

Garden Bridge Planning Application

Equality Impact Assessment

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GARDEN BRIDGE

gardenbridgetrust.org

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Contents

	Page
Executive Summary	2
1 Introduction	2
1.1 The Garden Bridge	2
1.2 The need for Equality Impact Assessment	3
1.3 Planning policy framework	4
1.4 Scope of the Equality Impact Assessment	8
2 Garden Bridge	12
2.1 Project description	12
2.2 Recommendations and equality considerations incorporated in the scheme design	12
2.3 Design outcomes and equality considerations	13
3 Methodology	27
3.1 Guidance documents	27
3.2 Baseline data gathering	27
3.3 Impacts to be considered	27
3.4 Assessment of equality impacts	28
3.5 Significance criteria	29
3.6 Limitations of the study	30
3.7 Consultation	30
3.8 Recommendations	32
4 Baseline	33
4.1 Introduction	33
4.2 Safety and security concerns of protected characteristics	33
4.3 Baseline assessment areas	35
4.4 Baseline data	40
4.5 Summary	56
5 Assessment of equality impacts	57
5.1 Introduction	57
5.2 Differential impact assessment	57
5.3 Disproportionate impact assessment	62
5.4 Safety and security assessment	64
6 Mitigation and enhancement	67
6.2 Differential impacts	67

6.3	Disproportionate impact assessment	68
6.4	Safety and security assessment	68
7	Summary of impacts, mitigation and enhancement	69
7.1	Summary	69
7.2	Potential to promote equality	72

Appendices

Appendix 1

EqlA recommendations

Appendix 2

Public consultation analysis: access and safety

Appendix 3

Baseline: Employment and crime

Appendix 4

Baseline: Open space

Glossary of terms and abbreviations

BRES	Business Register Employment Survey
BTP	British Transport Police
DCLG	Department for Communities and Local Government
DLA	Disability Living Allowance
DWP	Department for Work and Pensions
EqIA	Equality Impact Assessment
ES	Environmental Statement
FTE	Full Time Equivalent
HIA	Health Impact Assessment
GiGL	Greenspace Information for Greater London
JSNA	Joint Strategic Needs Assessment
LB Lambeth	London Borough of Lambeth
LU	London Underground
LSOA	Lower Super Output Areas (LSOAs) are areas of roughly a certain number of residents and households. Measures of proximity (to give a reasonably compact shape) and social homogeneity (to encourage areas of similar social background) are also included.
PIP	Personal Independence Payment
PLA	Port of London Authority
RNIB	Royal National Institute of Blind People
NPPF	National Planning Policy Framework
ONS	Office of National Statistics
TfL	Transport for London
TA	Transport Assessment
WCC	Westminster City Council

Executive Summary

This Equality Impact Assessment (EqIA) has been written in support of the planning applications for the Garden Bridge. It supports a group of documents that cover a range of topics. The guide to the planning application refers you to where specific topics can be found. For a detailed scheme description refer to Section 2 of the Environmental Statement (ES).

The Garden Bridge is a proposed new footbridge spanning the River Thames, linking Temple in the City of Westminster and the South Bank in the London Borough of Lambeth. The Garden Bridge is the concept of the actress Joanna Lumley and has been designed by Heatherwick Studio, Dan Pearson Studio and Arup.

This EqIA is a process driven assessment. This EqIA report reflects the iterative process of design and represents a snapshot of the information available relating to the processes and outputs at the time of undertaking. This EqIA should therefore be seen as a live document which enables opportunities to promote equality and to tackle discrimination to be identified and fed back into design and construction and operational plans.

Since the EqIA process was started at an early stage in design, there have been opportunities to identify potential impacts. This EqIA has proposed recommendations to reduce the likelihood of adverse impacts and maximise any beneficial impacts on equality from the Garden Bridge as the design has evolved. These recommendations have been fed into the design through design workshops and on-going discussions and project team meetings to ensure that issues related to equality influence public consultation, draft Code of Construction Practice Part A and the final design.

Approach

The legislation and guidance set out in sections 1.2 and 1.3 has been used to inform the methodology of this EqIA. The guidance sets out objectives and preferred considerations of EqIA.

Since an appropriate methodology for EqIA is not prescribed, the methodology for this EqIA has been developed specifically to be appropriate for the Garden Bridge. Additionally examples of EqIAs undertaken for recent developments have been considered to ensure this EqIA aligns with best practice.

The project team have identified protected characteristics that articulate the strands identified in the Equality Act 2010 appropriate to the proposed development and form the basis of this EqIA. These are:

- Women;
- black and minority ethnic people;

- young people and children;
- older people;
- disabled people;
- lesbians;
- gay men;
- bisexuals;
- transgendered and transsexual people; and
- people from different faith groups.

Wider groups identified for the purposes of this EqIA for the Garden Bridge include:

- homeless people;
- people on low income; and
- people seeking employment.

The professional judgements made in this EqIA are inherently subjective and are based on the information available at the time of undertaking the assessment. People are of course more than the sum of their characteristics and it is acknowledged that there is significant diversity within as well as between the protected characteristics considered in this EqIA. Individuals may also have multiple protected characteristics which may interact to change the way in which they experience place and people. Nevertheless, there are ways in which broad groups of people with the characteristics set out above could be systematically disadvantaged and this process attempts to ensure as far as possible that the Garden Bridge would not do so, for this reason consultation responses from people with protected characteristics have been considered particularly carefully.

The following likely impacts have been assessed as part of this EqIA:

- physical accessibility barriers or impacts;
- any changes to access to community facilities, public open space, recreational facilities, mainstream or specialist services for protected characteristics;
- impacts for community cohesion, social networks, relations between protected characteristics;
- safety and security impacts;
- equality, discrimination, harassment and community relations impacts for protected characteristics of location and management of construction compounds and construction workforce;
- equality impacts of changes in employment opportunities (i.e. job creation, opportunities for upskilling); and

- equality impacts of area-based regeneration and economic investment.

Baseline

Baseline data has been collated, mapped and analysed from a range of sources in order to provide an overview of the existing population, demographic profile, socio-economic conditions in the local community and the physical environment in the surrounding area. The baseline develops an understanding of the equality characteristics of the neighbourhood assessment area in comparison to the local assessment area and London, as well as the equality characteristics of anticipated users of the Garden Bridge. The boundaries of these areas have been defined for this EqIA and are shown in Figure 4.2 and Figure 4.3. The baseline data has been used particularly to inform the disproportionate impact assessment.

The baseline data has been coordinated with other workstreams and deliverables for the planning application such as the ES, the HIA and the Sustainability Statement. It has drawn from existing data stores and secondary evidence.

The baseline highlights the following EqIA considerations for the neighbourhood assessment area;

- comparatively low percentage of people aged 0-15 years;
- moderate proportion of the population aged 65 years and over;
- a greater proportion of men than women, contrasting to trends in the local assessment area and London;
- comparatively higher proportion of the population who are Chinese;
- higher proportion of the population who were born outside of the UK, particularly from Europe and the Middle East and Asia;
- high proportion of residents arriving from outside the UK from 2007 to 2009 and 2010 to 2011;
- lower proportions of Christian, Jewish and Islamic residents, but a higher comparative proportion of Buddhist residents;
- a significantly higher proportion of DLA claimants;
- about two fifths of all of England's rough sleepers are to be found in the five boroughs covered by the local assessment area;
- a low unemployed population and a high proportion of full time students who were not in or seeking work;
- construction as a low proportion of industry of employment for the working population;
- greater than average resident income levels at the Borough level
- including 21-40% of the most deprived LSOAs in England for overall deprivation;

- notable levels of crime, in particular other theft, anti-social behaviour and theft from the person; and
- some small areas of open space and a larger concentration of open space deficiency to the south of the neighbourhood assessment area.

Assessment

The likely equality outcomes of the Garden Bridge have been determined based on the processes of consultation and design development as well as the design outcomes of the Garden Bridge. The impacts have been based on whether they are assessed to be permanent or temporary, beneficial or adverse, significant or not significant.

This EqIA includes three different assessments to identify the equality impacts of the proposed development based on the information available at the time of assessment which are summarised in the following table:

<p>Differential impact assessment</p>	<p>In some cases it has been judged that there are reasons why a group with a protected characteristic could be impacted beneficially or adversely by the Garden Bridge or experience it differently. For example if a wheelchair user could not enjoy the scheme because it was physically inaccessible to them.</p>
<p>Disproportionate impact assessment</p>	<p>In some cases there would be protected characteristics who are affected differently not because of a given protected characteristic, but because they may bear a disproportionate part of any beneficial or adverse impact. This would apply to protected characteristics where they are present in disproportionate numbers among local residents or likely users. For example if the scheme had an adverse impact on all local residents but there was a concentration of a particular ethnic group amongst local residents. The baseline data profile has been used to inform this assessment.</p>
<p>Safety and security assessment</p>	<p>Safety and security is important to all bridge users, but there are reasons why those who have a protected characteristic may be, or perceive themselves to be, disproportionately at risk in public spaces.</p> <p>Almost all of the protected characteristics are statistically more likely than the average to be, or perceive themselves to be, vulnerable in public</p>

	<p>spaces. Several of them as a group suffer from hate crime or have characteristics (such as impaired mobility) which contribute to this.</p> <p>The implication of this is that any beneficial or adverse impacts of the Garden Bridge in terms of safety and security may be felt particularly keenly by individuals with protected characteristics.</p>
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A summary of the assessment made of the equality impacts of the Garden Bridge, as well as mitigation and enhancement for identified adverse impacts, is provided in the following tables.

Differential impact assessment	Impacts		Mitigation and enhancement	
	Construction	Operation	Construction	Operation
Pregnancy and maternity	Not significant	Not significant	Timely communication and consultation of changes to access and diversion routes with the community.	None required
Young people and children	Not significant	Not significant		Reducing trip hazards and managing watering regimes. Promotion of community engagement and educational activities
Disabled people	Not significant	Not significant		None required
Homeless people	Not significant	Not significant		Consideration of the balance of needs of all protected characteristics in the development of management policies. Implementation of a positive management strategy so that protected characteristics are not unnecessarily moved on.
People on low income and people seeking employment	Not significant	Not significant		Provision of measures to enhance local ability to compete for employment opportunities.

Disproportionate impact assessment	Impacts		Mitigation and enhancement	
	Construction	Operation	Construction	Operation
Black and minority ethnic people	Not significant	Not significant	None required	None required
Disabled people	Not significant	Not significant	None required	None required
Homeless people	Not significant	Not significant	None required	Consideration of the balance of needs of all protected characteristics in the development of management policies. Implementation of a positive management strategy so that protected characteristics are not unnecessarily moved on.

Safety and security assessment	Impacts		Mitigation and enhancement	
	Construction	Operation	Construction	Operation
All protected characteristics except people on low income and people seeking employment	Not significant	Not significant	None required	Promotion of natural surveillance and welcoming visitors to the Garden Bridge.

1 Introduction

1.1 The Garden Bridge

1.1.1 This EqlA has been written in support of the planning applications for the Garden Bridge. It supports a group of documents that cover a range of topics. The guide to the planning application refers you to where specific topics can be found. For a detailed scheme description refer to Section 2 of the Environmental Statement.

Project background

1.1.2 The Garden Bridge is a proposed new footbridge spanning the River Thames, linking Temple in the City of Westminster and the South Bank in the London Borough of Lambeth. The Garden Bridge is the concept of the actress Joanna Lumley and has been designed by Heatherwick Studio, Dan Pearson Studio and Arup.

1.1.3 The Garden Bridge Trust is a new charity established to promote and seek funding to build and maintain the bridge. Transport for London (TfL) is supporting the Trust to develop the design and seek planning permission for the scheme.

1.1.4 The Garden Bridge would feature a substantial garden. It would be highly sculptural with two piers supporting the garden. The structure would widen and narrow across its span to create a dynamic crossing experience for London's pedestrians. The bridge would create a unique place and an alternative accessible pedestrian only route away from vehicles. The garden would feature trees, shrubs and flowers laid out in a series of five landscape characters to create a green link between the open spaces of the north and south banks of the River Thames.

