel behaviours of different PCGs has been sourced from TfL's 'Travel in London: Understanding our Diverse Communities' report, published in 2019 (link). • Travel in London • LGBT+ Population in South East • Sexual Orientation • https://data.london.gov.uk/dataset/births-and-fertility-rates-borough • https://www.trustforlondon.org.uk/data/boroughs/lewisham-poverty-and-inequality-indicators/?indicator=living-standards&comparator=england • Inclusive Mobility

Age	The last two censuses (of 2011 and 2021) reveal, the population of Lewisham increased (8.9%), from just under 275,900 in 2011 to around 300,600 in 2021.The (8.9%) increase is greater percentage than the overall population increase of London (7.7%), and also greater than the overall population increase of England (6.6%). In 2021, Lewisham was home to around 61.1 people per football pitch-sized piece of land, compared with 56.0 in 2011. This area was among the top 5% most densely populated English local authority areas at the last census. The median average age in Lewisham in 2021 was 35.5, with over 18s representing 81.8% of the population. The sex ratio was 90.4 males to every 100 females. The number of people aged 50 to 64 years rose by around 15,000 (an increase of 40.5%), while the number of residents aged 4 years and under fell by just under 2,900 (13.1% decrease). Young Londoners aged between 16 and 24 are more likely to be worried about their personal security while using public transport (35% compared with 30% for all Londoners). Implementing the measures to encourage more walking and cycling should increase natural surveillance. This would help deter criminal activity and improve safety on local streets. Consequently, this should have a positive impact on people of all ages who can be victims of crime.

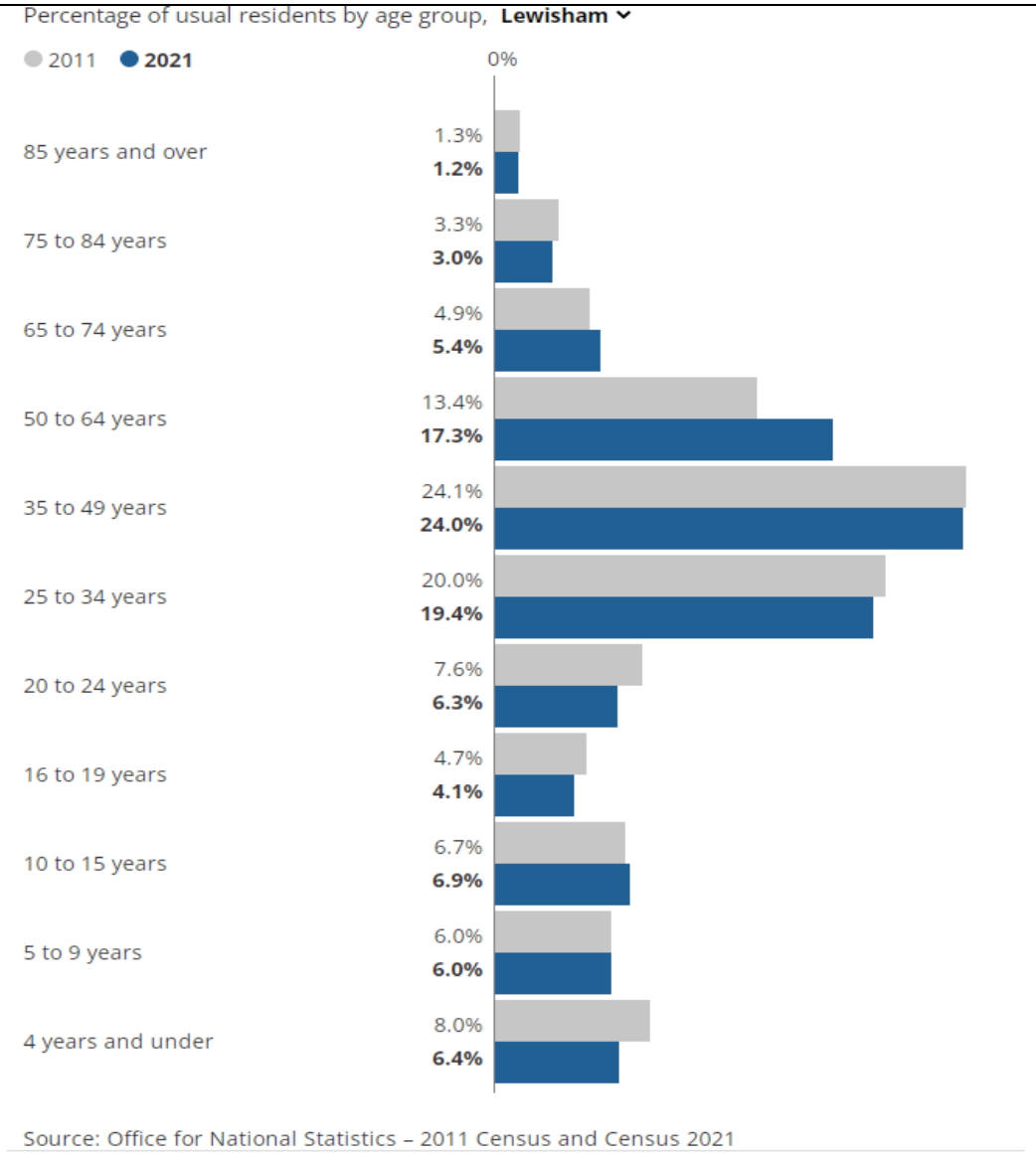

Figure 14: Age Distribution Lewisham

Disability *(please consider all forms of disabilities)*	In 2021, 7.9% of Lewisham residents were identified as being disabled and with limited mobility. This figure decreased from 10.6% in 2011. The decrease in the proportion of residents who were identified as being disabled and with limited mobility was greater in Lewisham (2.7%) than across London (2.3%, from 9.4% to 7.1%). Across England, the proportion fell by 1.6%, from 9.1% to 7.5%. Census 2021 was undertaken during the coronavirus (COVID-19) pandemic. This may have influenced how people perceived their health status and activity limitations, and therefore how they chose to respond. Cycling can be a mobility aid for those who find walking difficult or cannot walk at all. TfL research found that 17% of Londoners with a disability already make trips by bicycle. This is slightly below the percentage of non-disabled people who said they use a bicycle (18%). This research also identified that 27% of disabled people said they would “definitely” or “probably” use new routes such as Cycleways in the future.

