

Equality Impact Assessment Confirmation



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Cc: Mustafa Leyla

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[Submitted by [\[REDACTED\]](#) [@tfl.gov.uk](#)]

Thank you for submitting the Equality Impact Assessment Confirmation form.

Equality Impact Assessment Confirmation

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Name of the strategy, programme, project or policy

Redevelopment of
Stanmore station car
park

Is this policy or project likely to impact on the following?

Our customers e.g.
Road works or station
improvement work

If this policy or project is likely to impact on?

Customers

What is the purpose of the project, strategy or policy?

Please state if people with any of the nine protected characteristics will be (or are likely to be) impacted?

If you have answered 'yes' to the above question, please answer the four questions below:

In what way?

What steps have been considered to mitigate any material adverse impact?

Whether such steps are to be proposed or to be adopted?

The reasons for any decision or proposal?

Statement Sign-Off

Statement Date:

Reviewer/Sponsor Sign Off

Reviewer Date:

What is the main purpose of the strategy, programme, project or policy?

To redevelop Stanmore station car park into housing, predominantly affordable housing. The majority of the existing car parking provision will be retained, with buildings above.

Briefly list the main activities of the strategy, programme, project, or policy.

Tender the site to a panel of developers in Summer 2018 and select a developer by early 2019. The developer will then prepare a planning application by late 2019, with a view to starting construction work by early 2021.

What is the timeframe for the strategy, programme, project or policy?

Circa five years

Person completing assessment

Wakeford Dave

Position

Senior Property
Development
Manager

Telephone	Department
	Commercial
Please outline what the impact (positive and negative) will be on all customers and/or staff as a consequence of your strategy, programme, project or policy, or of any period of works it involves?	
Negatives: There will be some disruption to staff and customers during construction, as it is likely that part of the car park will need to be temporarily closed. After construction it is likely that the total amount of car parking will have reduced from the current 450 spaces. The reduction will be subject to the planning application to be in the range of 10-20% (i.e. 45 to 90 spaces lost).	
Positives: The development is expected to provide public realm enhancements around the station as well as improve the setting of the car park. The provision of affordable home will be to the benefit of the local community. The development may also enable an improved step free access provision to the station, improving	
Age	Pregnancy and Maternity
Yes	Yes
Disability	Race
Yes	No
Gender Reassignment	Religious Beliefs
No	No
Gender	Sexual Orientation
No	No
Marriage and Civil Partnership	Other
N/A	Yes
Please outline how you have consulted this/these group/s on your strategy, programme, project, or policy?	
At this early stage of the scheme no public consultation has taken place. There will be extensive consultation carried out by the developer whilst working up their planning application.	
There has however been internal consultation, with key stakeholders such as the car park operator, LUL and Surface. LB Harrow and the GLA have also been consulted.	
Please outline what research you have used to understand the impact your strategy, programme, project or policy will have on this/these group/s?	
We have carried out a survey of the car park users, during October/November 2017, which involved a face to face interview with around 1,000 users of this and 3 other car parks. The survey focused on how users use the car park in terms of regularity, origin, destination etc. It also focused on attitudes towards potential changes to the car parks, and whether changes in tariffs and/or reductions in the number of spaces would encourage modal shift towards more sustainable forms of transport. The results of the survey were generally positive and suggest that the car parks can be reduced in size by varying amounts.	
Please outline how you will explain your strategy, programme, project, or policy to people in this/these group/s?	
This will be put together in conjunction with the development partner in 2019.	
If applicable, please outline evidence of the positive impact your strategy, programme, project, or policy will have on people with this protected characteristic?	
If applicable, please outline evidence of the negative impact your strategy, programme, project, or policy will have on people with this protected characteristic?	
If a negative impact is foreseen, please outline what mitigating actions are proposed, and when you	

current 450 spaces. The reduction will be subject to the planning application and consultation, but is expected

also enable an improved step free access provision to the station, improving the current sub-standard provision.

