

Equality Impact Assessment (EqIA) form

Initial Screening

Introduction:

As part of our legal duties to eliminate unlawful discrimination, advance equality of opportunity and foster good relations between people who share a protected characteristic* and those who do not, the Equality Impact Assessment (EqIA) provides a way of developing your strategy, project or policy, that considers the need of all employees.

The Initial Screening of your strategy, project or policy will assist in identifying any potential impact(s), and help in ensuring that the decisions involved in your strategy, project or policy are fair to all employees. For further information, see the Equality and Human Rights Commission (EHRC) website, please [click here](#)

Please complete all four sections. For guidance notes to support you, please see page 15

** Age, people with a disability, gender reassignment, gender, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sexual orientation.*

Section one: Your strategy, project or policy.

Name of strategy, project or policy:

Provide the full name of your strategy, project or policy:

Colourful Crossings

Person completing assessment: Provide the full name, position and department of the person completing the form.

Stella Lam, Project Manager (Future Streets Incubator Fund), Urban Design Team, Planning Department.

Telephone number:

Provide the telephone number of the person completing the form. (No Mobile or Auto Nos).

Section two: Assessment of impact(s)

1. **What is the main purpose of the strategy, project, or policy?** Describe what your strategy, project, or policy aims to achieve. (As outlined in the strategy, project, or policy section of the business case)

Future Streets Incubator – Colourful Crossings

Better Bankside's Colourful Crossings proposal was one of the first ten projects to be funded by the Future Streets Incubator (FSI) <https://tfl.gov.uk/travel-information/improvements-and-projects/future-streets-incubator>. The proposal tested the impact of combining art with pedestrian crossings and footways as part of the "Avenue of Art". The Avenue of Art, a Better Bankside led project, aims to transform Southwark Street through a long term programme of creative commissions in the public realm.

The intention of Colourful Crossings is to transform a functional piece of infrastructure into a place-making tool that creates local meaning, encourages walking and reduces the dominance of the carriageway.

TfL have worked closely with Better Bankside and the artists on the first two installations. This has resulted in both Crossing Stories and The Performer being delivered successfully. This included working with materials, safety and delivery experts within the asset management team.

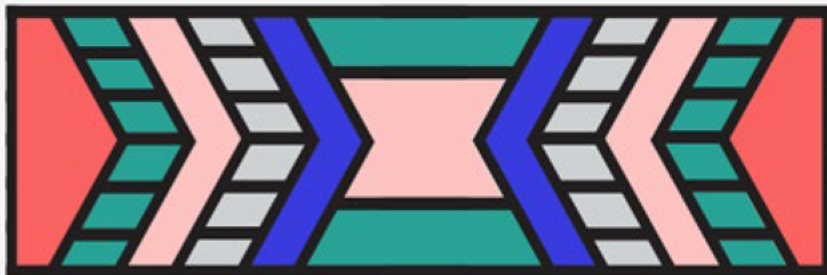
- 1st Installation: EXYZT – 'Crossing Stories' (<http://www.crossingstories.co.uk>) used colours, shapes and text on the O'Meara Street crossing of Southwark Street, the footway and the surrounding streets to bring local stories and history to life. The scheme was implemented on 10th October 2015 and removed in May 2016. During the design process, two meetings were held with Herbert, Beatriz, Andrew Coventry, Alan Davidson whom agreed on the artwork, painting material, and vinyls for pavement. Advice was also given on securing licence to undertake traffic management to implement art work.

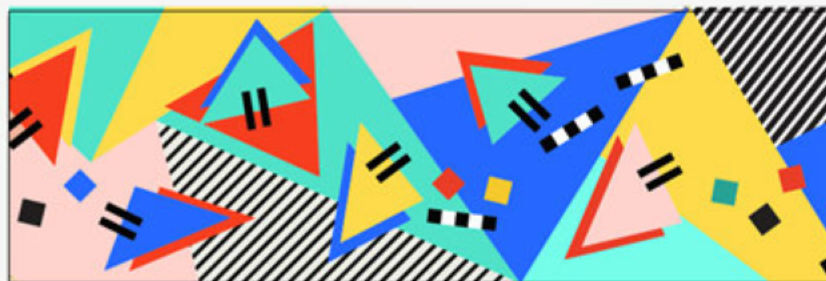


- 2nd Installation: Adam Frank – ‘The Performer’ transformed a dark and uninviting piece of footway under a rail bridge into an informal and spontaneous performance space. When a person walked along the footway, a spotlight shone down and the sound of spontaneous applause is triggered. The more the person moved, the livelier the applause. The piece was installed on 14th September 2015 for duration of two months.