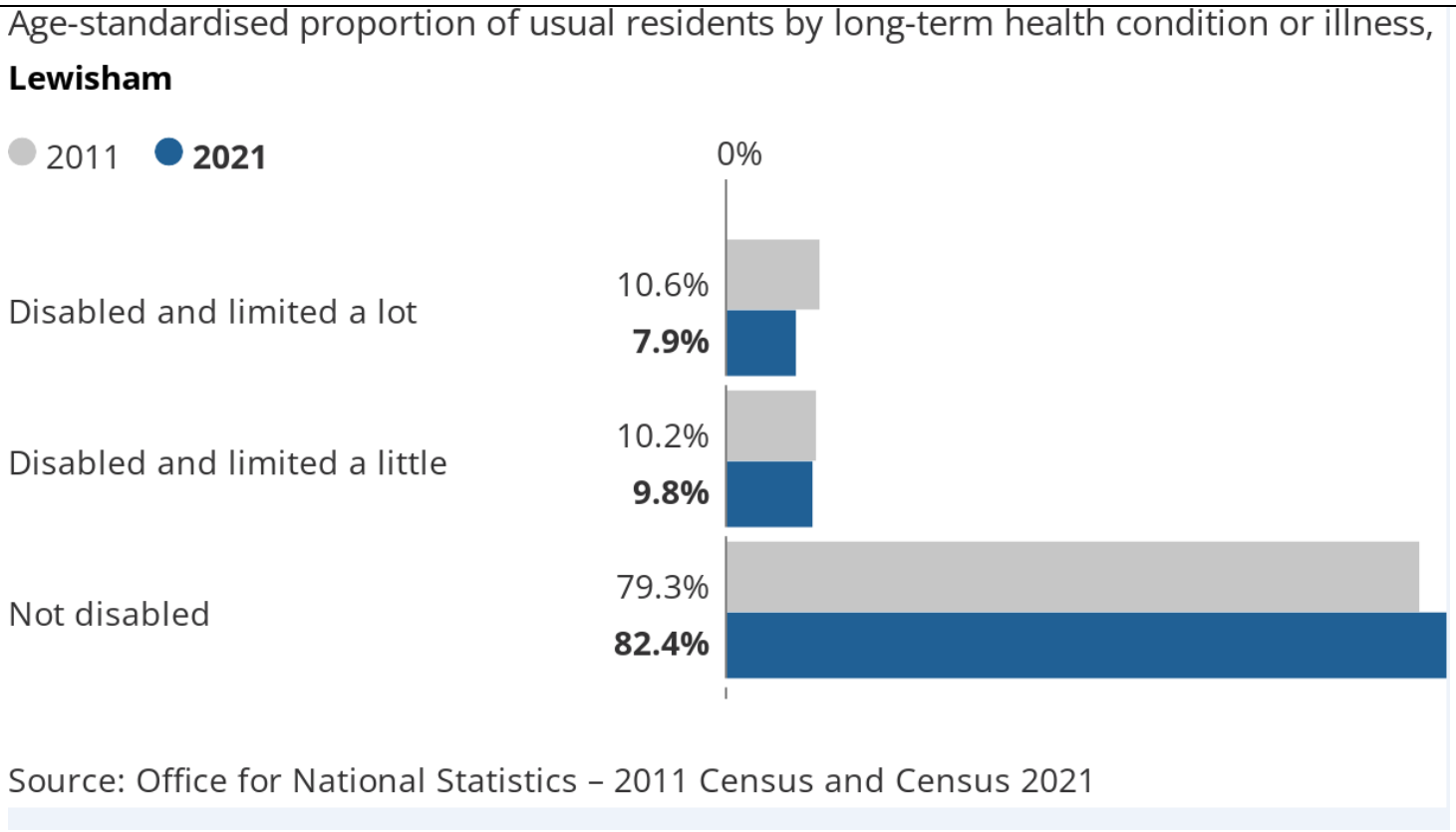

Figure 15: Disability in Lewisham

Sex *(male, female, non-binary, and other identities)*	The census survey taken across England and Wales in March 2021 shows of the 300,553 usual residents in Lewisham, 157,820 are women – accounting for 52.5% of the area's population. Historically, there has been limited official data about LGBT+ people in the UK. The most recent censuses in England and Wales, Northern Ireland and Scotland collected data on this topic for the first time. This includes the 2021 census in England and Wales which asked about sexual orientation and gender identity for the first time. 92.5% of respondents aged 16 or over answered the question on sexual orientation, while the remaining 7.5% chose not to. • 89.4% of respondents identified as straight or heterosexual. • Around 1.5 million people (3.2%) identified as gay, lesbian, bisexual, or another sexual orientation (LGB+). • 1.5% of respondents identified as gay or lesbian (around 748,000) while 1.3% (628,000) identified as bisexual. • A further 0.3% (165,000) people identified with a different sexual orientation. The most common 'other' orientations given in the write-in box were pansexual (112,000 people), asexual (28,000 people), and queer (15,000 people). Around 94.0% of respondents aged 16 or over answered the question on gender identity. • 93.5% of respondents said their gender identity and their sex registered at birth were the same. • Around 262,000 people (0.5%) said their gender identity and sex registered at birth were different. • Not all those 262,000 people identified explicitly as transgender. Around 48,000 people (0.1%) gave their identity as 'trans man' and another 48,000 (0.1%) gave their identity as 'trans woman'. 118,000 (0.2%) did not provide a write-in response. • A further 30,000 identified as non-binary and 18,000 wrote in a different gender identity.

	In Lewisham 6.1% of people aged 16 and over identifying as LGB+ (gay or lesbian, bisexual, or other sexual orientation) Female Londoners take more trips on a weekday than male Londoners, 2.5 compared to 2.3. This pattern is reversed amongst older adults, with older female Londoners taking fewer weekday trips than older male Londoners, 2.0 compared to 2.2. For female Londoners, walking is the most common mode of transport used at least once a week with 95% reporting doing so. This is followed by the bus (63%), and car as a passenger (56%). 95% of male Londoners make at least one trip a week by foot, making it the most common form of transport. This is followed by the bus (56%) and the Underground (43%). Female Londoners are less likely to travel by bicycle than male Londoners, 10% of females make a weekly trip by bike compared to 17% of males. 75% of women in London can ride a bike compared to 88% of men. TfL's research shows that women in London are put off cycling due to fear of collisions, too much traffic and lack of confidence.

Gender reassignment	The ONS data also found that more than a quarter of a million people in England and Wales have a different gender identity from their sex registered at birth. Around 262,000 people in England and Wales said their gender identity was different from their sex registered at birth which represents 0.5% of the population aged 16 and over. Here is a list of the proportion of people aged 16 and over who said their gender identity was different from their sex at birth at the 2021 census in southeast London and Dartford boroughs. • Lewisham - 1.02 per cent • Greenwich - 0.88 per cent • Bexley - 0.54 per cent • Dartford - 0.52 per cent • Bromley - 0.4 per cent
Marriage/civil partnership	In 2021, out of Lewisham residents aged 16 years and over, 53.4% said they had never been married or in a civil partnership in 2021, up from 49.7% in 2011. In 2021, just under one in three people (32.5%) said they were married or in a registered civil partnership, compared with 33.3% in 2011. The percentage of adults in Lewisham that had divorced or dissolved a civil partnership decreased from 8.1% to 8.0%. The increase in the percentage of people aged 16 years and over who had never been married or in a civil partnership was greater in Lewisham (3.6 percentage points) than across London (2.1 percentage points, from 44.1% to 46.2%). Across England, the percentage increased by 3.3 percentage points, from 34.6% to 37.9%.

These figures include same-sex marriages and opposite-sex civil partnerships in 2021, neither of which were legally recognised in England and Wales in 2011. Same-sex marriages have been legally recognised in England and Wales since 2014 and opposite-sex civil partnerships have been recognised since 2019.