1.1.5 The objectives of the Garden Bridge are to:

- To create a new pedestrian crossing over the River Thames in Central London that would reduce severance and contribute towards an increase in north-south movements across the river by foot;
- To contribute towards improving the quality of the pedestrian environment and public realm in Central London that would support an increase in walking across Central London as a whole;
- To improve transport connectivity, efficiency and resilience for the South Bank area by providing a direct connection to the London Underground (LU) network at Temple;
- To support the economic development of areas adjoining the bridge on both sides of the river and to help bring forward development;

- To support central London's visitor and tourist economy; and
- To create a new public open space and garden in Central London.

1.2 The need for Equality Impact Assessment

1.2.1 The aim of this EqIA is to ensure that the Garden Bridge fulfils its potential in promoting equality, good relations and community cohesion, tackling illegal discrimination, advancing equality of opportunity and fostering good relations under the Equality Act 2010¹ and to promote good practice. EqIA facilitates thoughtful consideration of potential differential or disproportionate impacts between protected characteristics and enables identification of opportunities to enhance equality.

Protected characteristics

1.2.2 The project team have identified protected characteristics that articulate the strands identified in the Equality Act 2010 appropriate to the proposed development and form the basis of this EqIA. These are:

- Women;
- black and minority ethnic people;
- young people and children;
- older people;
- disabled people;
- lesbians;
- gay men;
- bisexuals;
- transgendered and transsexual people; and
- people from different faith groups.

1.2.3 Wider groups identified for the purposes of this EqIA for the Garden Bridge include:

- homeless people;
- people on low income; and
- people seeking employment.

1.2.4 This EqIA aims to assess the equality impacts relating to the Garden Bridge. It sets out:

- a description of the Garden Bridge and scheme specifications relevant to EqIA;

¹ Equality Act (2010);
http://www.legislation.gov.uk/ukpga/2010/15/pdfs/ukpga_20100015_en.pdf; Accessed December 2013.

- the methodology for this EqlA including the design and consultation processes and outcomes relating to the scheme in terms of equality issues;
- the baseline conditions against which this EqlA has been undertaken;
- an assessment of differential, disproportionate and safety and security impacts and the likely equality outcomes of the proposed development;
- any mitigation and enhancement; and
- a summary of recommendations and the potential of the Garden Bridge to promote equality.

1.2.5 This EqlA has been informed by the following guidance documents and the policy framework set out in section 1.3.

- Department for Transport and Transport Scotland (2011); Accessible Train Station Design for Disabled People: A Code of Practice. Although the guidance was produced for trains and stations, it provides a helpful guide to European, National and code of practice standards for a number of elements relevant to the accessible design of the scheme including ramps, lifts, stairs and signage.
- Transport for London (2004) Equality Impact Assessments: how to do them;
- Westminster City Council (2008) Equality Impact Assessment Guidance 2008-2011; and
- London Borough of Lambeth (2012) Equality Impact Assessment Guidance.

1.3 Planning policy framework

1.3.1 Further analysis of the proposed development against planning policy is provided in the Planning Statement.

National policy

National Planning Policy Framework

1.3.2 The National Planning Policy Framework (NPPF) sets out the Government's environmental and social planning policies for England. At the heart of the NPPF is a presumption in favour of sustainable development (paragraph 14). As part of this, the NPPF recognises the social role of sustainable development and the need to create:

a high quality built environment, with accessible local services that reflect the community's needs and support its health, social and cultural well-being.²

² Department for Communities and Local Government (2012); National Planning Policy Framework.

1.3.3 Section 7 (Requiring good design) recognises that good design is key to sustainable development. It emphasises the importance of planning positively to achieve high quality and inclusive design for all development. It also requires developments to create safe and accessible environments where crime and disorder, and the fear of crime, do not undermine quality of life or community cohesion.

1.3.4 Section 8 (Promoting healthy communities) recognises the planning system's important role in facilitating social interaction and creating healthy, inclusive communities. It requires planning decisions to promote safe and accessible environments as set out in Section 7, as well as safe and accessible developments, containing clear and legible pedestrian routes, and high quality public space, which encourage the active and continual use of public areas.

Regional policy

The London Plan

1.3.5 The London Plan (2011)³ is the overall strategic plan for London which sets out the framework for development to 2031.

1.3.6 There are no amendments in the Revised Early Minor Alterations to the London Plan (2013)⁴ that relate to the policies identified as relevant to this EqIA.

1.3.7 Policy 3.1 (Equality life chances) aims to ensure that tackling inequality across London is addressed.

1.3.8 Policy 7.2 (Inclusive environment) requires development to achieve the highest standards of accessible and inclusive design and supports the principles of inclusive design which seek to ensure that developments:

- can be used safely, easily and with dignity by all regardless of disability, age, gender, ethnicity or economic circumstances;
- are convenient and welcoming with no disabling barriers, so everyone can use them independently without undue effort, separation or special treatment;
- are flexible and responsive taking account of what different people say they need and want, so people can use them in different ways; and
- are realistic, offering more than one solution to help balance everyone's needs, recognising that one solution may not work for all.

³ Greater London Authority (2011) The London Plan: Spatial Development Strategy for Greater London; Greater London Authority.

⁴ Greater London Authority (2013) The London Plan: Revised Early Minor Alterations; Greater London Authority.

- 1.3.9** Policy 7.3 (Designing out crime) reinforces statements in the NPPF in relation to safe and accessible environments adding that development should reduce the opportunities for criminal behaviour and contribute to a sense of security without being overbearing or intimidating.
- 1.3.10** Policy 7.5 (Public realm) sets out requirements for public realm including that London's public spaces should be secure, accessible and inclusive.
- 1.3.11** Policy 7.13 (Safety, security and resilience to emergency) requires development to include measures to design out crime that, in proportion to the risk, deter terrorism, assist in the detection of terrorist activity and help defer its impacts.

Local policy

Westminster City Council

Westminster City Plan: Strategic Policies

- 1.3.12** Westminster's City Plan: Strategic Policies (2013) is the adopted plan for WCC which recognises inequalities as an issue and challenge in the City of Westminster.
- 1.3.13** Policy S29 (Health, safety and well-being) requires development should minimise opportunities for crime.

Westminster Unitary Development Plan: Saved Policies

- 1.3.14** The Unitary Development Plan (UDP): Saved Policies 2010 sets out policies that have been saved are not replaced by Westminster's City Plan: Strategic Policies (2013).
- 1.3.15** Policy DES 1 (Principles of Urban Design and Conservation) requires development to provide for safe and convenient access for all, adopt measures to reduce the opportunity for crime and anti-social behaviour. It also requires development proposals to demonstrate how they have taken accessibility, inclusive design and security measures into account.
- 1.3.16** Policy TRANS 3 (Pedestrians) makes provision for the creation of pedestrian-only areas or areas of pedestrian priority. In the consideration of proposals regard has been had to:
- the need for personal safety and the prevention of crime;
 - the access and mobility needs of disabled, older people and handicapped people; and
 - the need for convenient 24-hour access for emergency services.

Westminster Health and Wellbeing Strategy

- 1.3.17** Westminster's Health and Wellbeing Strategy (2013) was informed by the JSNA. The document sets out a demographic

profile of the City of Westminster and the local authority's vision and goals for health and well-being.

1.3.18 Key City of Westminster statistics relevant to this EqIA include:

- The City of Westminster has the fourth highest proportion in the country of pensioner households that are occupied by lone pensioners.
- The City of Westminster has the highest level of international migration of any place in England.
- Just over half of residents were born outside of the UK.
- 30% of the City of Westminster's residents are from Black, Asian, Arabic or other minority ethnic groups.
- There are estimated to be over 10,000 lesbian, gay, bisexual or transgender (LGBT) residents.
- The City of Westminster has the highest level of rough sleepers of anywhere in the country.
- There are tens of thousands of people who live in the City of Westminster for short-periods or on a part-time basis who are not included in the resident population.

London Borough of Lambeth

Lambeth Core Strategy

1.3.19 The Lambeth Core Strategy (2011) is the current adopted plan for the borough.

1.3.20 Strategic objectives S1 (delivering the vision and objectives), S5 (open space) and S9 (quality of the built environment), recognise the need to ensure maximum accessibility for people with disabilities and a child-friendly environment, improve the quality of and access to existing open space, and improve the quality of the public realm ensuring it is accessible for people with disabilities and the safe and secure environments are created that reduce scope for crime, fear of crime, anti-social behaviour and fire.

Lambeth Saved Unitary Development Plan Policies

1.3.21 The LB Lambeth's Saved UDP Policies include policies saved beyond 5 August 2010 and not superseded by the Core Strategy.

1.3.22 Policy 31 (Streets, character and layout) requires layouts to promote community safety as well as including full access for the whole community including the disabled, the older people, children and parents with children.

1.3.23 Policy 32 (Community safety/designing out crime) requires development to enhance community safety.

Lambeth Local Plan Proposed Submission

- 1.3.24** Although the Lambeth Local Plan Proposed Submission (November 2013) is not currently adopted it is important to consider proposed policies.
- 1.3.25** Policy Q1 (Inclusive environments) recognises the need for inclusive design and states that the Council will seek improvements to existing accessibility provision, secure new development which is compliant with current best practice.
- 1.3.26** Policy Q3 (Community safety) expects development to utilise good design to design out opportunistic crime and anti-social behaviour.
- 1.3.27** Policy ED14 (Employment and training) states that the Council will support employment and training schemes to maximise local employment opportunities and help address skills deficits in the local population.

Lambeth Joint Strategic Needs Assessment

- 1.3.28** The Lambeth JSNA (2009) sets out the health and service needs of the community. The LB Lambeth profile states:
- Some workers educated to degree level and half the workforce with professional jobs.
 - There is also a high proportion of economically inactive people and a high number on key benefits.
 - The LB Lambeth has the second highest level of population mobility.
 - Many people who have recently arrived in the UK are attracted to live in the LB Lambeth.
 - The LB Lambeth has high levels of deprivation in the borough and there are significant health inequalities.

1.4 Scope of the Equality Impact Assessment

- 1.4.1** A scoping exercise has been undertaken to determine the protected characteristics that should be considered as part of this EqIA. The scoping report set out a methodology aligned with the ES and the Health Impact Assessment (HIA). The scoping exercise considered:
- the conditions that might affect the identified protected characteristics in the context of the Garden Bridge; and
 - key characteristics of the resident population of the baseline conditions of the neighbourhood assessment area and local assessment area (see Figure 4.2 and Figure 4.3) which might lead to disproportionate impacts on particular protected characteristics.

1.4.2 In this scoping exercise, there were three ways in which a protected characteristic could have been scoped in for this EqlA:

- **Differential impact assessment** (reflecting where different groups experience the scheme differently)
- **Disproportionate impact assessment** (reflecting where a group is disproportionately beneficially or adversely impacted by the scheme because they are disproportionately represented amongst affected residents or users)
- **Safety and security assessment** (reflecting the fact that most people who have one or more protected characteristics are, or perceive themselves to be, more vulnerable than the average in public space. It follows therefore that safety and security is an equalities issue).

1.4.3 The different nature of these three assessments are described in full in section 3.4.

Protected characteristics scope

1.4.4 The results of the scoping exercise, and those protected characteristics to be included in the full equality impact assessment are set out in Table 1.1.

Table 1.1: Summary of EqlA scope

	Differential Impact Assessment	Disproportionate Impact Assessment	Safety and Security Assessment
Protected Characteristic			
Gender*	✓**	✗	✓
Black and minority ethnic people	✗	✓	✓
Young people and children	✓	✗	✓
Older people	✗***	✗	✓
Disabled people	✓	✓	✓
Lesbians, gay men and bisexuals	✗	✗	✓
People from different faith groups	✗	✗	✓
Wider protected characteristics			
Homeless people	✓	✓	✓

	Differential Impact Assessment	Disproportionate Impact Assessment	Safety and Security Assessment
People on low income	✓	✘	✘
People seeking employment	✓	✘	✘

* to include women, transgendered people and those of other or no gender.

** The differential impact assessment has been undertaken specifically for the conditions of pregnancy and maternity only

*** It is expected that those elements which would give rise to adverse impacts of old age have been covered under the differential impact assessment for disability and/or the safety and security assessment

1.4.5 Note that transgendered and transsexual people, and those of other or no gender are often considered together with lesbians, gay men and bisexual people. However the EqIA scoping recognised the value in considering gender-related characteristics and sexuality-related characteristics separately. Several other EqIAs which have informed this methodology have taken this approach.

