


F1457 A1 Equality Impact Assessment (EqIA) form

N.B: the completed form should be emailed to the [Diversity and Inclusion team](#)

Project * Programme Strategy Policy*	Colindale Station Redevelopment
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Document History	Version	Date	Summary of changes
	0.1	11/02/2020	First draft
	0.2	18/2/20	Second draft
	0.3	03/03/20	First Issue

* Delete as appropriate (the Accountable person should always be at least one management level higher than the Responsible person).



Project Related Documents	Doc No.	Document title	Relevant Section(s) of this Document



Step 1: Clarifying Aims

Q1. Outline the aims/objectives/scope of this piece of work

Strategic Context

Transport for London is one of the capital's largest landowners, with a 5,700-acre estate that has enormous potential to help deliver the much-needed new homes and jobs London needs. TfL's land holdings have the potential to play a vital role in meeting the Mayor's priorities to build new and affordable homes.

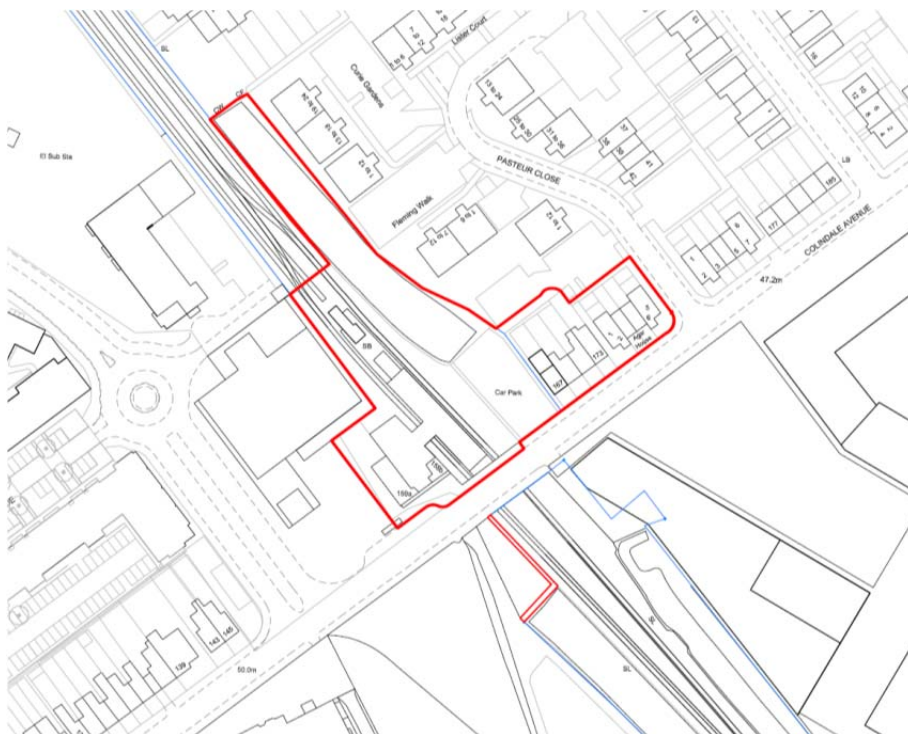
Overview

Transport for London (TfL) is advancing a proposal for a mixed use development on sites adjacent to Colindale Station in the London Borough of Barnet (LBB). The scheme comprises two elements; 1) a new ticket hall and 2) residential/commercial development on adjacent sites.

The station ticket hall will be relocated from its current position to the west of the railway and rebuilt on a raft over the tracks. It will provide improved facilities, reduce congestion and provide step free access to and from the platforms.

The residential and commercial development will be provided on the old ticket hall site, the existing station car park to the east of the station and on adjacent land not currently owned by TfL. A total of 313 new homes are proposed 50% of which will be affordable. The development comprises three blocks ranging in height from 28 storeys in the west down to 9 storeys in the east. Commercial space will be provided on ground and mezzanine floors facing on to Colindale Avenue.