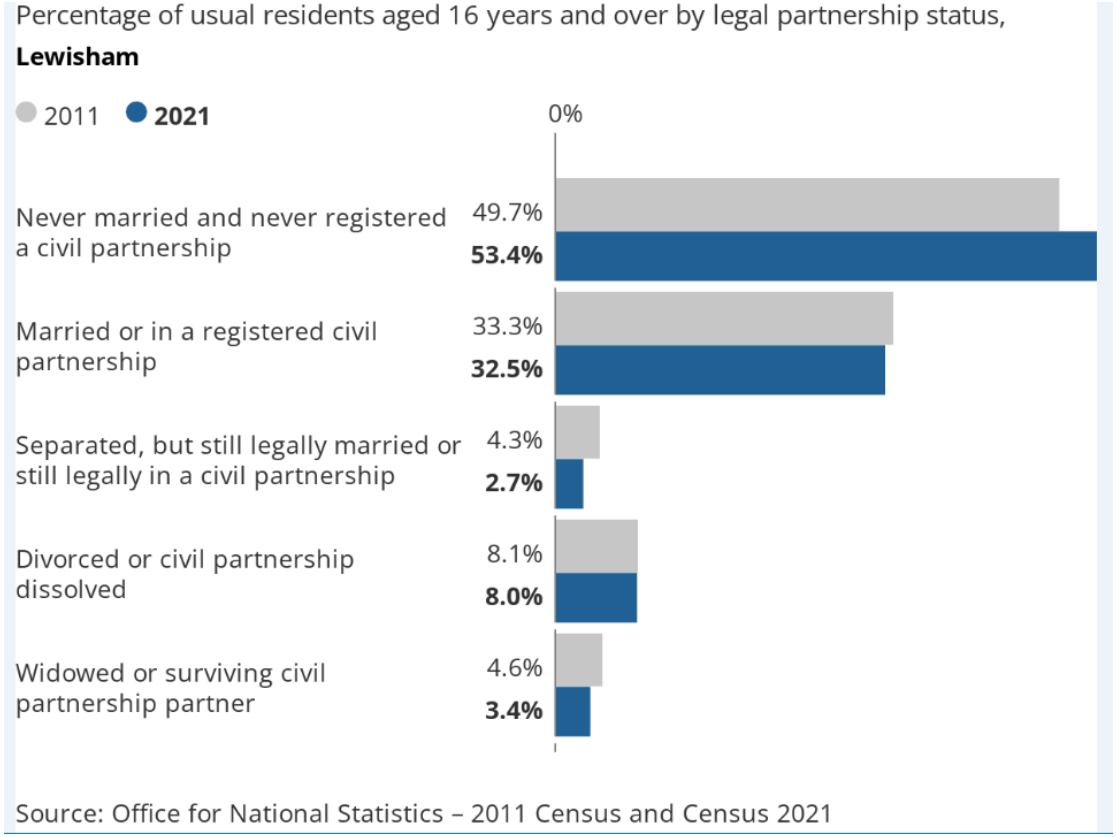

Figure 16: The percentage of adults who had never married or registered a civil partnership in Lewisham

Pregnancy/maternity

Live births by local authority of usual residence of mother

GFR: General Fertility Rates

TFR: Total Fertility Rates.

	2020			2021		
Area Name	ve births	GFR[1]	TFR[2]	Live births	GFR[1]	TFR[2]
Haringey	3,383	59	1.64	3,376	58	1.57
Harrow	3,452	73	2.12	3,312	70	2.05
Havering	3,116	61	1.71	3,057	60	1.66
Hillingdon	3,958	63	1.79	4,061	64	1.85
Hounslow	3,718	68	1.91	3,678	67	1.88
Islington	2,594	37	1.11	2,657	38	1.18
Kensington and Chelsea	1,410	45	1.27	1,455	47	1.33
Kingston upon Thames	1,838	49	1.38	1,849	49	1.42
Lambeth	3,542	42	1.14	3,554	42	1.14
Lewisham	4,006	55	1.48	4,024	56	1.46
Merton	2,783	64	1.71	2,739	63	1.68

Table 3: Births Fertility Rate

Race	Walking and Buses are the two most common forms of transport used by Black and Minority Ethnic (BME) Londoners. 96% of BME Londoners walk at least once a week compared to 95% of White Londoners. A higher proportion of BME Londoners 65% also use the bus once a week, compared to 56% of white Londoners. Within the BME group there is a particularly high bus usage, of which 73% is by black Londoners. According to the latest 2021 census, the population in Lewisham is predominantly white (51%), with non-white minorities representing the remaining 49% of the population. 4.7% of Lewisham residents identified their ethnic group within the "Other" category ("Arab" or "Any other ethnic group"), up from 2.6% in 2011. The 2.1 percentage-point change was the largest increase among high-level ethnic groups in this area. Across London, the percentage of people from the "Other ethnic groups" ("Arab" or "Any other ethnic group") increased from 3.4% to 6.3%, while across England the percentage increased from 1.0% to 2.2%. In 2021, 51.5% of people in Lewisham identified their ethnic group within the "White" category (compared with 53.5% in 2011), while 26.8% identified their ethnic group within the "Black, Black British, Black Welsh, Caribbean or African" category (compared with 27.2% the previous decade). The percentage of people who identified their ethnic group within the "Asian, Asian British or Asian Welsh" category decreased from 9.3% in 2011 to 9.0% in 2021.

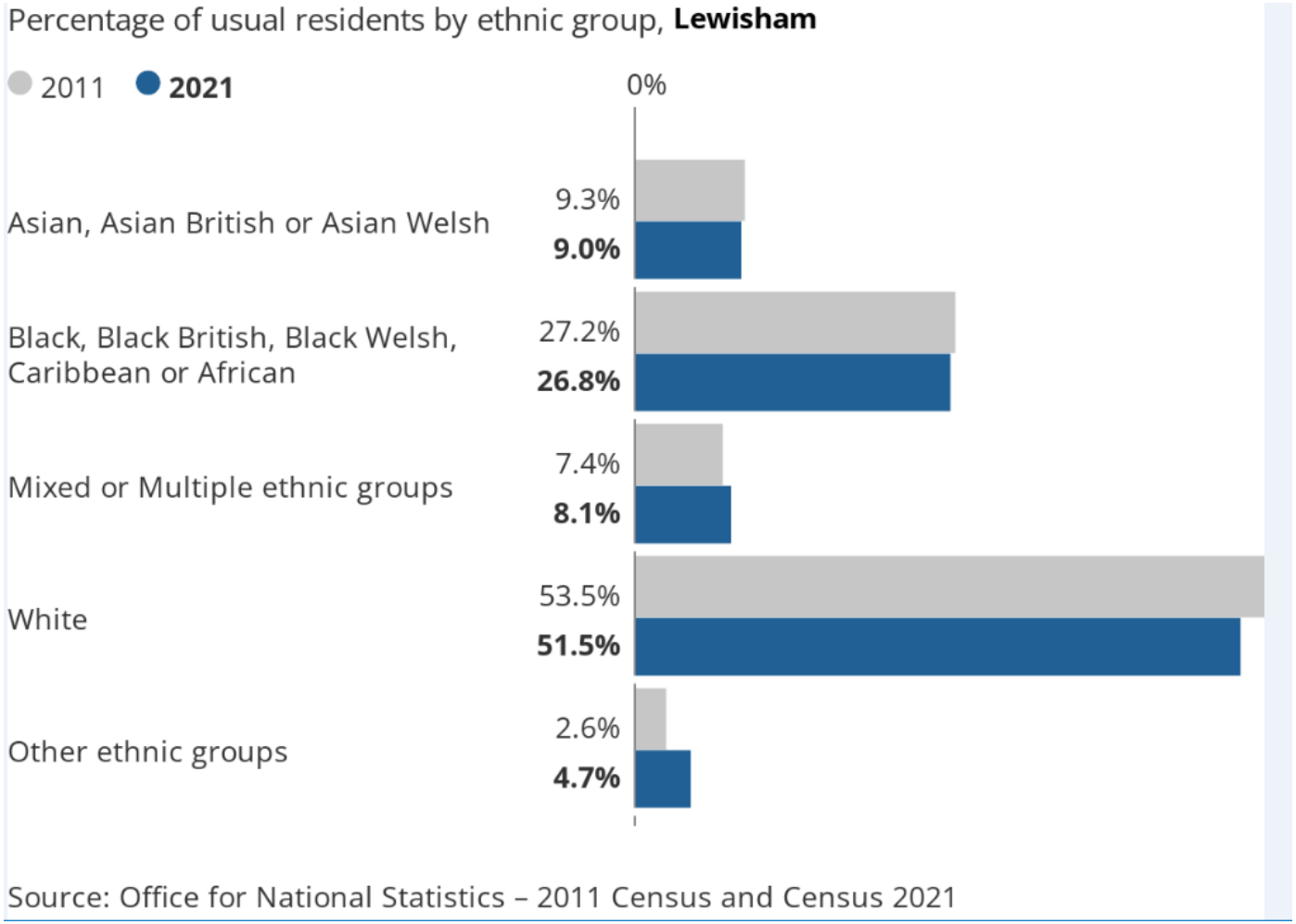

Figure 17: The percentage of ethnic groups in Lewisham

Religion or belief	According to the latest 2021 census, the most populous religious group within Lewisham is Others, accounting for 45.0% of the population. **Religious groups in Lewisham, 2021 census** ▪ **Christian** - 131,706 people or 43.8% ▪ **Buddhist** - 3,270 people or 1.1% ▪ **Hindu** - 6,459 people or 2.1% ▪ **Jewish** - 826 people or 0.3% ▪ **Muslim** - 22,264 people or 7.4% ▪ **Sikh** - 720 people or 0.2% ▪ **Other** - 135,308 people or 45.0%
Sexual orientation	According to ONS data, around 3.2% of those aged 16 in England and Wales identified with an LGB+ sexual orientation in the 2021 census. Below is a list of the proportion of people aged 16 and over identifying as LGB+ (gay or lesbian, bisexual, or other sexual orientation) at the 2021 census in southeast London: • Lewisham - 6.1% • Greenwich - 4.5% • Bromley – 2.7% • Bexley – 2.1% • Dartford – 2.3%