1.4.6 Cumulative effects have been scoped out of the assessment. Since equality standards apply to all new developments and the protected characteristics assessed are not physically fixed, it is not anticipated that there would be significant cumulative effects relating to equality issues.

Geographical Scope

1.4.7 This EqIA has been undertaken within the red line boundary of the Garden Bridge. The assessment has considered baseline conditions in the neighbourhood assessment area comparative to the local assessment area and London; the extent of these areas is set out in section 4.3 of this EqIA.

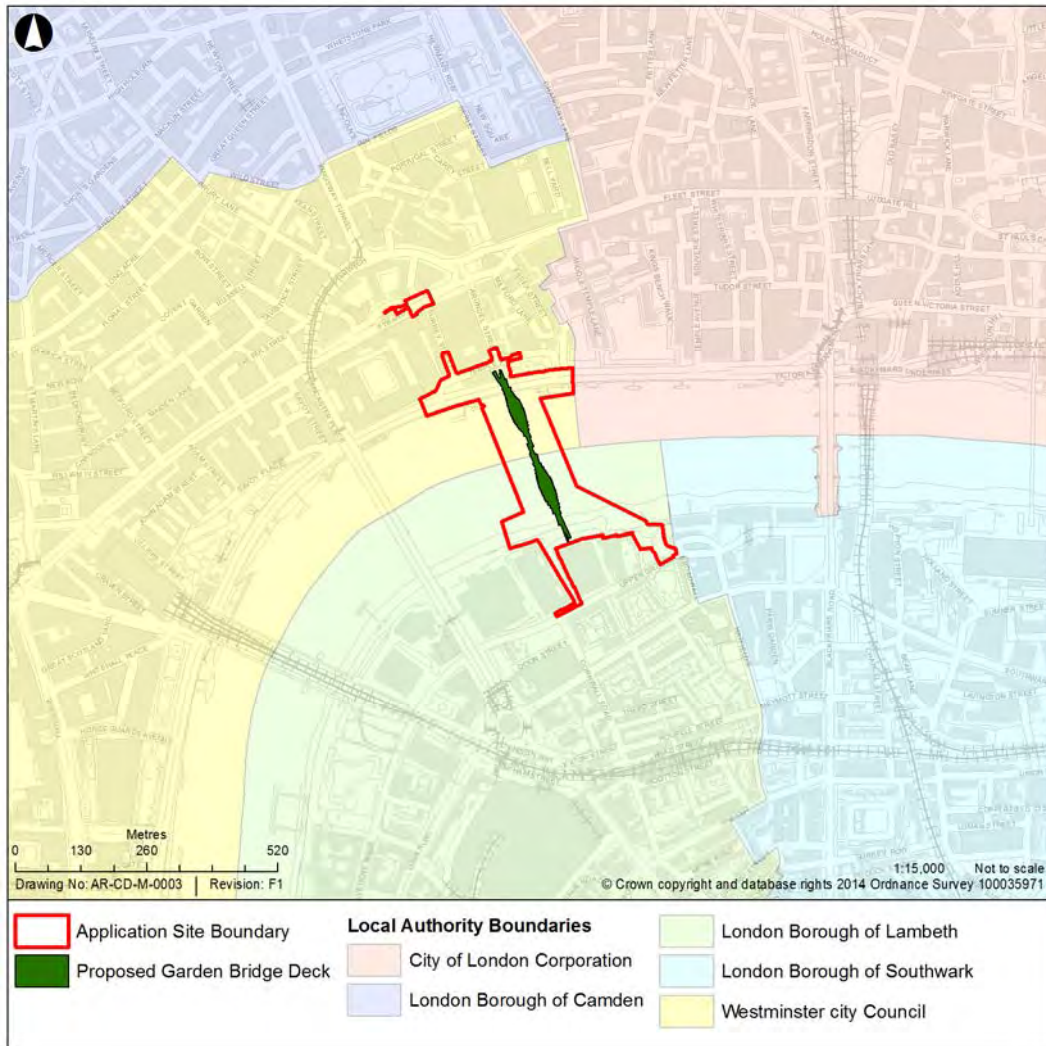


Figure 1.1: Red line boundary of the Garden Bridge

Temporal scope

- 1.4.8** This EqlA covers both processes and outputs associated with the Garden Bridge. The assessment undertaken represents a snapshot of the information available at the time of writing; however this EqlA is a live document and should be read accordingly.
- 1.4.9** The temporal scope of this EqlA covers both the construction and the operation of the Garden Bridge and identifies the likely duration of the impacts identified within the assessment.
- 1.4.10** Existence effects have not been included in this EqlA as the protected characteristics that have been assessed would not be physically fixed in space.

2 Garden Bridge

2.1 Project description

2.1.1 The scheme comprises the Garden Bridge – a new pedestrian crossing between the South Bank and Temple on the north bank – together with landings on both the north and south banks of the River Thames within the City of Westminster and the London Borough of Lambeth respectively. On the north bank the bridge lands on the roof of the existing Temple London Underground (LU) Station. The south landing would be located adjacent to the ITV building on the South Bank and would comprise a new building housing maintenance, storage and welfare facilities for the bridge staff and a combination of approximately 410m² of retail (A1) and/or restaurants (A3) and/or a visitor centre/community/educational use (D1) floorspace (excluding plant and circulation space).

2.1.2 A garden would be planted on the deck of the bridge, including approximately 270 trees (approximately 45 species). In addition, shrubs, climbers, grasses, hedges and perennials would create diverse and dense planting.

2.2 Recommendations and equality considerations incorporated in the scheme design

2.2.1 Since the EqIA process was started at an early stage in design, there have already been opportunities to identify potential impacts. This EqIA has proposed recommendations to reduce the likelihood of adverse impacts and maximise any beneficial impacts on equality from the Garden Bridge as the design evolved. These recommendations have been fed into the design process through design workshops and on-going discussions and project team meetings to ensure that issues related to equality influence the public consultation, draft Code of Construction Practice Part A and final design.

2.2.2 Opportunities for recommendations are set out below. The recommendations made are included in Appendix 1;

- design workshop held in September 2013 which considered the identified equality issues;
- on-going discussions with the project team on those equality issues identified;
- hard landscape and accessibility meetings with project team equality and inclusion specialists which discussed options for tactile paving, colour differentiation and signage for accessible routes;
- recommendations for the consultation strategy; and

- recommendations for the draft Code of Construction Practice Part A.

2.2.3 The following design outcomes, describe in section 2.3, were achieved through consideration of equality aspects and following inclusive design processes:

- lift and ramp strategy;
- tactile paving strategy at landings;
- creation of navigable edges for those with sensory impairments;
- promoting an inclusive Garden Bridge experience through provision of some fully accessible routes;
- secondary pathways linking to balconies to prevent dead-end conditions;
- balustrade design that deters the use of the balustrade as a ledge;
- uniformity of lighting;
- planting design that allows clear lines of vision;
- inclusion of a three-dimensional (3D) relief map; and
- diversity of seating.

2.3 Design outcomes and equality considerations

2.3.1 This section sets out the design outcomes of the proposed development which are particularly relevant to this EqIA, as well as the inclusive design process that has been undertaken for those elements:

- Lift, ramp and stair access;
- Bridge deck;
- Lighting;
- Safety and security;
- Way-finding and signage;
- Seating; and
- Facilities.

2.3.2 For a detailed scheme description refer to Section 2 of the ES.

Lift, ramp and stair access

2.3.3 This section sets out scheme wide elements relating to lift, ramp and stair access.

2.3.4 Within the limitations of existing site constraints the Garden Bridge has been designed to be inclusive for people of all ages and abilities. The access strategy aims to maximise

opportunities for all, to access and enjoy the amenity and the many benefits that the scheme has to offer.

2.3.5 Extensive options have been tested at both the north and south landings to identify the most appropriate and accessible design solution for the Garden Bridge. This has been influenced by the PLA clearance requirements for the overall bridge height of the bridge. Due to these requirements at 8m high any accessible ramp to access the bridge would need to be in excess of 150m. In discussion with the project team, equality and inclusion specialists it was concluded that such a length and height would create a barrier to access rather than improving it. It was jointly agreed that a combination of stairs and two lifts at each landing, with the provision of a ramp only to access the north landing roof terrace, would provide the most appropriate access solution and mitigate against breakdown (so that one lift is in operation where the other can be maintained). This has included the consideration of clearly visible access points, way-finding and with egress from stairs and lifts in close proximity.

2.3.6 Two lifts would be provided at each landing. This is to allow for one lift to maintain operation if the other requires maintenance or repair. Lifts would have a maximum capacity of 1275kg (nominally 17 persons) and would allow for a combination of wheelchair user and standing passengers. Lifts would be 'through-lifts' in order to avoid the need for wheelchair users to either turn around or back-out of lift entrances. It is proposed that these lifts would also be used in an emergency, allowing disabled people to evacuate independently.

2.3.7 Tactile paving at changes in level (tops and bottoms of ramps and stairs) have been provided for all in accordance with the recommendations of BS 8300.

North landing

2.3.8 The following lift, ramp and stair proposals are specific to the north landing.

2.3.9 At the north landing the Garden Bridge would land on the existing roof of Temple LU Station in the City of Westminster. Access on and off the bridge would be provided by stairs and two lifts from the bridge deck to the existing Temple LU building roof level. The existing stairs to Temple Place at the east end of the roof would be replaced by new stairs and a ramp. The existing stairs at the western end of the roof would be retained.

2.3.10 The location of a stair on an east-west orientation to the north of Temple LU Station building allows for clear visual access for those approaching the bridge from Arundel Street, but also address those arriving from Temple LU Station. The bridge stair from the roof to bridge deck level would be clearly visible aiding wayfinding on approach. The bridge stair would be 4.5m in width at its narrowest point to meet expected visitor numbers.

The stair from the roof to Temple Place would be 3.5m wide at its narrowest point.

- 2.3.11** A third existing set of stairs can be found at the western end of Temple LU Station building. These would not be compliant with current Accessibility regulations and though useable for access and egress have not been considered as a necessary part of the access strategy for the bridge.
- 2.3.12** Step-free access from Temple Place to Temple LU Station roof would be provided through a 3.6m wide ramp. This would provide access for both pedestrians and wheelchair users to descend in a westerly direction to the western end of Temple Place. From the foot of this ramp to Temple LU Station roof there would be a rise of 1.5m, within the requirement of BS8300. The wide and single ramp would prevent congestion and cross-over. The ramp to Temple LU Station roof would be provided with colour contrast granite (light-grey and dark-grey) to provide clear visual contrast between ramped inclines and level landings.
- 2.3.13** Site constraints relating to the carriageway and pavement widths on Temple Place preclude a return ramp that would have allowed stairs and ramps to start at the same point, although they do converge at roof level. The ramp is however seen as a general purpose access ramp for all visitors and not purely a utility ramp for those with mobility impairments.
- 2.3.14** Two lifts would be located to the south-east corner of Temple LU Station roof. The lifts would carry passengers from roof terrace level to bridge deck level with through travel of the lift car avoiding the need for wheelchair users to turn around or back-out of the lifts.
- 2.3.15** The lifts would be the only significant structures to rise above the bridge deck level making them clearly visible at the ends of the bridge, with clear signage, if required, for direction to the lift entrance.
- 2.3.16** Gates at the end of the ramp and stairs achieve a secure height of 2.4m providing a clear line of security enabling the landing and bridge to be closed at night.

South landing

- 2.3.17** The following lift, ramp and stair access proposals are specific to the south landing.
- 2.3.18** At the southern end of the bridge the roof of a new building in the London Borough of Lambeth would form a podium level for the south landing. Access from the bridge deck to the podium level is provided by a set of stairs and two lifts. Stairs from the podium level to The Queen's Walk would be located at both the eastern and western end of the building.

- 2.3.19** The east-west orientation of the south landing podium places it in line with, and adjacent to, The Queen's Walk. The provision of clearly visible stairs at each end of the landing allows for visitors to peel-off from the main pedestrian route and access the podium without interrupting the flow of pedestrian traffic or causing congestions.
- 2.3.20** From the podium terrace level, a single bridge stair would carry the visitor up to the main bridge deck level. The bridge stair would provide 5m clear width at its narrowest point to meet expected visitor numbers.
- 2.3.21** From the south landing podium terrace level, the two stairs descending to The Queen's Walk would be reduced to 4.8m (west stair) and 3.3m (east stair) without compromising the overall capacity.
- 2.3.22** Two lifts would be provided for access from The Queen's Walk to both the podium terrace and the bridge at this western end of the landing. The entrances to the lifts would be located adjacent to the stair at both ground and podium terrace level providing a common departure and arrival point for those using stairs and those using the lifts. At bridge deck level, the lifts provide through access onto the garden.
- 2.3.23** For those approaching the landing from Gabriel's Wharf to the east, the lift shaft would provide clear wayfinding through its mass and volume. The lift doors at bridge deck level would also be visible. This clear visibility would lead visitors to the western end of the landing where the ground level lift doors may be found.