Detailed consent for the station ticket hall, and outline consent for the residential and commercial development was granted in July 2019. Full details of the scheme are available on LB Barnet's planning portal ref 19/0859/OUT. A site plan is shown below.



Site plan

Site information

Location:

The site is located on and around Colindale Station on the Northern Line in Zone 4. The local authority is the London Borough of Barnet (LBB).

Description:

The scheme is known as the “Colindale Station Redevelopment” Project. The site is a combination of the existing tube station ticket hall, the airspace above the tracks which run in a cutting, the existing car park and embankment area and 10 individual houses and flats immediately adjoining the car park in third party ownership.

Mayors Opinion for the Site was approved in March 2019.

Aims/Objectives

This EqIA has been prepared in order to demonstrate TfL’s compliance with their public sector equality duty in respect of the residential/commercial element only of the proposed scheme at Colindale station.

A separate EqIA has been prepared by LU in respect of the station improvements and is complementary to this document.

An EqIA has been prepared on behalf of LB Barnet to meet their PSED in respect of the properties affected by the potential CPOing of land required for the development.

Q2. Does this work impact on staff or customers? Please provide details of how.

Staff

Development and delivery of the schemes within the programme will involve TfL staff, either permanent or contracted. Some schemes will also involve staff from London boroughs or contracted services.

As the Colindale scheme is on and adjacent to station premises, station staff may be impacted temporarily due to changes in access, accommodation provisions or working practices during construction of the residential/commercial development (Note there are currently no staff parking spaces). We have established a joint co-ordination group with LU management will work closely with them and the developer during construction to ensure safe and workable temporary facilities are in place. The core of this group is already in place and meeting fortnightly to ensure close liaison.

Customers

A range of customers will be impacted by the scheme both during and after construction:

- Customers using London Underground services to and from the station
- Customers travelling through, to or from the scheme area e.g. cyclists, pedestrians, private vehicle drivers, bus passengers
- Customers visiting or who own / run local businesses, services or amenities
- Customers who are residents in the area
- Customers who work in the area.

Customer groups include:

- Commuters and other passengers using LU services for work or leisure
- Private vehicle drivers including taxi, adapted dial-a-journey vehicles and private cars – journey times/ drop offs/ parking. The new development will be car free.
- Cyclists – effects of highway traffic.
- Pedestrians – effects on walking routes. Diversions and Improvements to public realm.
- Local businesses- impact on local businesses operating close to the scheme due to changes in traffic and public realm.
- During construction of this scheme it is likely that pedestrians, cyclists and vehicle users (including bus passengers) would experience increased congestion or diverted routes temporarily due to the building works

There are two existing blue badge parking spaces for disabled car users in the public car park to the east of Colindale station. It is intended to provide replacement Blue Badge parking spaces for the station in Charcot Road to the west of the station to replace those currently provided in the station car park. Note that currently step free access is not available at the station but will be following its' upgrade.

In accordance with the Colindale Underground Station Supplementary Planning Document (SPD) and the adopted London Plan, Blue Badge parking will be provided for a minimum of 3% of the proposed 313 residential units and space will be protected for Blue Badge parking to be increased to 5% of the proposed units in the future as identified in the Design and Access Statement (DAS). Further details of Blue Badge parking will be provided prior to the commencement of development.

Step 2: The Evidence Base

Q3. Record here the data you have gathered about the diversity of the people potentially impacted by this work. You should also include any research on the issues affecting inclusion in relation to your work

Consider evidence in relation to all relevant protected characteristics;

- Age
- Disability including carers¹
- Gender
- Gender reassignment
- Marriage/civil partnership
- Other – refugees, low income, homeless people
- Pregnancy/maternity
- Race
- Religion or belief
- Sexual orientation