	The ONS data also found that more than a quarter of a million people in England and Wales have a different gender identity from their sex registered at birth. Around 262,000 people in England and Wales said their gender identity was different from their sex registered at birth which represents 0.5% of the population aged 16 and over. Below is also a list of the proportion of people aged 16 and over who said their gender identity was different from their sex at birth at the 2021 census in southeast London boroughs and Dartford. • Lewisham - 1.02% • Greenwich - 0.88% • Bexley - 0.54% • Dartford - 0.52% • Bromley - 0.4% Research set out within the GLA Travel in London: Understanding our diverse communities' (GLA, 2015) outlines fear of intimidation and/or abuse emerged as a potential barrier to travel for LGBT groups. For some, particularly disabled LGBT people, hate crime is a particular concern, as are the difficulties experienced when reporting it.
Disadvantaged, inclusion groups and communities e.g., carers, refugees, low income, homeless *people etc.*	In Lewisham, the percentage who were employed rose from 59.2% in 2011 to 62.1% in 2021, while across England it fell from 56.5% to 55.7%. During the same period, the regional percentage increased from 58.6% to 59.4% according to Census 2021. The bus is the second most common type of transport used by Londoners on lower incomes (69% use the bus at least once a week, compared with 59% of all Londoners). The scheme measures will benefit the 47% of bus users in London who are from BME communities, which is higher than the (40%) BME population of London. Figure 18 (below) shows how Lewisham compares against London on key poverty and inequality indicators. For Lewisham, the red text means it is worse, the yellow text it is average and the green text that it is better, compared to the group of other London Boroughs for that indicator.

Figure 18: Lewisham indicator rankings

Deprivation and socio-economic disadvantage of local communities *e.g., people with lack of access to housing, education, social resources, geographic location, and income*	In 2019/20, 35% of people in the borough lived in households with an income of less than 60% of the UK median after housing costs have been subtracted. This was worse than the average London Borough. 37% of children in the borough lived in households with an income of less than 60% of the UK median after housing costs have been subtracted in 2020/21. This was around the same as the average London Borough. In Lewisham, 20.7% of residents were estimated to be earning below the Living Wage in 2021. This was around the same as the average London Borough. Affordable, social, and other discounted housing completions were better than in Lewisham the average London Borough, with 310 delivered in 2016/17 - 2018/19. The unemployment rate for 2019-22 Q2 was 4.8% in Lewisham, around the same as the average London Borough. Infant mortality rates per 1,000 live births in Lewisham were worse than the average London Borough at 4.3 in 2018-20

Figure 19: Lewisham indicator rankings

The Index of Multiple Deprivation (IMD) 2019 is the official measure of relative deprivation for small areas (or neighbourhoods) in England. The IMD ranks every small area, which is Lower Super Output Area (LSOA) in England from 1 (most deprived) to 32,844 (least deprived).

For larger areas we can look at the proportion of LSOAs within the area that lie within each decile. Decile 1 represents the most deprived 10% of LSOAs in England while decile 10 shows the least deprived 10% of LSOAs.

Travel behaviour:

TfL's Transport Classification of Londoners (TCoL, 2017) multi-modal demographic segmentation tool classes Lewisham as a "Urban Mobility" borough, and it contains the highest share of residents (46%) closely followed by Southwark (42%) (Source: 2011 Census data, ONS). These boroughs are characterised by typically young working adults, and majority of the population use TfL services when commuting to work; car ownership is below average while bus, rail and cycling options are prioritised

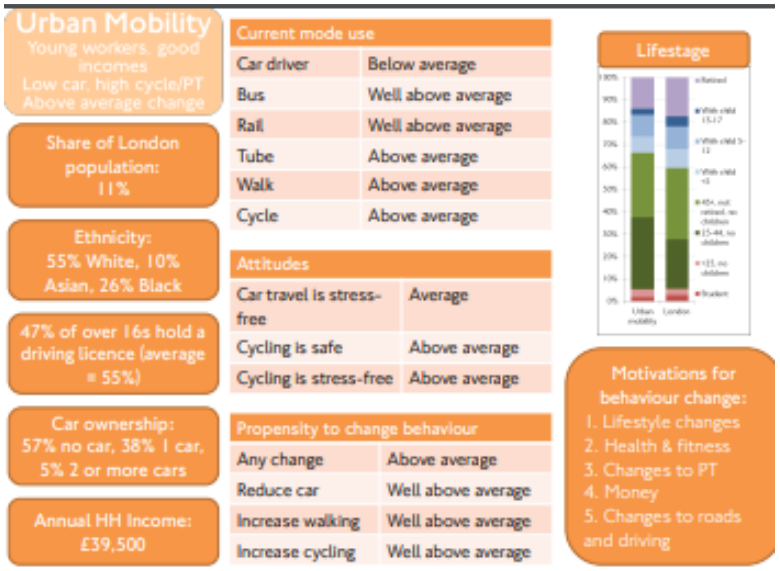

Figure 20: The 2019 Travel in London: Understanding our Diverse Communities report contains London-wide data on the proportion of Londoners who travel by different modes of transport at least once a week.

Research also shows women and men's journey patterns differ as women make more multi-stop trips than men (Source: Barker, 2009). Women make more off-peak journeys than men; women make shorter trips that men; and women make more journeys using public transport, with children and otherwise (Source: Hine and Mitchell, 2001).

	The proportion of the overall London population who drive a car at least once a week is 38%. This figure was higher amongst men (42%), white people (41%) and those aged 65+ (43%), but lower amongst women (33%), BAME people (32%), people on incomes of less than £20,000 (23%) and disabled people (24%). 44% of all Londoners said they travelled as a passenger in a car at least once a week. This mode of transport was more common amongst women (51%), BAME people (46%) and those aged 24 or under (62%). Men (37%), white people (43%) and those aged 65+ (41%) were less likely to travel in this way. Data from the Travel in London report also shows that buses are an important mode of transport for people in Protected Characteristic Groups (PCGs). On average, 59% of Londoners reported that they travelled by bus at least once per week, but this figure was higher for groups such as women (63%), BAME people (65%), people aged 24 or under (66%), people aged 65 or over (65%), and those on incomes of less than £20,000 per year (69%). Although the proportion of disabled Londoners who travel by bus at least once a week is slightly lower (58%) than the overall average, the bus network is a very important mode of transport for many disabled people, some of whom may have fewer alternative travel options available. People from more deprived areas, some ethnic minorities, disabled people, children, and older people experience the worst impacts of road danger, noise, and air pollution. Main roads pass through some of the most deprived communities, creating environments that are not inclusive, with roads that are intimidating and difficult to cross. People walking in the most deprived areas of London are more than twice as likely to be injured as those in the least deprived areas. People aged between 20 and 29 years old are more likely to be killed or seriously injured than other age groups and the number of children killed or seriously injured in cars increased in 2016. BAME Londoners are more at risk, with children in this group being on average 1.5 times as likely to be killed or seriously injured on the roads than non-BAME children (VZAP, https://content.tfl.gov.uk/vision-zero-action-plan.pdf)