Bridge deck

- 2.3.24** The extent of the bridge span is 366m. The width of the bridge varies from approximately 30m over the piers to approximately 6.5m at its narrowest point at the centre of the span. The distance from the southern river wall to the south pier is approximately 84m and from the northern river wall to the north pier is approximately 26m. The distance between the two piers is approximately 165m. The piers are located outside of the primary and secondary navigational channels.
- 2.3.25** To provide the required clearance for river-going traffic, the bridge geometry rises from each landing to a central point at the middle of the bridge, before dropping down at the other end. Levels have been carefully reviewed to provide 1:21 ramps from landings to pier locations (with level landings at every 500mm rise of the pathway). Between the two piers this flattens to a 1:60 graded route. The need for handrails has therefore been avoided (in line with Part M and BS 8300 requirements), allowing for the full and uninterrupted enjoyment of the garden environment.

2.3.26 The bridge deck would have a hierarchy of pathways each with a different intended use:

- **Primary pathways and balconies:** would accommodate clear and direct routes across the Garden Bridge for commuters, balconies would also be included as part of these pathways as spaces for visitors to dwell.
- **Secondary pathways:** exploratory routes through the planting, or to the balconies to enjoy views from the Garden Bridge and allowing travel at a more leisurely pace. These would be a combination of accessible and informal routes.

2.3.27 The following principles of inclusive design have been discussed with the RNIB and project team equality and inclusion specialists to promote opportunities for equality:

- **Accessible:** Ensuring that the design does not prevent access across the path (onto balconies or onto secondary paths);
- **Navigable:** Ensuring that the path would be suitable for use and easy to navigate for those with sensory impairments (such as blind and partially sighted people), including those navigating using their residual sight (through use of contrast in the built environment), using long canes and guide dogs; and
- **Safe:** Creating a safe environment for use.

2.3.28 To meet these principles the following have been developed for pathways:

- The surfacing materials would unify the scheme design providing easily read primary pathways, and the provision of rest and viewing points along both sides of the Garden Bridge.
- Materials would be specified to be easy to maintain, fully replaceable over the design life of the scheme and would be designed to comply with accessibility requirements.
- To comply with accessibility requirements all walking surfaces would be slip resistant, hard wearing, firm, level and easily maintained.
- Sufficient visual contrast between key access routes and features would be provided where required through a minimum of 30 light reflectance value points difference so that they would be easily identifiable by all users. Materials would be selected to ensure that the levels of contrast would be maintained in all weather and lighting conditions.
- Wherever possible, the number of obstacles protruding into, or located in the main circulation area would be kept to a minimum. If provided, they would be adequately colour contrasted with the surface they would be viewed against and detectable by long cane users.

Primary pathways and balconies

- 2.3.29** The primary pathways would have a minimum width of 4m dividing into two paths (minimum of 3m wide) over the piers. The pathway width of 4m has been tested and follows precedents formed by the Golden Jubilee Bridges and the Millennium Bridge, and provides a balance between hard-landscaping and garden areas. The divided pathways at 3m minimum would not reduce overall capacity.
- 2.3.30** The primary pathway would be gently graded at 1:21. Graded routes are not required to have handrails, as it is assumed that the gradients are gentle enough for people to negotiate without support. Level landings would be provided for each 500mm rise along the pathway. Each level landing would be at least 1500mm in length and at least the width of the path. This would allow sufficient space for people to rest.
- 2.3.31** Brick pavers are proposed for the primary pathway walking surfaces. The joints would be kept narrow and flush to minimise the risk of tripping, or the risk of wheels on wheelchairs or long anes getting stuck between pavers.
- 2.3.32** The design allows for some definition between the landings and the primary pathways in the form of a chevron pattern and by means of the stretcher bond which would contrast visually.
- 2.3.33** The primary pathway would be differentiated from the secondary pathways by means of contrasting colour and texture, to highlight to blind and partially sighted people that they have entered a different space on the bridge.
- 2.3.34** The frictional qualities of adjacent walking surfaces would be the same to avoid creating a trip hazard.
- 2.3.35** The paving would be laid on a sand bed, with the depth of sand minimised as far as practicable in order to minimise movement of the paving.
- 2.3.36** The primary pathway would have a staggered edge to achieve a garden character. The edges have been discussed with the Royal National Institute of Blind People (RNIB). It was felt that the staggered edges would not be detrimental to blind and partially sighted people as long as other visual and tactile cues would be available to assist navigation.
- 2.3.37** The ability for those with sensory impairments and independent users to safely navigate the scheme has been an on-going concern of the design team. In order to achieve the character of an informal “garden” as well as providing for recognisable cues for those with sensory impairments, options for creating colour contrast, textured surfaces and a defined edge to primary pathways have been discussed with project team equality and inclusion specialists and the RNIB. The edge solution allows a

balance between the geometry of the Garden Bridge and a continuous and recognisable edge.

- 2.3.38** For those with impaired vision, an approach has been adopted to address the staggered profile of the main pedestrian pathways. The pathway edge on a brick paved surface would contrast visually with the gravel and planting of the gardens, providing a clear indication of the boundaries of the walking surface. The presence of the gravel and planting would provide a physical and textural change under foot and would indicate to a blind or partially sighted person that they have moved off the walking surface. The gravel would consist of small to medium sized graded stones that would be lightly compacted and sized to mitigate migration of pebbles onto the walking surface and deter people from throwing them.
- 2.3.39** Balconies would be located to the perimeter of the Garden Bridge across the scheme that invite visitors to step off the primary pathway and to rest in pre-determined locations. These spaces branch from the primary pathway and culminate at the edge of the scheme with viewing points.
- 2.3.40** The balconies would also use both visual and tactile cues to identify the difference in spaces. The design of the hard surfacing within the viewing balconies is in abeyance and these areas would be differentiated either by a different colour material and /or by the use of a textured surface.
- 2.3.41** The balustrade was first designed as a broad, flat, timber ledge. Recommendations from the HIA process encouraged the consideration of suicide risk from such a ledge. A second simple balustrade was considered in order to propose a balance between the reduction of suicide risk while ensuring the opportunity to dwell and rest. The proposed design includes balustrades that would be formed of bars, providing the requisite 100mm spacing for safety with a minimum top-rail guarding height at 1.2m. This design employs a leaning rail with a sloping surface which allows a comfortable rail to dwell as well as deterring the use of the rail as a ledge.

Secondary pathways

- 2.3.42** In order to provide a more contemplative and unique pedestrian experience, the primary pathways would be supplemented by secondary pathways.
- 2.3.43** A series of secondary pathways, each 10m in length, would traverse east-west through the planting and would be aligned to reinforce the bridge geometry and frame the key river views and prospects. The hard landscaping treatment of secondary pathways would be less formal.
- 2.3.44** Inclusivity has been taken on board wherever practicable in the design of the Garden Bridge including a general approach to promoting an inclusive and comparable experience for all users.

The treatment of secondary pathways was developed in discussion with the project team equality and inclusion specialists. One secondary pathway in the central garden area over each pier would be accessible. This would ensure the opportunity for a comparable experience through the planting. The remaining secondary pathways would allow opportunities for different materials and configurations, a more diverse experience, and spaces with different character. The treatment of secondary pathways would be developed in subsequent design stages.

2.3.45 The secondary pathways, in some instances, reduce in width to 1m. The pinchpoints comply with accessibility standards and would have:

- A direct line of sight from the start of the pinchpoint to the end;
- Passing places at either end of the pinchpoint to allow people to pass without needing to reverse; and
- A restricted length (pinchpoints would be approximately 3-4m in length).

2.3.46 See section 8 the Design and Access Statement for further information on compliance with accessibility regulations.

2.3.47 As a result of stakeholder engagement and to address concerns raised by the Borough Police Designing Out Crime officers, two informal pathways have been provided to link two balconies to the primary pathway. This intended to reduce perceived feelings of intimidation and dead-end conditions. These informal pathways would have a minimum width of 750mm and would not be intended for general circulation.

Lighting

2.3.48 The lighting scheme for the bridge comprises bollard lighting at 250mm, 600mm and 1000mm heights. Additional light emitting diode (LED) handrail lighting is proposed on the bridge at the approach to the stairs and on the stairs themselves at both the north and south landings. CCTV is located on 3m and 3.5m columns on the bridge.

2.3.49 Lighting lux level targets were set and agreed through dialogue with the Borough Police Designing Out Crime officers and the Metropolitan Police. A number of lighting options were explored including column mounted lighting, catenary lighting and the agreed approach of bollard lighting which was seen as the most responsive to the garden setting. This option was reviewed by the project team and the uniformity of lighting appropriate to those with visual impairments was improved.

North landing

2.3.50 The four existing lighting columns on Temple Place adjacent to the Temple LU Station's northern facade would be replaced

with 8m light columns (9 no. in total). These would provide highway lighting, lighting to the ramp and stair and light the roof of the building. Four wall mounted luminaires would be mounted on the eastern facade of Temple LU Station (outside the station entrance). Lighting is also proposed to the new pedestrian crossing on Temple Place. On Victoria Embankment a lamp column would be relocated to the west of the bridge. Lighting would be integrated into the lift shaft to light the lift entrance and under the stairs. CCTV cameras would be mounted on three of the replacement lighting columns adjacent to the proposed ramp on Temple Place and two further cameras on the lift.

South landing

- 2.3.51** Nine 6m lighting columns are proposed on the roof of the south landing. Litter bins and/or seating would be incorporated around the base of the columns. Lighting would be concealed within the handrail on both sets of stairs from the podium to The Queen's Walk. Lighting would be integrated into the lift shaft entrance. Uplighters would be recessed into the ground at The Queen's Walk level to light the soffit of the south landing. CCTV cameras would be located at ground and podium level incorporated into lighting columns and fixed onto the building. The balustrade around the south landing roof/podium would be frameless glass with a timber handrail.

Safety and security

- 2.3.52** For the purposes of the planning application it is assumed that the bridge would be open between the hours of 0600 and 0000 for 365 days per year. Outside of these hours the bridge would be closed to the public. It is acknowledged however, that the opening hours may change in the future.
- 2.3.53** At the current time the Trust has not developed detailed roles, responsibilities and structures to govern the operations and maintenance of the Garden Bridge. More detail will be provided in an Operations and Management Plan to be prepared prior to the opening of the bridge.
- 2.3.54** The aim of the security strategy has been to develop a safe and inclusive publicly accessible space that is secure and feels secure on the Garden Bridge. Guidance from Crime Prevention Through Environmental Design has been central to developing this strategy.
- 2.3.55** The Garden Bridge and its spaces would be laid out so that crime would be discouraged and that different uses on the scheme do not create the potential for conflict. All public open space would be clearly defined and support legitimate activity. Open space design has been optimised to resist anti-social behaviour.
- 2.3.56** The security strategy principles have been developed in consultation with the Metropolitan Police Service, British

Transport Police (BTP) and other interested bodies, in accordance with Secured by Design principles.

Access and Movement

2.3.57 The Garden Bridge would have well-defined routes, circulation spaces and landings that provide for convenient movement, and promote natural way-finding.

2.3.58 The access and service routes to the landings (particularly on the south bank) have been arranged so as not to generate vulnerability to the rear of any 'owned' premises (e.g. rear access footways). Pathways around and across the scheme have been laid out to minimise the opportunities for potential offenders to have limited unnoticed access to potential targets or multiple escape routes.

2.3.59 All pathways and balconies have been developed to ensure multiple routes would be possible with minimal dead-end conditions as set out in paragraph 2.3.47.

Surveillance

2.3.60 The Garden Bridge has been designed to maximise opportunity for natural surveillance.

2.3.61 Publicly-accessible spaces in the scheme have been designed to be viewed and overlooked from other places. The bridge deck would have open and bright spaces reducing the number of potential hiding places within the context of a 'garden' to reduce the fear of crime. Lift and stair entrances have been designed to maintain lines of sight and ensure clear visibility of lift and stair access.