- 3rd Installation – Same idea to the first installation but using a different material this time. This year, Better Bankside are keen to see how such an approach could work with a preformed road marking material, and will be working with artist Camille Walala - <http://camillewalala.com/> . On the advice of TfL asset maintenance team Pre-Mark <http://preformedmarkings.co.uk/> would manufacture the materials. The proposed location is at the crossing by Great Guildford Street, the area of the crossing is 10.3m x 3.3m. Below are the mock-up of the 2 proposed designs and both Andrew Coventry (Road Safety) and Alan Davidson (Highway operations) have no objection to these designs. The project is part of our Colourful Crossings project from last year, and is only going to be on the road temporarily (around 3 ~6 months).





The trial meets the following aims of the Road Task Force vision:

- Focusses on how existing assets can be more efficiently and flexibly managed and improved through art in the public realm.
- Explore how the 'place' functions of a busy Central London road can be improved through a creative intervention underpinned with a credible and robust monitoring framework.
- Improve crossings and junctions with limited budget, and will help transform neglected/ underused spaces along Southwark Street into livelier and more vibrant public places.
- Support increased footfall and dwell time in streets
- Assess the impact of such an approach on traffic speeds and volume to see if behaviour is altered as a result of the intervention.

2. List the main activities of the strategy, project, or policy (for strategies list the main policy areas): Describe the key activities of the strategy, project, or policy. This should not just be a simple list of activities and should align with the business case for the strategy, project, or policy.

The 3rd installing of this project will work with the everyday infrastructure of the street, and through the collaboration with an artist, will visually transform them, to challenge how they are perceived by pedestrians and motorists, and to measure the impact of such a creative transformation on how pedestrians and motorists use Southwark Street.

The trial will take art out of its traditional gallery setting, and will reinforce Bankside's position as a world class cultural destination. The trial aims to explore using public art to change perceptions of Southwark Street and its adjacent streets and spaces. It is not a permanent installation but a temporary trial (3 to 6 months) to test new innovative approaches to street design. It is about innovation and has been approved by both Ben Plowden and Dana Skelly. It is intended to push the limits of what TfL would normally do in order to develop learning. The learnings on the project so far have included new knowledge of materials, the impact on pedestrian movement and perception, safety, commercial value and the approvals process.

The project will explore how creative practice in the everyday environment of a busy street impacts on peoples' enjoyment and use of the space, and its impact on local businesses, and is keen to promote:

- A fresh approach to producing art in the public domain, which challenges traditional perceptions of 'public art'
- An imaginative and resourceful approach to working with everyday road and city infrastructure
- A project that creates a unique and memorable experience for passers-by and users of the street, that offers visual delight and playfulness within the public realm
- A project that if successful, could be easily replicated in other locations throughout London and beyond
- A collaboration between the artist, and a project group comprising highways engineers, urban designers and other technical specialisms

3. Have you consulted on this strategy, project, or policy? Describe who have been consulted both internally and/or externally in regards to the strategy, project, or policy. This should include the feedback from the consultation (where applicable) and the changes made because of this feedback.

Better Bankside have consulted externally and internally with various teams in TfL. These include:

- Tate Modern – advisor on commissioning of artist and member of Avenue of Art steering group
- Southwark Council – highway authority for borough roads and member of Avenue of Art steering group
- Transport for London – highway authority for TLRN and member of Avenue of Art steering group
- Loughborough University – research and evaluation partner

Consultation with equality stakeholders: This (both the colourful crossings project and the future streets process) is a steep learning curve, and Natalie's comments and recommendations are all welcome. Better Bankside reach out to Blackfriars Settlement, locally based who work a lot with older people, and sometimes with visually impaired to see if they can be more active in the evaluation of the project, and they also have a very active Southwark Living Streets, so they'll contact both of them to see if they can do some activities with Living Streets around this project.

The trial is technically feasible and no legislative changes are required, as demonstrated in the first installation. Feedbacks from colleagues within TfL and Southwark Council indicate no objective and have shown their support for this project. Better Bankside has taken advice from colleagues at TfL on materials, and safety aspects of the design.

This project is also in response to the healthy streets approach, by widening of the pavement, the trial will make it easier for all ages and those with all types of mobility needs to walk along Lavington Street; the trial will encourage greater levels of walking and make the road more pleasant for cyclists but reducing the volumes of other traffic ; and the change proposed as part of the trial will help contribute to feelings of safety by reducing traffic speeds and

eliminating the danger to those crossing the road from left turning vehicles at the junction of Lavington Street and Southwark Street.

4. Have you used any research to support your strategy, project, or policy? Describe what research has been used to support the strategy, project, or policy and the effect of this research on the strategy/project/policy.

This is part of the Incubator Fund. Better Bankside, through its Avenue of Art initiative, wishes to commission an artist to transform a number of pedestrian crossings on Southwark Street, London SE1 during spring and summer 2015. The work was commissioned as part of Better Bankside's Avenue of Art initiative – a long term programme to take art out of its traditional gallery setting, and to transform everyday spaces along and around Southwark Street.