If a negative impact is foreseen, please outline what mitigating actions are proposed, and when you will implement these?

Outline Evidence Positive

Outline Evidence Negative

Outline Mitigating Actions

Please outline the monitoring systems you have set up to carry out regular checks on the impact on the equality groups you have identified?

This will be progressed by the developer as part of the planning application work. We will set out in the tender documentation that further survey work and consultation is required.

How will the strategy, programme, project, or policy be introduced, including any necessary training for staff on the impacts on equality groups?

This can only be determined once the actual reduction in car parking is known, which will be the product of a planning application and public consultation. To be reviewed in the future.

What will be the measure of success of the strategy, programme, project, or policy on the equality groups that will be affected?

This could be measured by customer satisfaction surveys, before, during and after construction.

Age-Outline Evidence Positive:

In this case the potential for an improved step free access provision would be a positive.

Age-Outline Evidence Negative:

A reduction in car parking numbers could impact negatively on this group. However, our survey results suggest that only around 1.5% of users are aged 65 or over.

Age-Outline Mitigating Actions:

The ambition is to encourage a proportion of users of these car parks to move towards more sustainable forms of transport: walk, cycle, bus, or if relevant use a (closer) local station. A reasonable proportion of all car park users fit this category based on our initial survey. As such it is hoped that any negative impact on protected groups will be minimised.

Disability-Outline Evidence Positive:

In this case the potential for an improved step free access provision would be a positive.

Disability-Outline Evidence Negative:

A reduction in overall car parking numbers could impact negatively on this group, albeit it is expected that blue badge spaces will be 'ring fenced'. Our survey suggests that around 4% of users are blue badge holders.

Disability-Outline Mitigating Actions:

The ambition is to encourage a proportion of users of these car parks to move towards more sustainable forms of transport: walk, cycle, bus, or if relevant use a (closer) local station. A reasonable proportion of all car park users fit this category based on our initial survey. As such it is hoped that any negative impact on protected groups will be minimised.

Gender Reassignment-Outline Evidence Positive:

Gender Reassignment-Outline Evidence Negative:

Gender Reassignment-Outline Mitigating Actions:

Gender-Outline Evidence Positive:

Gender-Outline Evidence Negative:

Gender Reassignment-Outline Evidence Positive:

Gender Reassignment-Outline Evidence Negative:

Gender Reassignment-Outline Mitigating Actions:

Gender-Outline Evidence Positive:

Gender-Outline Evidence Negative:

Gender-Outline Mitigating Actions:

Marriage and Civil Partnership-Outline Evidence Positive:

Marriage and Civil Partnership-Outline Evidence Negative:

Marriage and Civil Partnership-Outline Mitigating Actions:

Pregnancy and Maternity-Outline Evidence Positive:

Pregnancy and Maternity-Outline Evidence Negative:

A reduction in overall car parking numbers could impact negatively on this group.

Pregnancy and Maternity-Outline Mitigating Actions:

The ambition is to encourage a proportion of users of these car parks to move towards more sustainable forms of transport: walk, cycle, bus, or if relevant use a (closer) local station. A reasonable proportion of all car park users fit this category based on our initial survey. As such it is hoped that any negative impact on protected groups will be minimised.

Race-Outline Evidence Positive:

Race-Outline Evidence Negative:

Race-Outline Mitigating Actions:

Religious Beliefs-Outline Evidence Positive:

Religious Beliefs-Outline Evidence Negative:

Religious Beliefs-Outline Mitigating Actions:

Sexual Orientation-Outline Evidence Positive:

Sexual Orientation-Outline Evidence Negative:

Sexual Orientation-Outline Mitigating Actions:

Other-Outline Evidence Positive:

Other local vulnerable groups, particularly those on low incomes, may benefit from the provision of affordable housing.

Other-Outline Evidence Negative:

Other-Outline Mitigating Actions:

Form Completed By

Wakeford Dave

Line Manager Sign Off

Cornelius Jonathan