Age

- 1.1 The exact age profile of the existing residents within the development site is not known, although the Applicant is aware that the existing residents do include older people and may include children.
- 1.2 The working age population of the Local Area is 73%, which is the same proportion as that found in LBB. This is slightly lower than the London wide population of 75%.
- 1.3 The largest age group of working age is age 30-44, representing 24% of the Local Area population. This is also the largest age group of working age in LBB (24%) and London as a whole (25%). The second largest group is age 45-59, representing 16% of the Local Area population. Again, this is in line with that of LBB (18%) and London as a whole (17%).
- 1.4 The proportion of residents aged 0-15 is 23% in the Local Area, which is higher than the proportion in LBB (21%) and across London (20%). 39% of households in the Local Area have dependent children, which is higher than the LBB (33%) and London (31%) averages.
- 1.5 The proportion of residents aged 75+ is 4% in the Local Area, which is lower than the proportion in LBB (7%) and across London (5%).
- 1.6 Over the period of 2011 to 2031, the population aged 0-15 is forecast to increase by 43% in the Local Area, compared to 12% in LBB and 17% across London; the population aged 16-74 is estimated to increase by 68% in the Local Area, compared to 22% in LBB and 18% across London; and the population aged 75+ is estimated to increase by 119% in the Local Area, compared to 66% in LBB and 56% in London.

¹ Including those with physical, mental and hidden impairments as well as **carers** who provide unpaid care for a friend or family member who due to illness, disability, or a mental health issue cannot cope without their support



Gender

- 1.7 The gender split of the Local Area is 48.2% male and 51.8% female. This is broadly in line with the gender split for LBB, which is 48.5% male and 51.5% female. This gender split is slightly more weighted towards females compared to the London gender split of 49.3% male and 50.7% female.

Marriage and Civil Partnership

- 1.8 According to the 2011 Census, 41% of residents in the Local Area are single (having never married or registered a civil partnership), with 42% married. This is largely in line with the London-wide trend where 44% of residents are single and 40% are married. In LBB, a lower proportion of residents are single, at 37%, with a higher rate of marriage at 47%.
- 1.9 The proportion of residents in a civil partnership is less than 1% across the Local Area, LBB and London.
- 1.10 The proportion of residents who are separated, divorced, formerly in a civil partnership, or widowed is largely the same across the three spatial scales, at 17% in the Local Area and 16% in LBB and London.

Gender Reassignment

- 1.11 There is no comprehensive data collected on gender reassignment in England and it is difficult to collect such data as people who have undergone (or are undergoing) gender reassignment may identify as male or female or may identify themselves using another term.
- 1.12 In 2009, the ONS appraised the capability of collecting reliable gender reassignment statistics. It concluded that further work was needed to develop robust statistics in this area¹.

Sexual Orientation

- 1.13 There is no comprehensive data collected on sexual orientation in England.
- 1.14 In 2009 the ONS appraised the capability of collecting robust sexual identity statistics¹. It advised that in order to gather data on sexual orientation a suite of questions would be required, where sexual identity was identified as one component of sexual orientation for which data may be collected.
- 1.15 There is experimental data on sexual identity available from the ONS. This data is based on social survey data from the Annual Population Survey which collects information on self-perceived sexual identity from the household population (aged 16 and over). This is currently only available at regional level.
- 1.16 The latest data for 2017 indicates 2.6% of residents in London identify as gay, lesbian or bisexual, compared to 2.0% across the UK.

Ethnic Profile

- 1.17 The 2011 Census shows that London is highly ethnically diverse. 60% of residents identify as White, 18% as Asian/Asian British, 13% as Black/African/Caribbean/Black British, and 8% as Mixed/Multiple Ethnic Groups or Other Ethnic Group.
- 1.18 In the Local Area, 43% of residents identify as White, which is higher than the proportion in LBB (36%) but lower than the London average. In the Local Area 27% of residents identify as Asian/Asian British, which is lower than the proportion in LBB (34%) but higher than the London average. In the Local Area 18% of residents identify as Black/African/Caribbean/Black British, which is similar to the average in LBB (19%).