3. **Engagement and consultation**

Outline how engagement and consultation with inclusion groups, people who share a protected characteristic, and other project teams have informed your work

	Yes	No	Don't Know	Comments
Has there been any engagement or consultation activity relating to this strategy, service, business plan, programme, or project?	Y			Consultation done in during Stage 2 – Feasibility Design. We carried out a public consultation exercise from 24 April 2023 to 5 June 2023. Section 2.8 of the consultation report records comprehensively the activity which was undertaken to publicise the consultation to local stakeholders, including elected representatives and groups representing those with protected characteristics. Our consultation materials and publicity included a range of formats, including a display in Catford Library showing maps and information and paper copies of the consultation materials which people were able to take away and return by post. This included materials in Easy Read formats. This ensured that those without internet access had a means to take part. This was advertised on our publicity materials including a letter delivered to over 6000 addresses in the area of the proposed scheme. We also held four public drop-in sessions and attended three Local Assembly meetings (run by the council) to discuss the proposals in person with the public. Our consultation website included a BSL video giving details of the consultation and proposals as well as Easy Read materials were also available to download online.

	Yes	No	Don't Know	Comments
				Copies of our consultation materials and publicity can be found in Appendix A of the consultation report. Having identified older people and those with disabilities as likely to be particularly impacted by the proposals, we ensured these groups were contacted and offered the opportunity to give their views. We received 19 consultation responses from stakeholders, this included responses from protected groups – summaries of stakeholder responses to the consultation can be found in Appendix C of the consultation report. A full list of stakeholders who were contacted can be found in Appendix D of the consultation report. Our responses to the issues raised by all respondents to the consultation, including stakeholder feedback is provided in Appendix A of the consultation report, including issues pertaining to those with protected characteristics.
List the relevant stakeholders and inclusion groups you have consulted/engaged or intend to consult/engage with below. Please include any relevant consultation or engagement undertaken prior to completing this EQIA which relates each protected characteristic and inclusion group.				
Stakeholders and inclusion groups consulted/engaged with		**Date**		Feedback comments / issues raised

	Yes	No	Don't Know	Comments
Please refer to Appendix D of the consultation report for a full list of stakeholders contacted, including protected groups.				Feedback from stakeholders received during the consultation is summarised in Appendix C of the consultation report. Our responses to all issues raised during the consultation including stakeholder feedback can be found in Appendix A of the consultation report.
Guide dogs for the blind				Pre-consultation briefing offered and/or mid consultation meeting arranged.
Lewisham Cyclists				Pre-consultation briefing offered and/or mid consultation meeting arranged.
Projects and Programme Directorate • Road Space Management – Major Projects • Projects & Programme Delivery (PPD) • Approval bodies: Surface Board, Public Private Partnerships (PPP), Network Management Group (NMG) and Finance & Policy Committee • Traffic Design Engineering • Network Performance • Compliance, Policing and On-Street Services Directorate (CPOS • Forward Planning • Communications • Legal • Planned Interventions • Urban Design • Powers and Consents • Borough Planning		ONGOING		We will continue to consult with many stakeholders in TfL; some on a week-by-week basis and others when necessary. More detail is included in the project's Stakeholder Engagement Plan. Some engagement with the public has already taken place (as outlined above). Further engagement will need to take place with regards to construction of the project and possibly the design proposals. Details are available in the project's Stakeholder Engagement Plan. Key internal stakeholders are listed (on the left).

	Yes	No	Don't Know	Comments
• Delivery Planning • Bus Infrastructure • Bus Operations: routes and bus station • Commercial • Procurement • Tunnels and structures • Group Property • London Underground • Cycle Hire • Equality and Inclusion Team • Asset Management				
Disabled Persons Transport Advisory Community				Pre-consultation briefing offered and/or mid consultation meeting arranged
Disability Rights UK				Pre-consultation briefing offered and/or mid consultation meeting arranged
Disability Alliance				Pre-consultation briefing offered and/or mid consultation meeting arranged
	Yes	**No**	**Don't Know**	**Comments** *(state clearly what this engagement or consultation will be and how it will be organised)*
Does there need to be any further engagement or consultation? If yes, please add this as an action to the action planning section below. Please note that in some circumstances your work may require formal consultation		N		Should the proposals proceed arrangements will need to be put in place for ongoing communications with those affected by the proposals, the community in Catford and relevant stakeholders, including those contacted and liaised with during the consultation.

4. **Impact assessment – Protected characteristics and inclusion groups**
Given the evidence listed in section 2 and 3, consider and describe the potential impacts this work could have on people with protected characteristics and other inclusion groups.

	Employee	Customer	Positive	Neutral	Negative	No Impact	**Comments and actions to mitigate or take forward** *(please include actions to mitigate the potential negative impact for this protected characteristic)*
Race and ethnicity		x			x		With bus use greater among BME Londoners than white Londoners (65% compared to 56%), changing the location of bus stops is a potentially negative impact on race as a protected group. Research suggests that negative perceptions of safety are greater amongst women and BME communities. The increase in walking distances to or from a bus stop could feel more remote, therefore increasing perceptions of risk to personal safety and an increased likelihood of crime or anti-social behaviour. However, TfL specifies a maximum spacing of 400m between bus stops and any changes that introduce a greater distance would be considered a negative impact. The scheme proposals will be for stops to be more centralised and provide better access to the town centre, being located closer to the signal crossing, providing interchange between transport services. Bus stop relocation could also have a positive impact for some users depending on their destination. **Bus Services During Construction** Road closures during construction may cause temporary disruption to bus services within the scheme extent. This may have a negative impact on all users, particularly BME people

	Employee	Customer	Positive	Neutral	Negative	No Impact	**Comments and actions to mitigate or take forward** *(please include actions to mitigate the potential negative impact for this protected characteristic)*
							and other people of protected characteristic groups (PCGs) who use buses as their primary mode of travel. This may make their journey slightly longer. We are aware, in the Borough of Lewisham, several different languages are commonly spoken. Residents for whom English is not the first language will have consultation materials available in other languages, and in Braille **Encouragement of Active Travel** A key objective of Catford Town Centre Framework is to improve the quality and safety of its streets by implementing new or improved infrastructure. This includes the provision of new cycle infrastructure, improvements to crossings, implementing flush crossings and providing more places for people to stop and rest. Current cycling levels for BME and white Londoners remain very similar. BME Londoners report that they are slightly more likely than white Londoners to use Cycleways. Therefore, segregated cycle facilities may help encourage more BME Londoners to cycle. BME Londoners are also more likely to walk than white Londoners to/from work, visit friends and relatives, and take a child to school. Therefore, improvements to crossings and footways (width and surfacing quality) would positively impact on this protected group. **Safety / Perception of Safety** BME Londoners are more likely to report they are 'worried' about using public transport. Improved natural surveillance from

	Employee	Customer	Positive	Neutral	Negative	No Impact	**Comments and actions to mitigate or take forward** *(please include actions to mitigate the potential negative impact for this protected characteristic)*
							potential increases in footfall at bus stops and an increase in cycling could positively impact on this protected group by creating an improved experience when using the bus, especially at night. **Mitigating action** Monitor any future engagement responses from BME community for issues not already highlighted. Engagement with bus operators on impact during construction.
Sex *(male, female, non-binary, and other identities)*							Women's travel needs are more complex than men's due to a range of factors. This includes the increased likelihood of travelling with a buggy and/or shopping which can affects the travel choices women make. Women are also more likely to be carers of children, older people, sick and disabled that can influence the choices they make. **Bus Stop Locations** Changing the location of bus stops would have a potentially negative impact on all bus passengers, including female passenger. Nearly two-thirds of women use the bus weekly, compared to 56% of men. The increase in walking distances to or from a bus stop could feel more remote, increasing perceptions of risk to personal safety and an increased likelihood of anti-social behaviour. Perceptions of risk to personal security may increase at night-time. However, TfL specifies a maximum spacing of 400m between bus stops. The scheme proposals will be for stops to be more