All the bids received by TfL were accessed by colleagues in Planning, Surface and GLA. This project was scored favourably and has won funding from the Future Streets Incubator programme, which aims to test out innovative approaches to balancing the movement functions of London's streets and roads, with their capacity to support public life and a lively public realm.

Better Bankside have noted and will read the links provided by Natalie, and see if there are relevant lessons to take from them for this project and how it is communicated.

5. Have you explained your strategy/project/policy to people who might be affected by it directly or indirectly? Describe how the strategy, project, or policy will be communicated to staff and/or customers who are affected by the strategy, project, or policy. Q5,Q8

Better Bankside have regular and ongoing communication with the Businesses and people who live locally and have issued press release, on webpage and social media.

For this crossing Better Bankside plan to have an onsite sign explaining more about the project. This can be attached to the traffic lights, or fixed nearby the crossing. They will be undertaking further questionnaires on street when the piece is in situ – so they will gather feedback from this too on how people perceive it, and what kind of impact has the trail made. Finally they'll be doing some press releases about the project to help raise awareness closer to the time of its installation.

They undertook 300 on street surveys before and 300 during the installation of the first Colourful Crossings in 2015. Whilst there was no significant impact on perceptions of safety, the interventions did make respondents more disposed to use the official crossing (48%). The majority agreed that the artwork made them more likely to use the crossing (85%), possibly because it make them feel happier (68%).

There was a significant uplift in awareness of public art interventions along Southwark Street while the two interventions were in situ. This could suggest that the interventions had an impact on users' awareness of Southwark Street more generally, and other creative installations on the street more specifically.

They also held a focus group with local residents and with local employees. Feedback from the Focus Groups suggested that similar initiatives in the future should not create new questions about the purpose of the work and should be focused on generating a more pleasant street experience.

Focus group attendees suggested that the purpose of the colourful crossing could be more clearly communicated through the use of on-site signage for example, and this is they will do for the 3rd Colourful crossing.

Highlights of key communication plans with equality stakeholders - Better Bankside will contact both Blackfriars Settlement and Southwark Living Streets about raising awareness of the project to those that might be negatively impacted by it.

6. Who will be the main beneficiaries of the strategy, project, or policy?

Describe who will significantly benefit from this strategy, project, or policy and explain why this is the case and complete table 1. (Please refer to the guidance notes on page 15 to assist in completing Table 1.) Q6

General public; visually impaired people (those with some useful vision) as the crossings will be made more obvious. (As the majority of visually impaired people are also older people this may also be seen to help older people.)

By making the area brighter, more energised and pleasant perceptions of fear may go down for those groups who perceive the most danger when walking at night. This would include disabled people, women, older people, BAME and LGBTQ communities.

Table 1 – Evidence of impact

Protected Characteristic			
Age			
Demographics		London profile	TfL's staff profile
	Under 25		
	Over 65		
Impact rating please tick (✓)	Provide the evidence justifying the impact rating		
Positive Impact		By making the area more vibrant and this may encourage more people to use the area on foot.	
No Impact		- the material used is non slippery, and was approved by the safety and delivery experts within the asset management team.	
Negative Impact			

Protected Characteristic

Please note: London profile percentages are taken from the 2011 Census and TfL's workforce profile is taken from the 2012/13 Annual Workforce Monitoring Report

Disabled People		
Demographics	London profile	TfL's profile
	N/A	N/A
Impact rating please tick(✓)	Provide the evidence justifying the impact rating	
Positive Impact		-In general making crossings easier to see will have a positive impact on visually impaired people.
No Impact		- the material used is non slippery, and was approved by the safety and delivery experts within the asset management team.
Negative Impact		

Protected Characteristic Gender Reassignment		
Demographics	London profile	TfL's staff profile
Impact rating please tick (✓)	Provide the evidence justifying the impact rating	
Positive Impact		By making the area more vibrant and this may encourage more people to use the area on foot.
No Impact		
Negative Impact		

Protected Characteristic Gender		
Demographics	London profile	TfL's profile
Impact rating	Provide the evidence justifying the impact rating	

Please note: London profile percentages are taken from the 2011 Census and TfL's workforce profile is taken from the 2012/13 Annual Workforce Monitoring Report

Please tick (✓)	
Positive Impact	By making the area more vibrant and this may encourage more people to use the area on foot.
No Impact	
Negative Impact	

Protected Characteristic Marriage and Civil Partnership		
Demographics	London profile	TfL's profile
	Current not available	N/K
Impact rating please tick (✓)	Provide the evidence justifying the impact rating	
Positive Impact	By making the area more vibrant and this may encourage more people to use the area on foot.	
No Impact		
Negative Impact		