Country of Birth

- 1.19 The 2011 Census also captured country of birth. 63% of London's residents were born in the UK; 11% were born in Europe; 12% were born in the Middle East and Asia; 8% were born in Africa; and 4% were born in the Americas and Caribbean.
- 1.20 Of residents in the Local Area, 50% were born in the UK, which is slightly higher than the LBB average (45%) and lower than the London average. 13% of residents in the Local Area were born in Europe, which is commensurate with the proportion in LBB (13%). Compared to LBB, a similar proportion of Local Area residents were born in Africa (12% versus 11%), and the Middle East and Asia (19% versus 22%). Compared to both LBB and London as a whole, a small proportion of residents were born in the Americas and Caribbean (2%).
- 1.21 At a more granular level in the Local Area, 4% of residents were born in India and Romania respectively. In comparison, in LBB 9% of residents were born in India and 2% were born in Romania, compared to a London average of 3% and 1% respectively.

Language

- 1.22 The 2011 Census defines an individual's 'main language' as 'a person's first or preferred language'.
- 1.23 In the Local Area, 65% of residents speak English as their main language, which is lower than the proportion in LBB (77%) and London as a whole (78%). A slightly higher proportion of Local Area residents speak an EU language (12%) compared to in LBB (9%) and London (8%). A higher proportion of Local Area residents speak an Asian language (16%) compared to residents in LBB and London (both with an average of 10%).
- 1.24 In the Local Area, besides English, commonly spoken languages include Romanian (4% of residents consider it their main language), Polish (3%), and Gujarati (3%).

Religion and Belief

- 1.25 According to the 2011 Census, 80% of the Local Area's residents proactively identify themselves as belonging to a religion, which is higher than in LBB (76%) and London as a whole (71%).
- 1.26 In the Local Area, 48% of residents consider themselves Christian, which is the same proportion across London and higher than in LBB (41%). 9% of residents consider themselves Hindu and 19% Muslim, which are both higher proportions than the averages for LBB (6% and 5% respectively) and London (10% and 12% respectively). The Jewish population of the Local Area is 1% of residents, which is commensurate with the London average (2%) but much lower than the LBB average of 15%.

Health and Disability

- 1.27 The 2011 Census asked residents to carry out a self-assessment of their general state of health. Residents were asked whether their health was 'very good', 'good', 'fair', 'bad', or 'very bad'. 83-84% of residents at all spatial scales recognised themselves to have 'very good or 'good' health.
- 1.28 Residents in the Local Area reported similar health assessments as those across LBB and London, with 11% identifying 'fair' health, 3-4% identifying 'bad' health, and 1% identifying 'very bad' health.
- 1.29 Residents in the Local Area reported similar long-term health problems or disabilities as those across LBB and London, with 14% identifying that day-to-day activities are limited a little or a lot.
- 1.30 Premature mortality rates are provided on an annual basis by Public Health England. This data is not available at ward level but it tells us that there were 245 premature deaths per 100,000 in LBB compared to 310 across London.

Maternal and Infant Health

- 1.31 There are no detailed statistics on the number of local people who are pregnant, which of course will vary over time. The GLA has published general fertility rates (live births per 1,000 women of reproductive age, 15 to 44, in a population, per year). The latest available data shows that in 2019 the general fertility rate in LBB was 6.3, which is slightly higher than the rate across London of 60.1. Ward level data is no longer collected for this indicator.
- 1.32 The infant mortality rate (the number of infant deaths within one year, per 1,000 live births) for LBB is 2.2, which is lower than the average rate across London of 3.3.