	Employee	Customer	Positive	Neutral	Negative	No Impact	**Comments and actions to mitigate or take forward** *(please include actions to mitigate the potential negative impact for this protected characteristic)*
							centralised and provide better access to the town centre, being located closer to the signal crossing, providing interchange between transport services. Bus stop relocation could also have a positive impact for some users depending on their destination. The construction period may result in increased security concern for women. We will carry out a 3 Tier assessment to check temporary routes and bus stop locations with inadequate natural surveillance, high hoardings and/or poor lighting. **Encouragement of Active Travel** A key objective of Catford Town Centre Framework is to improve the quality and safety of its streets by implementing new or improved cycle infrastructure, improvements to crossings, implementing flush crossings and providing more places for people to stop and rest. Women are more likely than men to be travelling with buggies and/or shopping, meaning improvements to the street environment such as more even surfaces, and flush crossing would make it easier for women with buggies and / or shopping to navigate leading to a better experience. This should encourage more active travel by women. Women are less likely to cycle than men. The provision of improved cycle infrastructure would potentially lead to an increase in cycling by women.

	Employee	Customer	Positive	Neutral	Negative	No Impact	**Comments and actions to mitigate or take forward** *(please include actions to mitigate the potential negative impact for this protected characteristic)*
							Safety / Perception of Safety Fear of collision is identified by TfL as a key issue women have for cycling in London. Changes to the highway such as segregated cycle lanes, and new and improved crossings will help to improve road safety, and / or perceptions of safety which is expected to have a positive impact on women. Women are significantly more likely to have experienced unwanted sexual behaviour in London while using public transport. Improved natural surveillance at and around bus stops from possible increases in footfall and cycling should improve the sense of safety for women using the bus. Especially at night as buses may be the only available night-time public transport option. **Anti-social Behaviour and Crime** Implementing the measures to encourage more walking and cycling should increase natural surveillance to help deter criminal activity. Consequently, this has a positive impact on women who can feel more vulnerable to crime.

	Employee	Customer	Positive	Neutral	Negative	No Impact	**Comments and actions to mitigate or take forward** *(please include actions to mitigate the potential negative impact for this protected characteristic)*
Gender reassignment		x	x			x	**Antisocial Behaviour and Crime** Improved natural surveillance at and around bus stops from possible increases in footfall and cycling may improve the sense of safety for this protected group. The construction period may result in increased security concerns or impact on perceived safety. We will carry out a 3 Tier assessment to check temporary routes with inadequate natural surveillance, high hoardings and/or poor lighting. The highway works are part of a much wider scheme for the whole Opportunity Area which will be assessed in detail by LB Lewisham and TfL.
Age		x	x		x		**Bus Stop Locations** Changing the location of bus stops could have a potentially negative impact on all bus passengers. The impact would be felt more by younger and older people who are less able to walk long distances and more reliant on buses. The increase in walking distances to or from a bus stop could feel more remote, increasing perceptions of risks to personal safety and an increased likelihood of anti-social behaviour. However, TfL specifies a maximum spacing of 400m between bus stops. The scheme proposals will be for stops to be more centralised and provide better access to the town centre. Stops will be closer to the signal crossing to support interchange

	Employee	Customer	Positive	Neutral	Negative	No Impact	**Comments and actions to mitigate or take forward** *(please include actions to mitigate the potential negative impact for this protected characteristic)*
							between transport services. Bus stop relocation could also positively impact some users depending on their destination. **Road Layout Change** Removal of the gyratory circulation effectively moves the traffic away from the town centre, making it safer for pedestrians and address existing collision patterns The changes of the road layout could lead to longer journey times for older people who rely on transport such as taxis, private vehicles or 'Dial a Ride'. There may also be a negative impact on emergency services response times. **Pedestrian and Cyclist Interaction** Pedestrians and cyclists are more likely to interact where they share footway space. This provision is a recognised feature in local and national design standards such as the London Cycling Design Standards (LCDS, 2014), to ensure designs encourage safe and considerate behaviour by cyclists. This will be particularly important to ensure the road safety of older people and children. **Continuous footways** Continuous footways are intended to establish pedestrian priority across side roads. They are provided where very few vehicles use the side road, and the vehicle speeds are low. The flush surfaces are easier for older people to navigate. However, we are aware people of neurodivergent groups may be unfamiliar with the layout, because CFs have no kerbs and

	Employee	Customer	Positive	Neutral	Negative	No Impact	**Comments and actions to mitigate or take forward** *(please include actions to mitigate the potential negative impact for this protected characteristic)*
							can have less road markings. National Federation of the Blind UK were also opposed to having continuous footways. The current feasibility design does include proposals for any continuous footways. However, they are to be carefully considered at the next design, to accommodate emergency, service, and private accesses along Sangley Road and Rushey Green. **Pedestrian improvements** The proposals include: • Replacing staggered crossings with direct crossings. • Widening crossings. • Upgrading signals. • Removing redundant street furniture. • Improving footway surfaces, particularly for the safety and priority of pedestrians who are older, disabled or children using the crossings at Catford Station and Thomas Lane.

	Employee	Customer	Positive	Neutral	Negative	No Impact	**Comments and actions to mitigate or take forward** *(please include actions to mitigate the potential negative impact for this protected characteristic)*
							Safety and Perception of Safety Changes to the highway layout to improve road safety for all age groups, particularly young and older people should encourage more active travel for this protected characteristic. Implementing the measures to encourage more walking and cycling should increase natural surveillance to help deter criminal activity. Better personal safety on local streets is a positive impact on people of all ages who can be victims of crime. Improved pedestrian facilities The proposals include: • Improved pedestrian crossings with shorter crossing distances • Shorter waiting times or improved signal technologies such as pedestrian countdown • Rotating cones and audible signals to provide an improved experience for people of all ages. Simplified street layouts should make it easier for pedestrians of all ages to navigate. Especially, where walking distances are reduced to key destinations.

	Employee	Customer	Positive	Neutral	Negative	No Impact	**Comments and actions to mitigate or take forward** *(please include actions to mitigate the potential negative impact for this protected characteristic)*
							Encouragement of active travel A key objective of Catford Town Centre Framework is to improve the quality and safety of its streets by implementing new or improved cycle infrastructure, improvements to crossings, and providing more places for people to stop and rest. Older people cite addressing physical barriers as important for encouraging them to walk more. The improvements would make it easier for them to navigate the town centre The construction period may result in increased security concerns or impact on perceived safety. We will carry out a 3 Tier assessment to check temporary routes with inadequate natural surveillance, high hoardings and/or poor lighting.
Religion and belief		x	x		x		It is important to be mindful of the ways religious observance can affect travel patterns. Places of worship and faith-based schools are major destinations for large populations from different groups, particularly on certain dates and at certain times of the day. There may be some changes to the accessibility of places of worship due to changes to highway layout and access arrangements such as changes to the locations of bus stops

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							and pedestrian crossings, and well as to the location and timings of parking. The relocation of bus stops might increase the walking distance for people of St Laurence or King Church London Evangelical Church.
Disability *(please consider all forms of disabilities)*		x	x		x		**Bus Stop Locations** Changing the location of bus stops on could have a potentially negative impact on all bus passengers if the distance between bus stops increased or if the location of the stop were removed from key origins. The increase in walking distances to or from a bus stop could also make those locations feel more remote, increasing perceptions of risks to personal safety and an increased likelihood of anti-social behaviour. However, TfL specifies a maximum spacing of 400m between bus stops. The scheme proposals will be for stops to be more centralised and provide better access to the town centre, being located closer to the signal crossing, providing interchange between transport services. Bus stop relocation could also have a positive impact for some users depending on their destination.