Protected Characteristic Pregnancy and Maternity		
Demographics	London profile	TfL's profile
	Figures not available	N/K
Impact rating please tick (✓)	Provide the evidence justifying the impact rating	
Positive Impact	By making the area more vibrant and this may encourage more people to use the area on foot.	
No Impact	- the material used is non slippery, and was approved by the safety and delivery experts within the asset management team.	
Negative Impact		

Protected Characteristic Race (Ethnicity)		
Demographics	London's profile	TfL's profile
Impact rating please tick (✓)	Provide the evidence justifying the impact rating	
Positive Impact	By making the area more vibrant and this may encourage more people to use the area on foot.	
No Impact		
Negative Impact		

Protected Characteristic Religion and Belief		
Demographics	London's profile	TfL's profile
Impact rating please tick (✓)	Provide the evidence justifying the impact rating	
Positive Impact	By making the area more vibrant and this may encourage more people to use the area on foot.	
No Impact		
Negative Impact		

Protected Characteristic Sexual Orientation.		
Demographics	London's profile	TfL's profile
Impact rating please tick (✓)	Provide the evidence justifying the impact rating	
Positive Impact		
No Impact		
Negative Impact		

Section three: Outcome of impact(s)

- 7. What monitoring systems have been set up to carry out regular checks on the effects your strategy, project, or policy has on equality target groups.** Describe the monitoring processes that will be put in place to ensure that the equality effects of the strategy, project, or policy are measured and/or reported.

The project will establish a robust evaluation framework to measure the impact of these interventions

- On footfall along and across Southwark Street before and during the trial,
- On traffic speeds and traffic numbers before and during the trial,
- On dwell time in the street, and peoples' perceptions of the quality of the street as a public space.

The objective of the trial aim to increase footfall to Southwark Street, slowing down car traffic to help alter how the street is perceived and used by pedestrians. The trial will assess how art in the public realm can inform how people perceive and use a street, hence assessing its ability to alter a 'street type' over time.

The evaluation is progressing and we expect to receive an evaluation report by end of July.

- 8. How will the strategy/project/policy be introduced including any necessary training? Does everyone involved in the strategy, project/policy know and understand what you have done? Are they able to put the strategy/project/policy into practice?** Describe the approach to introduce the strategy/project/policy, and where necessary any training that would be needed for the delivery of the strategy/project/policy.

Not Applicable

9. What will be the measures of success of the strategy/project/policy and functions and the key performance indicators? Describe how you will ensure that your strategy/project/policy has been delivered, and include any evidence that may be available.

The measure of success of the trial will be determined by:

- Increase in footfall along Southwark St which is above increased footfall observed at other Bankside locations as observed by footfall counters installed across the area.
- Improved pedestrian perceptions of Southwark Street as observed through qualitative face to face surveys.
- Improved economic vitality along Southwark Street as evidenced through interviews with ground floor businesses along the street and aggregate business turnover data.

Better Bankside will ensure any further crossing will have an EQIA carried out, and incorporate learning and feedback from the initial feedback.

Section four: Sign off

Please sign and date this form, keep one copy and send one copy to, **Equality & Inclusion, 10th floor Windsor House**. Please ensure that all parties have signed the form before returning the form to Equality & Inclusion

Form completed by -This should be the same person as in section 1 - "Person completing assessment."

Stella Lam

Date of completion - Use the date when your EqIA is agreed by the Equality team.

19/07/2016

Counter signed by Line Manager - The Sponsor of the strategy/project/policy

Gareth Sumner



Date

31/08/2016

Guidance Notes on completing Table 1.

The Equality Act 2010

The Equality Act came into force from October 2010 providing a modern, single legal framework with clear, streamlined law to more effectively tackle disadvantage and discrimination.

<http://source.tfl/News/CorporateNews/11624.aspx>

The Social Model of Disability

Transport for London supports the social model of disability which upholds that it is a disabled person's environment that limits their ability to complete a task and not the person's disability. For example:

- If a visually impaired employee is given the correct software/hardware they can use a computer.
- A wheelchair user may request information on step free access before attending a meeting.
- If a deaf person is caught in an emergency on the transport network it's important they can see visual information.
- If an interchange route is complicated with limited signage, passengers with learning difficulties are less likely to use it.

Faith Groups

Faith groups cover a wide range of groupings the most common of which are Buddhists, Christians, Hindus, Jews, Muslims, Sikhs. Consider faith categories individually and collectively when considering positive and negative impacts

London Data Store

The London Data Store has been created by the Greater London Authority (GLA) as an innovation towards freeing London's data. This is a free of charge service supplied via the GLA.

<http://data.london.gov.uk/>

TfL Customer Research

By using the Customer Research Search engine on their Source page a large amount of information on the customers who use London's transport system is freely available.

<http://source.tfl/CustomersAndService/599.aspx>

Workforce demographics Reports

For information on employee demographics please contact your HR Business Partner.

DRAFT