Employment

- 1.33 Levels of employment in the Local Area are comparatively low compared to the borough and London as a whole. The Local Area has a rate of 68% of economically active residents, compared to LBB (71%) and London (72%).
- 1.34 The 2011 Census provides data on those who are economically active but unemployed. This describes individuals who are currently out of work but are actively seeking employment. The unemployment rate is higher in the Local Area, at 6% (it is 4% in LBB and 5% across London).
- 1.35 The Claimant Count data is available for November 2019 and identifies that 3.2 people per 100,000 in the Local Area are claiming Jobseeker's Allowance / Universal Credit for the principle reason of being unemployed, compared to 3.0 per 100,000 across London and 2.5 per 100,000 in the local borough. At each spatial scale, residents aged 25 and above represent the majority of those claiming these benefits.
- 1.36 The Census identifies the highest level of qualification achieved by residents. In the Local Area, 28% of residents have achieved further or higher education, which is far lower than the LBB and London averages (40% and 38% respectively). Attainment of GCSEs and A-levels by residents in the Local Area is commensurate with residents across LBB and London (around 22%). A higher proportion of residents have attained 'other' qualifications (15%), compared to the LBB and London averages (11% and 10% respectively).
- 1.37 People with some particular Protected Characteristics may be disproportionately represented in terms of barriers to accessing work, skills and qualifications. These barriers can result from issues relating to language, cultural factors, family requirements and the need for flexible and/or part-time work. Young people, older people, family carers and ethnic minorities tend to have disproportionate challenges accessing employment because of these factors.
- 1.38 Black and Minority Ethnic (BAME) people account for a disproportionately high share of London's job seekers – two thirds of all job seekers are from ethnic minorities (whereas BAME account for 40% of London's overall population).

Step 3: Impact

Q4. Given the evidence listed in step 2, consider and describe what potential short, medium and longer term negative impacts this work could have on people related to their protected characteristics?

Protected Characteristic		Explain the potential negative impact
Age	Y	<p>Loss of existing homes for up to 20 residents - Equality effects can arise from residential property relocations where Protected Characteristics amongst the occupants and/or occupiers of the properties would be disproportionately or differentially affected by the acquisition of property and the need to find a new home. If a resident has specific housing requirements relating to their age or disability (or other Protected Characteristic that could result in differential effects of moving house or differential access to relevant information), this will be taken into account in the negotiations.</p> <p>Temporary disruption of services from LUL station - TfL will manage any station closure or service disruption to minimise the impact on access to train services as much as possible. The exact strategy for service continuity is still to be determined but is likely to include rail replacement bus services.</p> <p>Residential development Development will mean construction traffic and works for the duration of the build period, so public safety will need to be managed carefully. Inclusive construction considerations will be made.</p> <p>Public realm Improvements to the public realm will mean temporary disruption whilst the work is carried out. This will be managed by the appointed contractor developing detailed phasing plans to ensure continued safe access during the works.</p>
Disability including carers	Y	<p>Loss of existing homes for up to 20 residents - Equality effects can arise from residential property relocations where Protected Characteristics amongst the occupants and/or occupiers of the properties would be disproportionately or differentially affected by the acquisition of property and the need to find a new home. If a resident has specific housing requirements relating to their age or disability (or other Protected Characteristic that could result in differential effects of moving house or differential access to relevant information), this will be taken into account in the negotiations.</p> <p>Temporary disruption of services from LUL station - TfL will manage any station closure or service disruption to minimise the impact on access to train services as much as possible. The exact strategy for service continuity is still to be determined but is likely to include rail replacement bus services.</p>

		<p>Residential development Development will mean construction traffic and works for the duration of the build period, so public safety will need to be managed carefully. Inclusive construction considerations will be made. Noise, dust, increased vehicle traffic, temporary works causing confusion. Travel more difficult. Impacts various disabilities, blind, deaf, mobility impaired, wheelchair users.</p> <p>Public realm Improvements to the public realm will mean temporary disruption whilst the work is carried out. This will be managed by the appointed contractor developing detailed phasing plans to ensure continued safe access during the works.</p>
Gender	Y/N	No impact
Gender reassignment	Y/N	No impact
Marriage/civil partnership	Y/N	No impact
Other – e.g. refugees, low income, homeless people	Y/N	<p>Loss of existing homes for up to 20 residents Development will mean the loss of 10 existing properties some of which may be occupied by those on low incomes. The occupiers were directly targeted and encouraged to participate in the consultation process. A specialist team has been instructed to undertake negotiations to acquire interests and negotiate any claims relating to third party rights. All owners and occupiers are encouraged to instruct their own specialist adviser with the reasonable costs reimbursed by the Promoter.</p> <p>An early part of the process involves identifying any Protected Characteristics. The surveyor ensures these are taken into account when undertaking negotiations. The Promoter is committed to ongoing engagement to ensure residents are fully up to date on proposals and project timescales and to ensure that they have sufficient time and information to plan their relocation.</p>