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							Road Layout Change As part of the scheme proposals, removal of the gyratory circulation effectively moves the traffic away from the town centre, making it safer for pedestrians and address existing collision patterns. The changes of the road layout could lead to longer journey times for disabled people who may rely on transport such as taxis, private vehicles, or Dial a Ride. There may also be a negative impact on emergency services response times. New layouts can be confusing for many people including those with sensory impairments, neurodegenerative or neurodivergent conditions and poor mental health. This can create confusion, anxiety, and an inability to travel through the streetspace. **Pedestrian and Cyclist Interaction** There are areas where pedestrians and cyclists are more likely to interact in shared areas. This provision is a recognised feature in local and national design standards such as the London Cycling Design Standards (LCDS, 2014), to ensure designs encourage safe and considerate behaviour by cyclists. This will be particularly important to assure disabled people.

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							Continuous footways Continuous footways are intended to establish pedestrian priority across side roads where there are very few vehicles using the side road and the vehicle speeds are low. The flush surfaces are easier for mobility impaired people to navigate. However, we are aware people of neurodivergent groups may be unfamiliar with the layout, because CFs have no kerbs and can have less road markings. National Federation of the Blind UK were also opposed to having continuous footways. The current feasibility design does include proposals for any continuous footways. However, they are to be carefully considered at the next design, to accommodate emergency, service, and private accesses along Sangley Road and Rushey Green.

	Employee	Customer	Positive	Neutral	Negative	No Impact	**Comments and actions to mitigate or take forward** *(please include actions to mitigate the potential negative impact for this protected characteristic)*
							Pedestrian improvements The proposals include: • Replacing staggered crossings with direct crossings • Widening crossings. • Upgrading signals, removing redundant street furniture • Improving footway surfaces. This would have a positive impact on disabled people using the crossings at Catford Station and Thomas Lane. Implementing the measures to encourage more walking and cycling should increase natural surveillance to help deter criminal activity and improve safety on local streets. Consequently, this should positively impact disabled people who can be victims of crime. Simplified street layouts make it easier for pedestrians with a cognitive disability to navigate and may also reduce the walking distance for people with mobility impairments. Other improvements may also positively impact people using the GP Surgery at A205, who are more likely to be older and/or with a disability.

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							Encouraging cycling The proposed A205 'two-way' cycle lanes should have a positive impact on disabled people in terms of encouraging active travel. **Taxi Access** The provision of segregated cycle lanes between the footway and carriageway may reduce places where taxis can pick up/drop off passengers who use wheelchairs. **Parking Bays** The removal of parking bays will reduce parking access near destinations. However, the design will cater for disabled users by improving pedestrian access to public transport and local facilities. Blue badge bays will be provided to ensure the prioritisation of those who have no alternative but to travel by private car.

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							Level Access to Jubilee Fields from Station The proposed scheme will provide step-free access from Catford Road to Jubilee Fields sports ground (east of Catford Bridge). Currently, users who cannot use steps, use the pedestrian-controlled crossing (opposite Laurence House) before using a non-controlled crossing on Canadian Avenue to reach the pedestrian and vehicular access to the sports ground. Under the proposed scheme, two pedestrian-controlled crossings across Catford Road would be built: • One close to Catford Bridge station. • The other close to the junction with Thomas Lane. Both proposed pedestrian crossings would be to the west of the Canadian Avenue junction. Therefore, they will provide improved access across Catford Road to the Jubilee Fields sports ground, particularly for disabled. The re-alignment of Catford Rd impacts a staircase to Jubilee Fields and a non-DDA compliant ramp (1:10 gradient) to a pedestrian subway to Catford Bridge station located east of the tracks. The lost staircase will be re-provided. The subway will be closed, and the ramp won't be re-provided. The retained design delivers a more direct route between Catford Bridge and Jubilee Fields with a maximum gradient of 1:27.

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							This alternative takes advantage of the following: • A controlled crossing over Catford Road directly west of Doggett Road. • A widened southern footway along Catford Rd. • A new pedestrian access to Jubilee Fields on Catford Road located on the north-east corner facing Thomas' Lane. The retained design was deemed satisfactory based on 'Travel in London: Understanding our diverse communities (Sept 2019)' as it provides a more direct and shorter access to Jubilee Fields from the station. **Construction** The construction period may result in increased security concerns or impact on perceived safety. However, we will carry out a 3 Tier assessment to check temporary routes with less natural surveillance, high hoardings and/or poor lighting.
Sexual orientation		x	x		x		Changing the location of bus stops, could have a potentially negative impact on all passengers if the distance between bus stops increases, or if the location of the stop is moved away from key origin points or amenities. The increase in walking distances to or from a bus stop could also make those locations feel more remote. It would therefore increase perceptions of risk to personal safety and increase the

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							likelihood of anti-social behaviour. Perception of risk to personal security may increase at night-time. However, TfL specifies a maximum spacing of 400m between bus stops. The scheme proposals will be for stops to be more centralised and provide better access to the town centre, being located closer to the signal crossing, providing interchange between transport services. Bus stop relocation could also have a positive impact for some users depending on their destination. Implementing the measures to encourage more walking and cycling should increase natural surveillance to help deter criminal activity and improve safety on local streets. **Construction** The construction period may result in increased security concerns or impact on perceived safety. However, we will carry out a 3 Tier assessment to check temporary routes with inadequate natural surveillance, high hoardings and/or poor lighting. **Mitigating actions** • Monitor responses from groups of LGBTQ+ during consultation/engagement. • Engage with bus operators on impact during construction.

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Marriage or civil partnership		x	x		x		Changing the location of bus stops would have a potentially negative impact on all passengers. However, TfL specifies a maximum spacing of 400m between bus stops. The scheme proposals will be for stops to be more centralised and provide better access to the town centre, to be located closer to the signal crossing, and support interchange between transport services. Bus stop relocations could also positively impact for some users depending on their destination. The scheme proposals to improve facilities for walking and cycling should help encourage more active travel. This should then foster a better natural surveillance to deter criminal activity. **Construction** The construction period may result in increased security concerns or impact on perceived safety. However, we will carry out a 3 Tier assessment to check temporary routes with inadequate natural surveillance, high hoardings and/or poor lighting.
Pregnancy and maternity		x	x		x		The scheme proposals to improve facilities for walking and cycling should help encourage more active travel. This should then foster better natural surveillance to deter criminal activity. This should have a positive impact on people who are pregnant or new parents, who may feel more vulnerable to crime.

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							Bus Stop Locations Changing the location of bus stops would have a potentially negative impact on all passengers. However, TfL specifies a maximum spacing of 400m between bus stops. The scheme proposals will be for stops to be more centralised and provide better access to the town centre, to be located closer to the signal crossing, and support interchange between transport services. Bus stop relocations could also positively impact for some users depending on their destination. **Pedestrian improvements** Replacing staggered crossings with direct crossings, widening crossings, upgrading signals, removing redundant street furniture, and improving footway surfaces as part of these proposals improves the safety and priority of pedestrians. Especially for people who are pregnant or for parents with young children. The proposed improvements would assist people using the GP Surgery at Catford Road, including pregnant women and people with young children. **Encouraging cycling** A key objective of Catford Town Centre Framework is to improve the quality and safety of its streets by implementing

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							new or improved infrastructure. This includes measures such as the provision of new cycle infrastructure, which may encourage the use of wider cycles, including trailers, by parents with children and improve access to the town centre amenities **Mitigating actions** The construction period may result in increased security concerns or impact on perceived safety. We will carry out a 3 Tier assessment to check temporary routes with inadequate natural surveillance, high hoardings and/or poor lighting. Monitor responses from this demographic during engagement. Engage with bus operators on impact during construction.
Disadvantaged, inclusion groups and communities *e.g., carers, refugees, low income, homeless people etc*		x	x		x		The scheme proposals to improve facilities for walking and cycling should help encourage more active travel. This should then foster better natural surveillance to deter criminal activity. Improvements to bus journey times and reliability will have a positive impact on all customers using bus services with routes along affected bus lanes. With 95% of Londoners living within 400m of a bus stop, buses are a widely accessible form of transport.