2.3.62 The planting design has been developed to address both concerns raised by Borough Police Designing Out Crime officers, regarding perceived safety, as well as to maximise the potential new views of the London skyline that the scheme would afford. The garden areas have been designed to provide a transparency of planting, rather than dense planting to minimise secluded areas where crime and anti-social behaviour could take place, as well as facilitating views from the bridge. This has been achieved by restricting the majority low level planting to a nominal 1m height with tree canopies generally starting from 2m in height to create a visible clear band between. While there would be some elements of planting between these levels, this has been limited and the type of planting has been carefully chosen to maintain views. This design outcome has the potential to reduce feelings of intimidation.

2.3.63 Safety has been an important consideration of the lighting strategy for the Garden Bridge which is described in paragraphs 2.3.48 to 2.3.51. Lighting of the scheme supports good natural and CCTV surveillance during the hours of darkness. The

CCTV system would be provided to support public safety and law enforcement and would be capable of being monitored from a control room within the south landing structure and remotely.

Activity

- 2.3.64** The scheme's design exploits all opportunities to develop activities that support safety and security. The public realm is designed to be enjoyed by different groups at the same time; by providing a range of complementary dwell and movement areas minimising the chances for conflict.

Ownership

- 2.3.65** The Garden Bridge would be a private space, managed by the Garden Bridge Trust, with the objective of being an inclusive space made available to the public to promote a sense of ownership, respect, territorial responsibility and community.
- 2.3.66** All space (i.e. public, semi-public, semi-private or private) has been clearly defined and adequately protected. Where appropriate, defensible space has been created in such a way that it empowers staff to take control of areas when required; private space would not be easily accessible to people who have no access rights. Provision to close the scheme has been made at each landing.

Physical Protection

- 2.3.67** Where required, the scheme design includes physical protection in line with Secured by Design principles (particularly in the owned spaces on the south bank). Measures include:
- Careful lighting design to reduce dark areas without impacting on the ecology.
 - Lifts designed to provide transparency and visual permeability, including the use of glazed elements.
 - Gates at the ramp and stairs at the north landing provide a clear line of security enabling the landing and bridge to be closed at night.
 - Security bollards included at the top of the north landing ramp.
 - Shutters at the ground level arched entrances to the podium would provide night-time security at the south landing.

Way-finding and signage

- 2.3.68** Landing points would provide orientation and legibility as an integral part of the design, through the orientation of access points aligned with desire paths and clear visual cues. In this way it is hoped that use of the scheme would feel intuitive and minimise the need for signage.

2.3.69 Signage, where provided, would be clear, concise and consistent, and suitable for people with visual impairments and learning disabilities, such as dyslexia. Information to be conveyed in signage would include the following:

- Locations of public and publicly accessible toilets (including those with provision for wheelchair users)
- Onward travel directions for visitor attractions and sites of interest
- Onward travel directions for local transport connections
- Onward travel directions for step-free access transport links

2.3.70 Way-finding would be provided at each landing point to direct visitors to stairs, lifts or ramps.

2.3.71 The unique geometry of the Garden Bridge required consideration of its navigability. A three-dimensional (3D) relief model is proposed at each landing point. This would allow those with impaired vision to physically understand the form and geometry of the bridge before traversing it. This would also inform people that the scheme is for pedestrian use only, so that people can use the scheme confident of the fact that there would be no conflict between users.

Seating

2.3.72 The location and principles of furniture provision have been considered at this stage. The detailed design of furniture would come forward at a later stage in the design process.

2.3.73 With a range of seating configurations the intention is to create an accessible environment where the provision of choice would allow individuals to sit on their own or to gather as groups of up to six with longer bench configurations.

2.3.74 Early design stages included provision for seating at a maximum of 50m intervals in line with recommendations of BS8300, this was partly in response to concerns over the potential of seated visitors to interrupt the free-flow of pedestrian movement. Following a peer review by the Mayor's Design Advisory Group, the design was subsequently developed to include for a number of secondary pathways through the planted zones of both piers. This enabled the inclusion of additional seating over and above the minimum requirement and also allowed for greater variety in seating types and typologies. The inclusion of leaning rails for short duration stays, benches for longer dwell times, individual seating for privacy and grouped seating to include encourage engagement and social cohesion has created a variety of different spaces to suit differing needs and requirements.

2.3.75 Proposed seating would typically be located with approximately 20m up to maximum 30m spacing. Seating would be designed

to reduce areas of seclusion and opportunities for criminal activity through the consideration of heights.

- 2.3.76** Armrests would be provided to help people lower themselves into the seat and to stand up. Life-saving equipment would be incorporated into seating in line with Port of London Authority (PLA) requirements.
- 2.3.77** In addition, the seating design would address the need to prevent explosives being concealed, would be shatter-proof (in the event of an explosion).
- 2.3.78** In the interest of safety, seating would be designed to discourage rough sleeping through the provision of an irregular top surface.
- 2.3.79** Some balconies would have only a leaning rail against which to rest, whilst others would be provided with seating of varying degrees to create spaces to dwell; from seats for individuals to longer benches.

Facilities

- 2.3.80** Due to the number and proximity of public and publicly accessible toilet facilities to both landing points, it is not thought necessary to provide additional toilets exclusively for bridge visitors. This is in line with adjacent pedestrian bridges such as the Millennium and Hungerford Bridge.
- 2.3.81** Welfare facilities would be provided for bridge maintenance staff and gardeners at the south landing.
- 2.3.82** A drinking-water fountain would be provided adjacent to the lift core at the north and south landing.

Draft Code of Construction Practice Part A

- 2.3.83** A draft Code of Construction Practice, Part A: General Principles is appended to the ES. This document outlines a series of measures to minimise the impacts of construction on the environment that have been identified in developing the outline design of the scheme and through the ES. Compliance with the draft Code of Construction Practice Part A would be a requirement of the agreement between The Garden Bridge Trust (“the Promoter”) which is the body responsible for delivering the Garden Bridge and the Contractor selected to construct the scheme (“the Contractor”).
- 2.3.84** The document sets out the purpose of the draft Code of Construction Practice Part A, the mechanisms by which environmental requirements are managed, and the environmental requirements on a topic by topic basis, including:

- a requirement for the Contractor to sign up to and adhere to the Considerate Constructors Scheme⁵;
- measures to prevent unauthorised access to the site including lighting, CCTV and alarm systems where required, adequate security staff, and site security provisions;
- provision of reasonable pedestrian routes including consideration of accessibility, signage, width and height and barriers; and
- provision for site lighting and signage with the minimum luminosity sufficient for safety and security purposes.

2.3.85 Recommendations for the draft Code of Construction Practice Part A resulting from the EqIA process are set out in Appendix 1.4. These include:

- Management of the construction workforce to promote respect and courtesy for residents and passers-by and prevent shouting, abusive language and wolf-whistling;
- Use of local labour and training/up-skilling of workforce.

2.3.86 The recommendation on worker behaviour has been addressed through the inclusion of a requirement for the contractor to sign up to and adhere to the considerate contractors scheme. Measures relating to local labour and training plans would typically be covered by a commitment at the project level and fed into the contractor's contract requirements

⁵ www.ccscheme.org.uk

3 Methodology

3.1 Guidance documents

3.1.1 The legislation and guidance set out in section 1.2 and 1.3 has been used to inform the methodology of this EqlA. The guidance sets out objectives and preferred considerations of EqlA.

3.1.2 Since an appropriate methodology for EqlA is not prescribed, the methodology for this EqlA has been developed specifically to be appropriate for the Garden Bridge. Additionally examples of EqlAs undertaken for recent developments have been considered to ensure this EqlA aligns with best practice.

3.1.3 The professional judgements made in this EqlA are inherently subjective and are based on the information available at the time of undertaking. People are of course more than the sum of their characteristics and it is acknowledged that there is significant diversity within as well as between the protected characteristics considered in this EqlA. Individuals may also have multiple protected characteristics which may interact to change the way in which they experience place and people. Nevertheless, there are ways in which broad groups of people with the characteristics set out in section 1.2 could be systematically disadvantaged and this process attempts to ensure as far as possible that the Garden Bridge does not do so. For this reason consultation responses from people with protected characteristics have been considered particularly carefully.

3.2 Baseline data gathering

3.2.1 Baseline data has been collated, mapped and analysed from a range of sources in order to provide an overview of the existing population, demographic profile, socio-economic conditions in the local community and the physical environment in the surrounding area. The baseline developed an understanding of the equality characteristics of the neighbourhood assessment area in comparison to the local assessment area and London, as well as the equality characteristics of anticipated users of the Garden Bridge. The baseline data has been used particularly to inform the disproportionate impact assessment.

3.3 Impacts to be considered

3.3.1 The following likely impacts have been assessed as part of this EqlA:

- physical accessibility barriers or impacts;

- any changes to access to community facilities, public open space, recreational facilities, mainstream or specialist services for protected characteristics;
- impacts for community cohesion, social networks, relations between protected characteristics;
- safety and security impacts;
- equality, discrimination, harassment and community relations impacts for protected characteristics of location and management of construction compounds and construction workforce;
- equality impacts of changes in employment opportunities (i.e. job creation, opportunities for upskilling); and
- equality impacts of area-based regeneration and economic investment.

3.4 Assessment of equality impacts

3.4.1 The assessment of likely equality impacts was based on the protected characteristics outlined in section 1.2 of this EqIA.

3.4.2 This EqIA has encompassed qualitative assessment techniques and professional judgement. It included a desk based assessment in a three-stage approach set out in more detail in paragraphs 3.4.4 to 3.4.8:

- Differential impact assessment;
- Disproportionate impact assessment; and
- Safety and security assessment.

3.4.3 The qualitative assessment of equality impacts for each of these assessments describes the nature of the likely impact (for example whether the impact relates to safety, well-being, or accessibility issues). Based on the processes undertaken and the baseline data presented, links have been made between the identified impacts and potential equality impacts/outcomes.

Differential impact assessment

3.4.4 In some cases it has been judged that there are reasons why a group with a protected characteristic could be impacted beneficially or adversely by the Garden Bridge or experience it differently. For example if a wheelchair user could not enjoy the scheme because it was physically inaccessible to them. Table 1.1 sets out the protected characteristics that this is considered to apply to. A systematic review of the potential impacts of the proposed development has been undertaken from the perspective of the protected characteristics in question. This includes inputs into the design, consultation and application processes.

Disproportionate impact assessment

- 3.4.5** In some cases there would be protected characteristics who are affected differently not because they would have a different experience of the Garden Bridge, but because they may bear a disproportionate part of any beneficial or adverse impact. This would apply to protected characteristics where they are present in disproportionate numbers among local residents or likely users. For example if the scheme had an adverse impact on all local residents but there was a concentration of a particular ethnic group amongst local residents. The baseline data profile has been used to inform this assessment.

Safety and security assessment

- 3.4.6** Safety and security is important to all bridge users, but there are reasons why those who have a protected characteristic may be disproportionately at risk in public spaces and therefore be particularly impacted by safety and security considerations on the Garden Bridge.
- 3.4.7** Almost all of the protected characteristics are more likely than the average to be, or perceive themselves to be, vulnerable in public spaces. Several of them as a group suffer from hate crime or have characteristics (such as impaired mobility) which contribute to this. The implication of this is that any beneficial or adverse impacts of the Garden Bridge in terms of safety and security may be felt particularly keenly by individuals with protected characteristics.
- 3.4.8** Safety and security concerns may disproportionately affect almost all protected characteristics (with the exception of job seekers and those on low income). To reflect this, and to avoid scoping all protected characteristics into the full EqIA on the basis of safety concerns alone, this EqIA has explicitly considered safety and security as a general equality concern, rather than individually for each protected characteristic. Promotion of inclusivity and discouraging intimidation has been considered as well as proposed crime prevention measures.

3.5 Significance criteria

- 3.5.1** The approach to judging the significance of equality impacts aligns with the approach taken for the ES, while reflecting the qualitative nature of the assessment.
- 3.5.2** Subjective judgements of the significance of equality impacts have equally considered available objective indicators, qualitative evidence including consultation responses and both actual and projected data on population characteristics. Objective measures have been based around the ES factors that determine significance such as probability, magnitude, spatial and temporal extent, sensitivity of protected characteristics and the number/representation of protected

characteristics amongst the affected population. Subjective judgements have been informed by consideration of a range of dimensions of impact, including qualitative evidence regarding the character of impacts and the sensitivity of protected characteristics to those impacts.