Pregnancy/maternity	Y	<p>Temporary disruption of services from LUL station - TfL will manage any station closure or service disruption to minimise the impact on access to train services as much as possible. The exact strategy for service continuity is still to be determined but is likely to include rail replacement bus services.</p> <p>Residential development Development will mean construction traffic and works for the duration of the build period, so public safety will need to be managed carefully. Inclusive construction considerations will be made.</p> <p>Public realm Improvements to the public realm will mean temporary disruption whilst the work is carried out. This will be managed by the appointed contractor developing detailed phasing plans to ensure continued safe access during the works.</p>
Race	Y/N	No impact
Religion or belief	Y/N	No impact
Sexual orientation	Y/N	No impact

Q5. Given the evidence listed in step 2, consider and describe what potential positive impacts this work could have on people related to their protected characteristics?

Protected Characteristic		Explain the potential positive impact
Age	Y	<p>Changes to LUL station - Improvements to the accessibility of the station will include step-free access from street to platform level, benefitting those who are less able bodied or who have mobility restrictions, including the elderly, disabled, and those who use wheelchairs and pushchairs.</p> <p>Changes to public realm - Improvements to the public realm will include the widening of the pedestrian street and the increase of active frontages, benefitting those who are less able-bodied or who have mobility restrictions.</p> <p>New housing - Generation of affordable housing units which may benefit those on lower wages including young people.</p> <p>New jobs - Generation of employment opportunities which could benefit young people.</p> <p>Equality effects can arise from residential property relocations where Protected Characteristics amongst the occupants and/or occupiers of the properties would be disproportionately or differentially affected by the acquisition of property and the need to find a new home. The proposed approach to acquisition should enable residents to acquire a new home on a like for like basis. If a resident has specific housing requirements relating to their age, this will be taken into account in the negotiations.</p>
Disability including carers	Y	<p>Changes to LUL station - Improvements to the accessibility of the station will include step-free access from street to platform level, benefitting those who are less able bodied or who have mobility restrictions, including the elderly, disabled, and those who use wheelchairs and pushchairs.</p> <p>Changes to public realm - Improvements to the public realm will include the widening of the pedestrian street and the increase of active frontages, benefitting those who are less able-bodied or who have mobility restrictions.</p> <p>New housing - Design of homes will be compliant with relevant standards including Part M of the Building Regulations, and will be inclusive for those with mobility restrictions or disabilities and deliver universal accessibility including the provision of wheelchair accessible units and Blue Badge parking spaces.</p> <p>Equality effects can arise from residential property relocations where Protected Characteristics amongst the occupants and/or occupiers of the properties would be disproportionately or differentially affected by the acquisition of property and the need to find a new home. The proposed approach to acquisition should enable residents to acquire a new home on a like for like basis. If a resident has specific housing requirements relating to their age, this will be taken into account in the negotiations.</p> <p>TfL will manage any station closure or service disruption to minimise the impact on access to train services as much as</p>

		possible. The exact strategy for service continuity is still to be determined but is likely to include replacement bus services.
Gender	Y/N	No impact
Gender reassignment	Y/N	No impact
Marriage/civil partnership	Y/N	No impact
Other – e.g. refugees, low income, homeless people	Y/N	Provision of 50% affordable improves opportunities for those on lower incomes to access higher quality accommodation
Pregnancy/maternity	Y	<p>Changes to LUL station - Improvements to the accessibility of the station will include step-free access from street to platform level, benefitting those who are less able bodied or who have mobility restrictions, including the elderly, disabled, and those who use wheelchairs and pushchairs.</p> <p>Changes to public realm - Improvements to the public realm will include the widening of the pedestrian street and the increase of active frontages, benefitting those who are less able-bodied or who have mobility restrictions.</p>

Race	Y	New housing - Generation of affordable housing units which may benefit those on lower wages including people from BAME backgrounds. New jobs - Generation of employment opportunities which could benefit people from BAME backgrounds.
Religion or belief	Y/N	No impact
Sexual orientation	Y/N	No impact



Step 4: Consultation

Q6. How has consultation with those who share a protected characteristic informed your work?