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							Alongside improving the public transport experience, the reduction in crowding on services will increase the perception of public transport as a safe means of travel. This will benefit those in lower-income groups, who are more reliant on buses. **Construction** The construction period may result in increased security concerns or impact on perceived safety. However, we will carry out a 3 Tier assessment to check temporary routes with inadequate natural surveillance, high hoardings and/or poor lighting.
Deprivation and socio-economic disadvantage of local communities *e.g., people with lack of access to housing, education, social resources, geographic location, and income*		x	x		x		As a key location within Lewisham, it is anticipated that the scheme would have an impact on people within the borough of Lewisham as a whole, as well people who live, work or travel through the immediately affected wards. The Catford Town Centre scheme proposes several physical measures that would change the physical layout of Catford, including the provision of segregated cycle lanes, improvements to street crossings, and changes to bus stop layouts and locations. The widening and resurfacing of footways are likely to provide more attractive walking locations improving the desirability of

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							Catford, leading to greater informal interaction, and consequently helping to foster good relations in the community. The improved accessibility of Catford Town Centre should encourage more people to walk and cycle. Increased congestion during construction will affect bus journey times. This will have a greater impact on lower income groups, recognised as higher users of this transport mode. The temporary inconvenience could discourage the use of buses. **Mitigating Actions** The construction period may result in increased security concerns or impact on perceived safety. We will carry out a 3 Tier assessment to check temporary routes with inadequate natural surveillance, high hoardings and/or poor lighting. Monitor responses during consultation/ engagement. Engagement with bus operators on impact during construction.

Action planning

List all planned actions - actions which could help mitigate any potential negative impacts.
Additionally, please remember to include in your plan any 'positive action'.

	Actions	Owner	Deadline
1	Bus passenger journey times – ensure that measures have been undertaken to mitigate the impact of changes to bus journey times. This may include providing bus priority elsewhere along the route.	TfL Network Sponsorship	During the design process
2	Bus stop facilities – ensure that any proposed changes to bus stop facilities such as bus stop shelters, seating or information takes account of passenger demand / usage or the availability of alternative facilities nearby.	TfL Engineering/Network Sponsorship and PPD	During design process
3	Bus stop location – ensure that spacing between bus stops is within 400m and that changes to bus stop locations takes account of bus passenger demand and nearby origin and destination points to maintain access to local services.	TfL Engineering	During design process
4	Parking timings or locations – ensure that there is adequate parking loading provided	TfL Engineering/Network Sponsorship	During design process

5	Footways – ensure that any proposed changes to footway widths takes account of the expected pedestrian flow in the area and meet TfL's minimum standards for footway widths. Pedestrian Comfort Level analysis can be used to ensure footway widths are suitable for the location	TfL Engineering	During design process
6	Road Safety Audits – ensure that Road Safety Audits are carried out at the appropriate stage of the design and implementation process to understand, assess, and mitigate risks to road safety.	TfL Engineering/Network Sponsorship	During design process
7	Scheme to be presented to the Independent Disability Advisory Group.	TfL Engineering	During Design Process
8	Engage with local schools around safe routes and any possible disruption, due to the scheme construction.	TfL Network Sponsorship/Local Communities and Partnerships	Pre & during construction period

9	During the construction phase it is likely that some footways may become narrow or blocked and crossings may be temporarily closed or relocated. Special care will be given during the construction phase, to ensure contractors provide enough space. Particularly, for wheelchair and buggies users. We will carry out a 3 Tier assessment to check temporary routes with inadequate natural surveillance, high hoardings and/or poor lighting.	Contractor / TfL Network Management/TfL Local Communities & Partnerships / TfL Project Programme Delivery (PPD)	During construction.
10	Enhancing positive impacts – ensure that positive outcomes of the scheme are well publicised and easy to understand and use by staff and / or customers. This will include public consultation, events, media and advertising or implementation of signage.	Sponsor / Communications team	Post-implementation
11	Following construction of the scheme, guided walks will be offered to take interested stakeholders through using the new infrastructure.	TfL Network Sponsorship/Local Communities and Partnerships	Post Implementation

5. **Monitoring and evaluation**

Detail how you will or plan to monitor and evaluate the success of the mitigation actions and the overall impact of your decision or proposal

1.	**How would you monitor and evaluate the success of the mitigating actions once your proposal has been implemented?**	Post-implementation customer research will identify whether the scheme has improved the travel experience of protected characteristic groups. TfL and Greater London Authority Market Research reports will continue to be reviewed periodically by TfL to determine any substantial demographic changes along the routes. Cycle counts will also be undertaken to collect data on how many people are using the cycle tracks
2.	**How would you monitor the actual impact of your proposal or decision once your proposal has been implemented?**	Quantitative data gathering: • Cycle flows • Cycle journey times • Traffic flows/speeds • Bus journey times • Casualty figures Qualitative data gathering: • Attitudinal surveys to find out about people's attitudes to cycling, along the route and a wider sample of Londoners (Customer Research Surveys). • Behaviour changes surveys along route of users and non-users to ask what trips are being made, what change has taken place in their trips, why this change has taken place and what aspects of the scheme were most successful or unsuccessful. • Customer satisfaction surveys.

6. **Decision-Making**

Based on the above assessment, please select one of the options below that describe what you propose to do next. It is important that you provide the reason(s) for your decision and the evidence that supported these reasons.

1	**Continue with your work because the assessment demonstrates that the work will have no potential negative or adverse impact on equality and inclusion groups.**	
2	**Justify and continue with your work despite negative equality impacts, and because there are other factors which make it reasonable for you to decide to continue with your work.**	While construction works are likely to cause temporary inconvenience for travel, the implemented scheme will improve the area for people walking, cycling, and accessing buses in Catford Town Centre. A better bus service should encourage more to use public transport and reduce private car usage. The scheme will create better place making to deliver housing objectives. New pedestrian crossings will support safer routes to open spaces.
3	**Change or adapt your work to ensure it does not adversely or disproportionately impact certain groups of people, communities, or miss opportunities to affect them positively**	
4	**Stop your work because there is a high probability of noticeable discrimination and negative impacts which cannot be objectively justified. Further research work may be needed.**	

7. Sign off

EQIA author			
Name:	Tina Pancha	Title:	Principal Sponsor
Date:	23 November 2023		
Signature			
EQIA reviewer (superuser or D&I team)			
Name:	Faith Martin	Title:	Principal Technical Specialist
Date review completed:	18 May 2023		
Signature			
EQIA signed off by (Senior accountable person) *The EQIA should be signed off by a senior accountable manager or senior project sponsor. They are ultimately responsible for ensuring that the EQIA requirements are taken onboard and delivered as part of the project deliverables and/or escalated to the decision-makers where necessary. By signing, they are confirming that the equality impacts have been identified, understood, and considered; those affected by the proposal/decision have been involved or consulted; and there are plans to mitigate any potential negative impact and monitor the actual impact of the proposal/decision after implementation.*			
Name:	Thomas Holmes	Title:	Lead Sponsor
Date:	23 November 2023		
Signature			

Document history and version control

Document history	Version	Date	Summary of changes
	0.1	21/04/2021	First draft
	0.4	21/04/2023	Second draft
	0.5	10/05/2023	Third draft
	0.6	18/05/2023	Sign off
	0.7	23/11/2023	Post-consultation update