3.5.3 The criteria include consideration of the following dimensions of impact, as appropriate to the type of impact and the protected characteristics potentially affected:

- characterisation of form of impact, including whether the impact is significant or not significant;
- the duration of the impact (temporary or permanent); and
- whether the impact is beneficial or adverse.

3.6 Limitations of the study

3.6.1 The literature review and baseline data used in this EqIA was limited to readily available public and published sources. The information contained within the ES, TA, HIA and Sustainability Statement has been heavily relied on to characterise the study area and identify equality impacts.

3.6.2 The approach to the assessment of equality impacts is generally qualitative and based on professional judgement and engagement with the design, consultation and application processes.

3.7 Consultation

3.7.1 The diversity within and between protected characteristics makes consultation a key consideration of this EqIA.

3.7.2 Extensive stakeholder consultation and engagement has occurred throughout the project with proposals developing in response to comments made and concerns expressed.

3.7.3 A wide range of stakeholders have been engaged during the design process, including, but not limited to, the following:

- Westminster City Council;
- London Borough of Lambeth;
- Port of London Authority;
- The Mayor's Design Advisory Group;
- Commission for Architecture and the Built Environment;
- Coin Street Community Builders;
- ITV;
- Metropolitan Police Service;
- British Transport Police; and

- Royal National Institute for the Blind.

Public consultation

- 3.7.4** Public consultation was undertaken on the Garden Bridge proposals at the end of 2013. This EqlA recommended that opportunities should be sought to maximise the inclusivity of the consultation process and make pro-active efforts to reach groups representing protected characteristics as set out in Appendix 2.
- 3.7.5** Consultation materials were made available online and in a leaflet. The leaflet was made available in braille, large print and a range of languages. The scheme was additionally publicised in the press, by roadshow events and media. Roadshows were held at fully accessible venues; Somerset House and Coin Street Neighbourhood Centre.
- 3.7.6** The equalities-related organisations which were specifically targeted for consultation were:
- Action for Blind People;
 - Action on Hearing Loss (RNID);
 - Age UK;
 - Age UK London;
 - British Council of Disabled People;
 - British Deaf Association;
 - Disability Resource Team;
 - Disability Rights UK;
 - Disabled Persons Transport Advisory Committee;
 - Royal Association for Disability Rights (RADAR);
 - RNIB;
 - Transport for All; and
 - Westminster Action on Disability.
- 3.7.7** The feedback from the public consultation and the outcomes relating to that feedback has inputted into this EqlA where access and safety issues have been raised by respondents. A summary of issues raised is provided in Appendix 2.
- 3.7.8** There were minimal comments from the consultation relevant to EqlA. Those raised included:
- the importance of ensuring accessibility for disabled people with some support for ramps rather than lifts;
 - concerns over personal safety and risk of crime associated with lighting, foliage, policing, rough sleepers, hawkers and opening hours;
 - concerns around the use of CCTV; and

- support for the notion that the bridge should promote inclusivity by being free to access.

3.7.9 More detail on comments relevant to EqIA is provided in Appendix 2 to this document. A full summary of all consultation activities is provided in the Statement of Community Involvement submitted with the planning application.

3.8 Recommendations

3.8.1 This EqIA covers both processes and outputs associated with the Garden Bridge. As such the assessment includes an on-going process of engagement and recommendations based on available equality guidance. This engagement has involved liaison with the ES, TA, HIA and Sustainability Statement. The recommendations considered in the design are included in the assessment in section 5.

3.8.2 Where mitigation has already been identified for any likely significant impacts, for example through the ES, this mitigation is cross-referenced in this EqIA

4 Baseline

4.1 Introduction

4.1.1 The baseline data has been coordinated with other workstreams and deliverables for the planning application such as the ES, the HIA and the Sustainability Statement. It has drawn from existing data stores and secondary evidence including:

- Publications relating to crime and fear of crime;
- Office for National Statistics (ONS);
- Department for Work and Pensions (DWP);
- Department for Communities and Local Government (DCLG)
- Business Register Employment Survey (BRES);
- Index of Multiple Deprivation;
- London Datastore;
- Home Office crime statistics; and
- Greenspace Information for Greater London (GiGL).

4.1.2 Selected excerpts most relevant to this EqIA are included here; analysis is also included in the HIA and the socio-economic assessment which forms part of the ES.

4.2 Safety and security concerns of protected characteristics

4.2.1 This section sets out published evidence of how the protected characteristics considered in this EqIA experience particular socio-economic conditions, or experience public spaces in a way which may shape their vulnerability or resilience to likely impacts of the Garden Bridge.

Women

4.2.2 Women are at higher risk of some rape attacks on the street and often perceive safety concerns disproportionate to their statistical risk of street crime, particularly after dark. In 2011 65% of women's frequency of travel was affected by concerns over crime and anti-social behaviour, compared to 45% of men⁶.

⁶ Transport for London (Oct 2011) Attitudes to Safety and Security

Black and Minority Ethnic people

- 4.2.3** 85% of all hate crimes committed in the UK between 2012 and 2013 were recorded as racially motivated⁷.

Young people and children

- 4.2.4** Young people and children (and those that care for them) are likely to have concerns about their personal safety, particularly after dark⁸.

Older people

Some sources suggest as many as 64% of older people are scared of being a victim of crime, with this fear ranking on average in older people's top three concerns (along with keeping warm in winter and financial concerns)⁹.

Disabled people

- 4.2.5** Disabled people in England & Wales are 20% more likely than non-disabled people to worry about being a victim of crime⁸; and this is more pronounced amongst disabled women.

Lesbians, Gay men, Bisexuals and transgendered people

- 4.2.6** One in sixteen lesbian, gay, bisexual or transgendered people perceive that crime poses a "very [or]...fairly big" problem to them in their neighbourhood due to sexual orientation¹⁰.

People from different faith groups

- 4.2.7** Members of different faith groups may experience feelings of insecurity in public, particularly after dark or when travelling to and from faith-related activities and/or when wearing discernible faith-related items of clothing such as veils or turbans. Perceived threat of crime may also be a concern for some members of faith groups for example contexts of fear and prejudice have been reported to be a basis for violence against Muslim communities in London¹¹.

⁷ Home Office (2012) Statistical News Release: Hate crimes England and Wales 2012/13; <https://www.gov.uk/government/policies/reducing-and-preventing-crime--2/supporting-pages/hate-crime> Accessed April 2014.

⁸ Coleman, Sykes & Walker (2013), 'Crime and disabled people: Baseline statistical analysis from the formal legal inquiry into disability-related harassment', Equality & Human Rights Commission Research Report 90.

⁹ Age UK 'Fear of crime is a major concern for 2 out of 3 older people', <http://www.ageuk.org.uk/northern-ireland/latest-news/archive/elderly-fear-of-crime-highlighted-in-pensioner-survey/> accessed April 2014. are

¹⁰ Stonewall (2013); Homophobic Hate Crime: The Gay British Crime Survey 2013; http://www.stonewall.org.uk/documents/hate_crime.pdf Accessed December 2013.

¹¹ University of Exeter (2010) Islamophobia and Anti-Muslim Hate Crime: a London Case Study.

Homeless people

- 4.2.8** Statistics suggest that homeless people are particularly vulnerable in public space; they are 13 times more likely to be a victim of violent crime than the general public and 47 times more likely to be a victim of theft¹². It should be acknowledged that some members of the public perceive safety and security concerns relating to areas where homeless people might choose to rest or shelter although no data is available to quantify the scale or severity of this concern. This fear may be particularly salient amongst groups with protected characteristics.

People on low income and people seeking employment

- 4.2.9** There are no known safety and security concerns which might differentially impact people on low income and people seeking employment.

4.3 Baseline assessment areas

- 4.3.1** In order to examine baseline data relevant to the development, the assessment area examined at the neighbourhood area comprised a group of LSOAs and an assessment area at the local level for comparative analysis comprised a group of boroughs as set out in

¹² Streets of London (2013) About Homelessness;
<http://www.streetsoflondon.org.uk/about-homelessness>; Accessed December 2013

Table 4.2 below. These geographies are consistent with both the socio-economic assessment which forms part of the ES and the HIA submitted with the planning application.

Table 4.2: Local and neighbourhood level geographies included in the baseline assessment

Local assessment area (borough)	Neighbourhood assessment area (LSOA)
Westminster City Council	Westminster 018A
	Westminster 018B
London Borough of Lambeth	Lambeth 036C
	Lambeth 036D
	Lambeth 036E
City of London	City of London 001G
London Borough of Southwark	Southwark 002C
	Southwark 034D
London Borough of Camden	Camden 028B
	Camden 028C
	Camden 028D

4.3.2 The respective boundaries of the local and neighbourhood assessment areas are shown Figure 4.1 and Figure 4.2 overleaf.

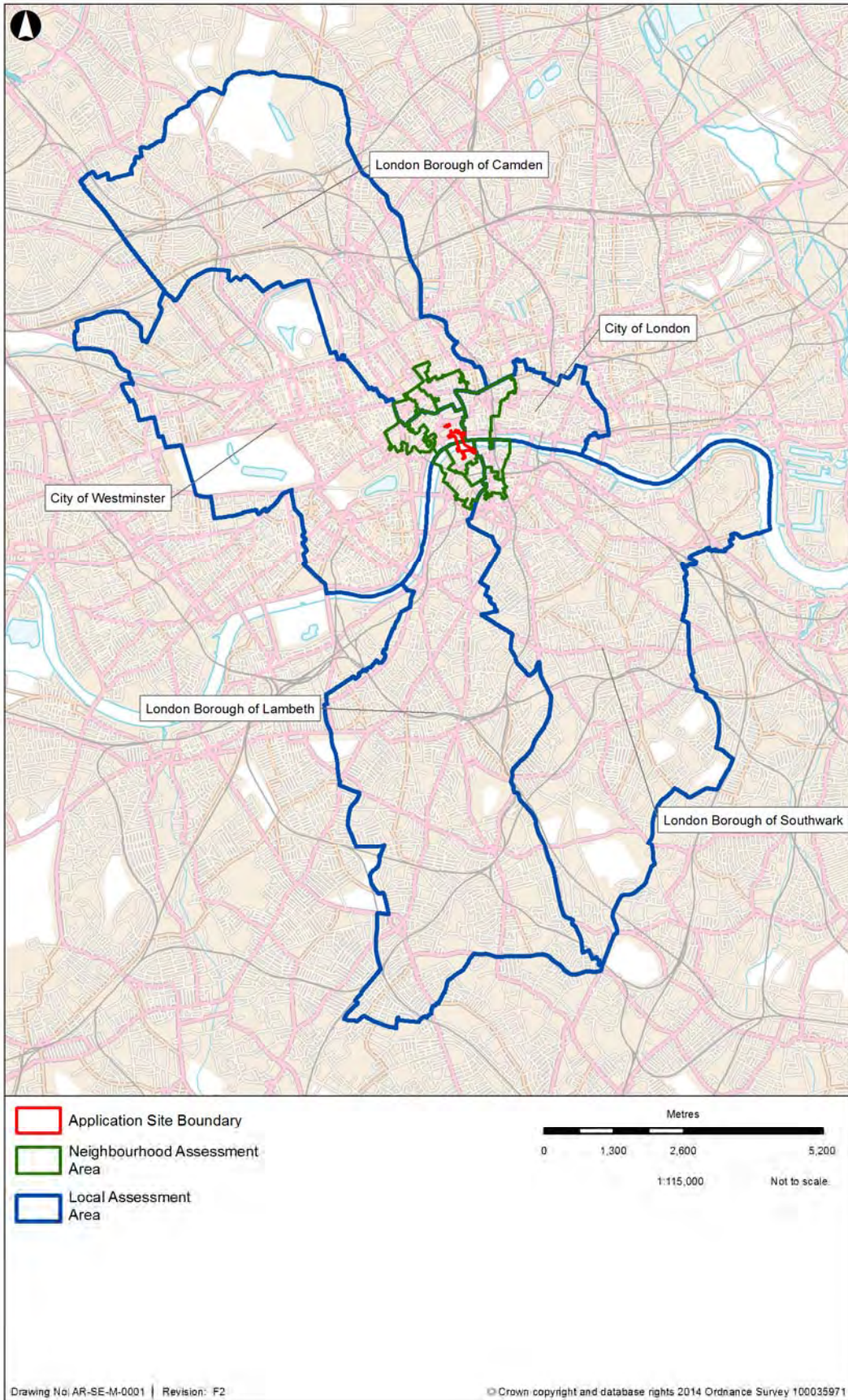


Figure 4.2: The baseline Local Assessment Area (borough)