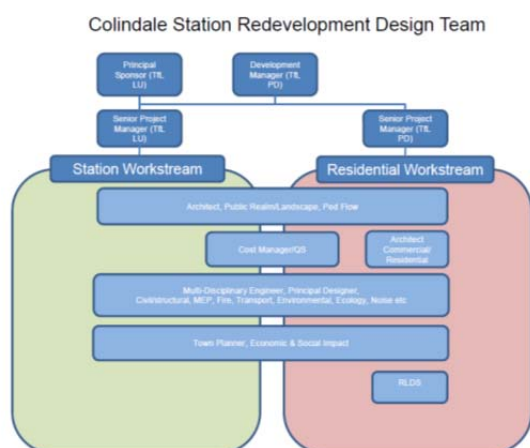
List the groups you intend to consult with or have consulted and reference any previous relevant consultation? ²	If consultation has taken place what issues were raised in relation to one or more of the protected characteristics?
General	<p>The stakeholder consultation methods used were focused on the community consultation process and were not aimed at any specific group. The consultation was far reaching and inclusive seeking the views of a wide cross-section of the local community and ensuring engagement activities are fully accessible to all members of the community who wanted to take part. Effort was made to reach those residents who are most likely to be affected by the development.</p> <p>The project team conducted a thorough and inclusive programme of consultation to give local people the opportunity to feed into and to shape the proposals where appropriate. Direct engagement took place with neighbouring residents, community groups, stakeholders and elected representatives.</p> <p>The consultation was open between 23 November and 21 December 2018.</p> <p>In order to ensure that residents, local representatives and all other interested parties had the opportunity to engage in the pre-application consultation, a number of avenues for feedback were provided, including:</p> <ul style="list-style-type: none"> <input type="checkbox"/> A leaflet advertising the exhibition delivered to approximately 11,725 residential homes and 160 local businesses <input type="checkbox"/> A digital mail out to 16,253 station users <input type="checkbox"/> A dedicated consultation portal available online at: https://consultations.tfl.gov.uk/tube/colindale-station-redevelopment/ <input type="checkbox"/> An advert for the exhibition in the Barnet Borough Times <input type="checkbox"/> Letters to political representatives, key stakeholders and local community groups <input type="checkbox"/> Briefings on the proposals to the political stakeholders <input type="checkbox"/> Two days of public consultation at exhibitions held on a week day and weekend day, running into the evening <input type="checkbox"/> A consultation feedback form handed out at the exhibition events and available online <input type="checkbox"/> A dedicated telephone number and email address for further enquiries <p><u>Online consultation</u></p>

² This could include our staff networks, the Independent Disability Advisory Group, the Valuing People Group, local minority groups etc.

	<p>Local station users and residents had the opportunity to engage with the proposals via TfL's online consultation portal, which was open to all those who were interested in the proposals.</p> <p><u>Mail out</u> An email was sent to 16,253 people outlining the proposals for the Colindale Station redevelopment, providing information on the public exhibition, a link to the consultation website and the consultation email address.</p> <p><u>Public Exhibition</u> A two-day public exhibition took place to provide local residents and stakeholders with the opportunity to view, discuss and comment upon the proposed redevelopment of Colindale Station. The principle of an accessible and inclusive consultation underpinned the project team's approach to organising the event.</p> <p>Ahead of the exhibition, invitation leaflets were hand-delivered to 11,725 residential addresses and 160 businesses addresses around Colindale. 12,000 invitation leaflets were printed and additional copies were available at the exhibition. The delivery area was chosen to ensure that neighbours, including those living and working nearby, were invited to attend the public exhibition.</p> <p>Individual email invitations were also issued to key councillors and community groups and individuals.</p> <p>An advertisement for the public exhibition was posted in The Barnet Borough Times on Thursday, 22nd November and Thursday 29th November 2018</p>
Feedback	<p>In total, 242 feedback forms were completed, 61 at the public exhibition and 181 online or via post.</p> <p>A review of the feedback demonstrates that TfL's initial concept proposals were well-received by those who provided feedback. On the whole, local residents engaged with the consultation process and wanted to learn more about the proposals. The majority of respondents supported the principle of redevelopment and the improvements that it will offer to the area.</p>