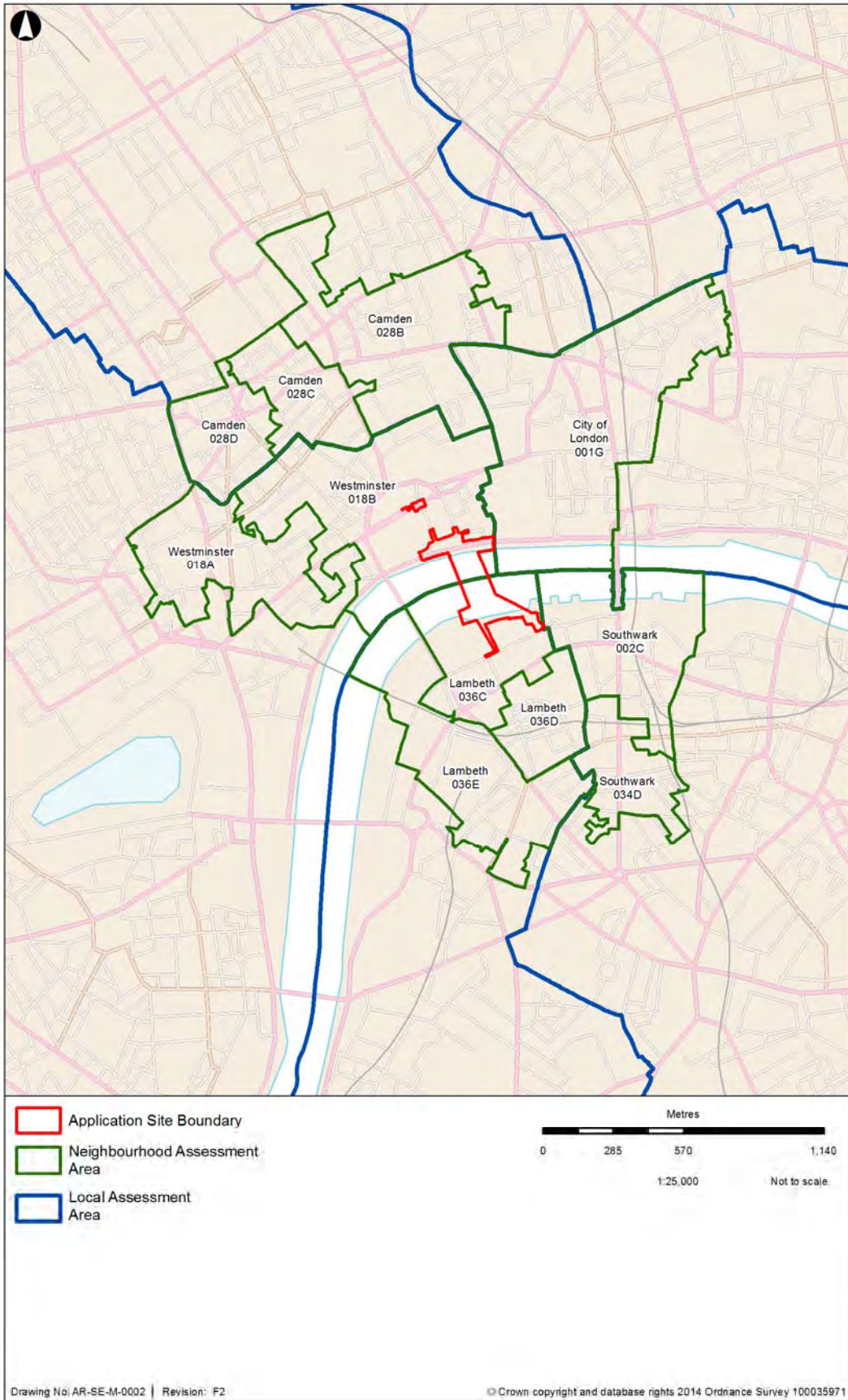


Figure 4.3: The baseline Neighbourhood Assessment Area (LSOA)

4.4 Baseline data

Population

4.4.1 Census 2011 data in Figure 4.4 shows that all three assessment areas have a high proportion of the residential population who are aged between 16 and 64 years (working age). In particular, the neighbourhood assessment area has a greater proportion of working age (81.6%) in comparison to the local assessment area (73.8%) and London (64.8%). This is an important economic driver and strength of the area.

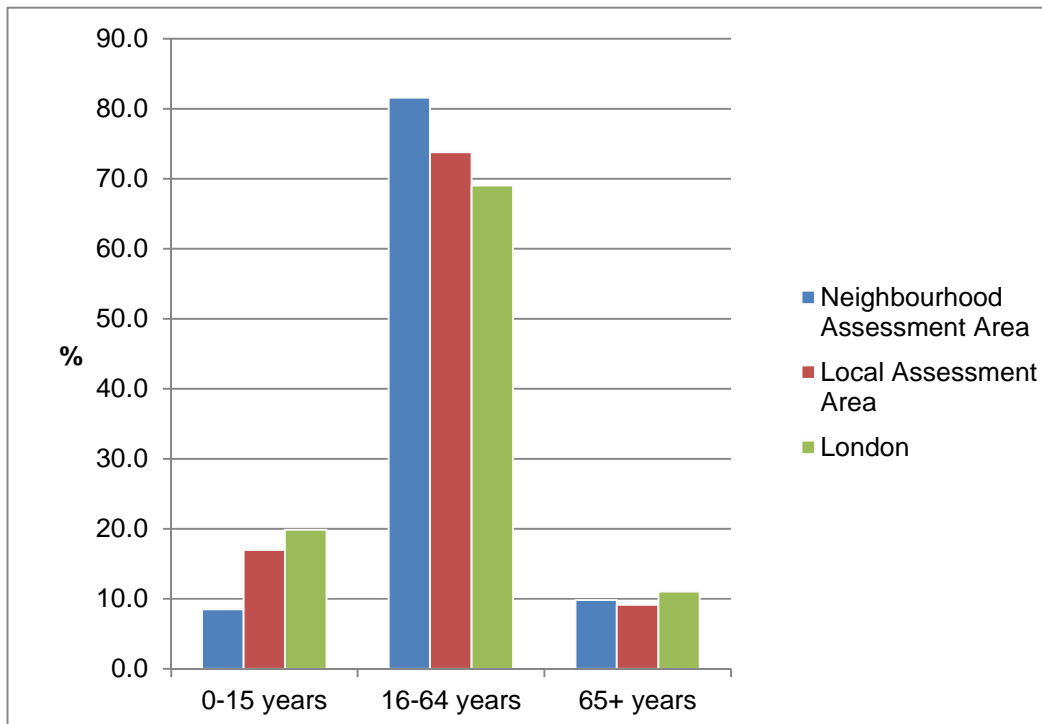


Figure 4.4: Age Structure of the Population, ONS 2011

4.4.2 Coin Street Community Builders with 220 homes run by four housing co-operatives¹³ represents the closest residential premises to the site and is included in the boundary of both the local assessment area and neighbourhood assessment area.

¹³ Coin Street Community Builders; Who we are/about us; <http://coinstreet.org/who-we-are/about-us/>; Accessed: 5 December 2013.

Gender

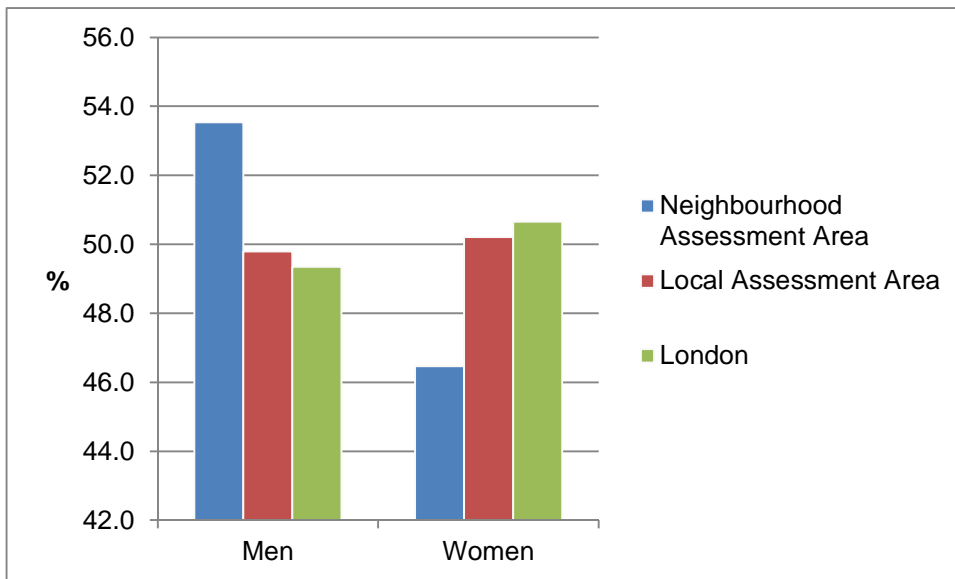


Figure 4.5: Gender of the resident population, ONS 2011

4.4.3 The neighbourhood assessment area has a greater proportion of men (53.5%) than women (46.5%). This goes against the trend of a majority of women in the local assessment area (50.2% women) and London level (50.7% women).

Ethnic Group

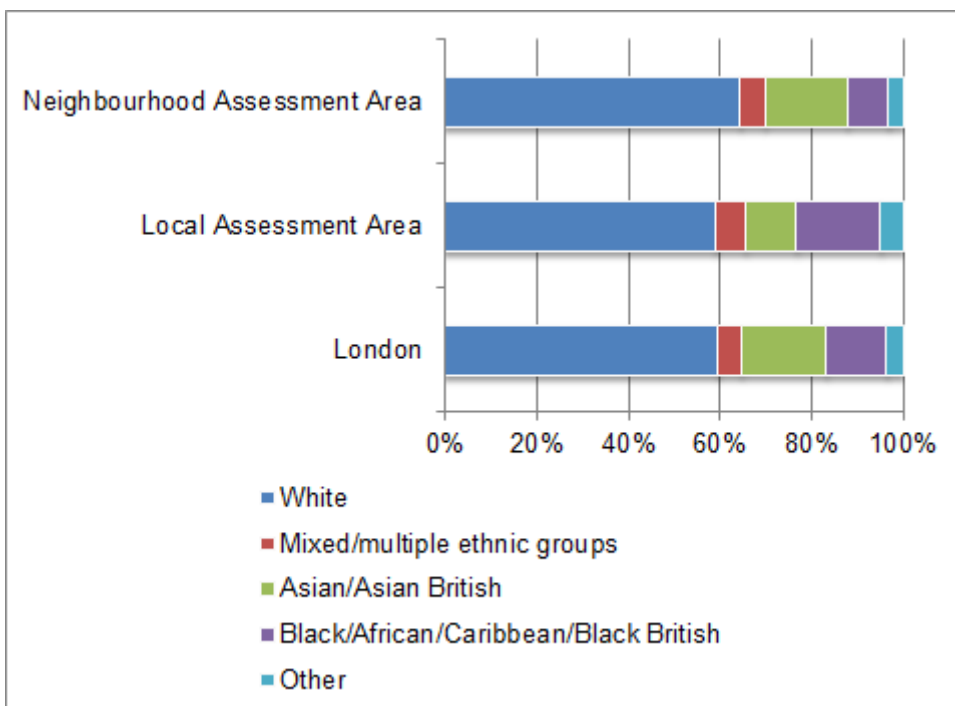


Figure 4.6: Ethnic group, ONS 2011

4.4.4 The majority of the resident population for all three assessment areas is categorised under white ethnic groups. The neighbourhood assessment area has a slightly greater

proportion of the population who are white (64.5%) than the local assessment area (59.4%) and London (59.8%). The neighbourhood assessment area also has a lesser proportion of the population who are Black, African, Caribbean or Black British at 9.0% compared to 18.4% at the local assessment area level and 13.3% in London.