Q7. Where relevant, record any consultation you have had with other projects / teams who you are working with to deliver this piece of work. This is really important where the mitigations for any potential negative impacts rely on the delivery of work by other teams.

Throughout the design development, planning and procurement process we have liaised closely with the colleagues in LU responsible for delivering the station improvements. We formed a joint team which worked together on all aspects of the project up to receipt of planning permission. The team met on a fortnightly basis to review progress, identify and action any issues. Design, procurement, stakeholders, programme and cost were all managed jointly.



Key contacts within LU are:

David Leboff – Principal Sponsor

Amy Whitehead – Project manager

Stephen Holland – Senior Engineer, Infrastructure Protection

Claire Taylor – Senior Project Manager

Throughout the project lifetime we also liaised at relevant times with other stakeholders such as the property department, City Planning, GLA.

Step 5: Informed Decision-Making

Q8. In light of the assessment now made, what do you propose to do next?

Please select one of the options below and provide a rationale (for most EqIAs this will be box 1). Please remember to review this as and when the piece of work changes

<p>1. Change the work to mitigate against potential negative impacts found</p>	<p><input checked="" type="checkbox"/> Changes to the work already undertaken are detailed in this document. Mitigation measures are detailed in Step 6: Action Planning.</p> <p>We already have planning consent and are about to appoint a development partner who will be responsible for developing details of the mitigation. TfL will monitor and ensure compliance through the project life cycle.</p> <p>As part of the procurement process the preferred developer was required to outline their proposals for managing the construction works safely and efficiently. Their proposals were assessed and formed part of the evaluation process. They will develop these proposals in more detail following their appointment to mitigate the impact of demolition and construction works on the effected members of the community whilst delivering new homes and an improved public realm.</p>
<p>2. Continue the work as is because no potential negative impacts found</p>	
<p>3. Justify and continue the work despite negative impacts (please provide justification)</p>	
<p>4. Stop the work because discrimination is unjustifiable and no obvious ways to mitigate</p>	

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Step 6: Action Planning

Q9. You must address any negative impacts identified in step 3 and 4. Please demonstrate how you will do this or record any actions already taken to do this. Please remember to add any positive actions you can take that further any positive impacts identified in step 3 and 4.

Action	Due/ Status	Owner
Pedestrian Diversions – Ensure diversions are properly planned and managed throughout the construction phase.	To be proposed and managed by appointed developer/contractor. TfL to review proposals with LB Barnet	Developer/contractor
Removal of Parking – Ensure alternative solutions are available and disruption from the closure is minimised as best as possible.	Planning consent granted for scheme removing existing station parking (circa 20 spaces).	
Increased Traffic and Construction Traffic – Ensure the construction management plan is developed and changes to road use or public transport services are communicated in advance to minimise the impact on the public and staff.	To be developed by appointed developer/contractor prior to start on site. TfL to review proposals with LB Barnet	Developer/contractor
Blue Badge Parking – Ensure Blue Badge Parking is available to those who need it.	Replacement blue badge parking for the station is proposed and blue badge parking will be provided for residents of development.	Developer/contractor



Signed Off By	EQIA Author	Sophie Brown Property Surveyor Apprentice
	Signature	Date
	EQIA Superuser	Name Job Title
	Signature	Date



	Senior accountable person	Kelly Lopez Senior Development Manager
	Signature	Date
	Diversity & Inclusion Team Representative	Name Job Title
	FE McAndrew	29-2-20
	Signature	Date

Step 7: Sign off