4.4.5 Figure 4.7 shows the subdivisions of ethnic groups who are not white. The neighbourhood assessment area has a significantly higher proportion of the population who are Chinese (7.9%) compared to the local assessment area (2.4%) and London (1.5%).

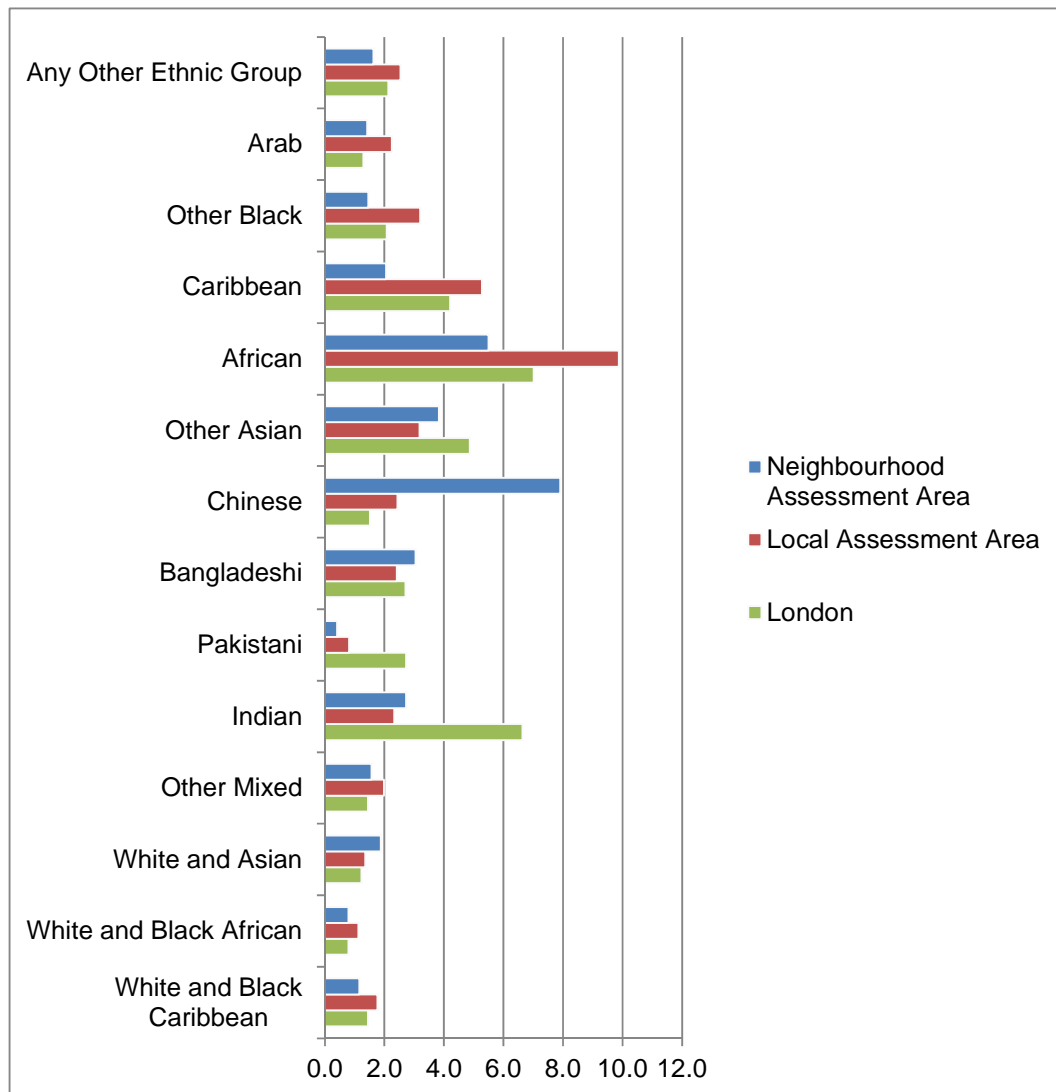


Figure 4.7: Breakdown of non-white population by ethnic group, ONS 2011

Population born outside of the UK

4.4.6 The majority of the resident population for each of the assessment areas was born in the UK. The neighbourhood assessment area had a lesser proportion of the resident population born in the UK (54.0%) than the local assessment

area (57.2%) and significantly less in comparison to London as a whole (63.3%). The country of birth with the highest proportion of the resident population in the neighbourhood assessment area was Europe at 16.3% closely followed by Middle East and Asia at 14.4%; both of these populations represented a higher percentage than their equivalent in the local assessment area and London.

Table 4.3: Country of birth (by continent), ONS 2011

	UK	Europe	Africa	Middle East and Asia	The Americas and the Caribbean	Antarctica and Oceania
Neighbourhood Assessment Area	54.0	16.3	6.8	14.4	6.2	2.4
Local Assessment Area	57.2	15.0	9.1	9.5	7.1	2.1
London	63.3	12.2	7.6	11.8	4.0	1.0

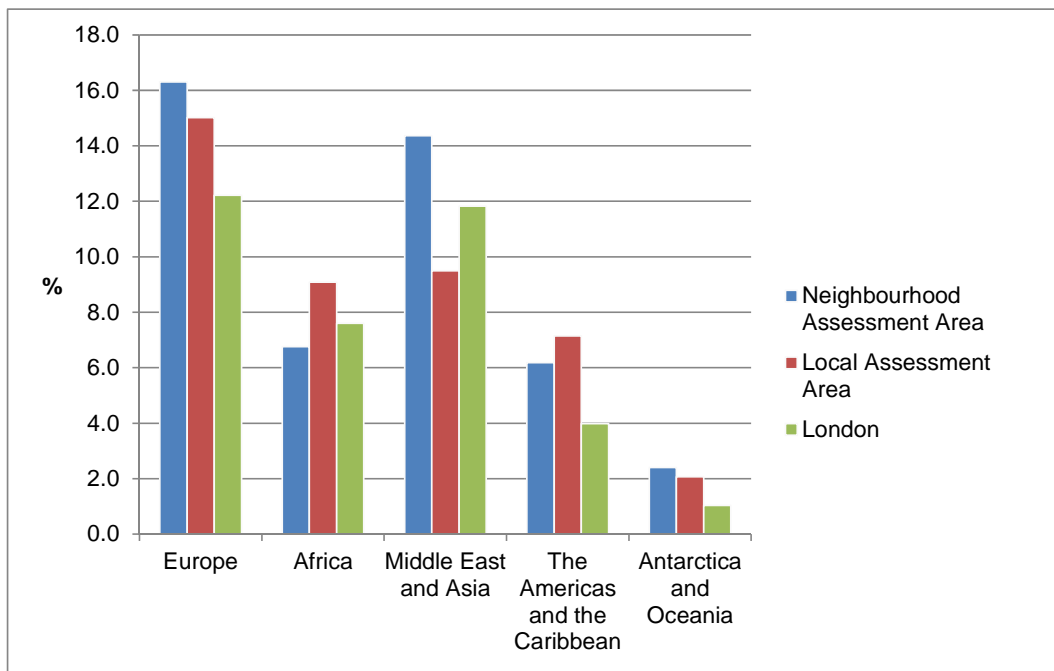


Figure 4.8: Country of birth outside of the UK, ONS 2011

4.4.7

Figure 4.9 indicates when the 2011 residential population born outside of the UK first immigrated to the UK. For each of the periods before 2004-2006 the neighbourhood assessment area experienced a lower proportion of immigration in comparison to the local assessment area and London. This accounted for

49.0% of the neighbourhood assessment area’s residential population born outside of the UK compared to 59.0% of the local assessment area’s population and 61.9% of London’s population born outside of the UK. Significantly, in recent years the neighbourhood assessment area had a much greater proportion of its residential population arriving from outside the UK in the period 2007 to 2009 (21.6%) and 2010 to 2011 (15.5%) in comparison to the local assessment area (17.4% and 10.0% respectively) and London (16.0% and 7.8% respectively).

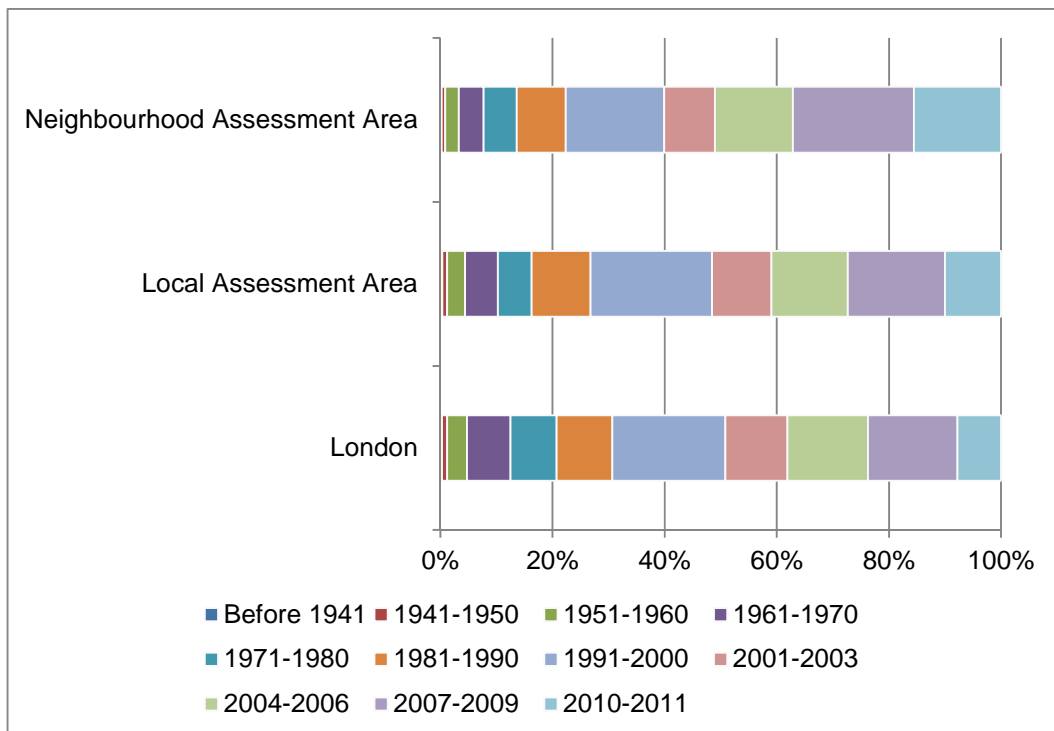


Figure 4.9: Year of arrival in the UK, ONS 2011

Disability Living Allowance

4.4.8 From the 8 April 2013 Personal Independence Payments (PIP) started to replace Disability Living Allowance (DLA) for people aged 16 to 64. Due to the short time period since the introduction of PIP, DLA data has been included in the baseline assessment as a reliable data source.

4.4.9 DLA is payable to people who are aged under 65 years, are disabled and who have personal care needs, mobility needs, or both. Analysis of DWP datasets set out in Table 4.4 show that there was a significantly higher proportion of the population in the neighbourhood assessment area who were DLA claimants at 4.6% in comparison to 0.5% of the population of the local assessment area and London. This has been a particularly relevant finding for this EqlA and the HIA to consider to ensure that the scheme is accessible for this segment of its catchment population.

Table 4.4: Disability Living Allowance Claimants, ONS and DWP 2011

Area	Average DLA claimants	Population	Percentage of the population claiming DLA
Neighbourhood Assessment Area	859	18,683	4.6
Local Assessment Area	5,188	1,038,478	0.5
London	42,773	8,173,941	0.5

Sexual identity

4.4.10 ONS data (2012) relating to sexual identity was available for London only. Of the 169,239 respondents to the sexual identity question of the Integrated Household Survey, 2.5% of those in London responded lesbian, gay or bisexual, 0.4% responded 'other' and 5.8% responded 'don't know/refusal'. Percentages in London represented the highest proportions across the UK for these three categories.

Religion

4.4.11 Figure 4.10 shows that under religion in the 2011 Census, the majority of respondents indicated that they were Christian or had no religion. The neighbourhood assessment area in particular had a lower proportion of Christians (42.2%) and a higher proportion of residents with no religion (29.8%) in comparison to the local assessment area (47.0% and 25.5% respectively) and London (48.4% and 20.7% respectively). Notably, the neighbourhood assessment area also had a Buddhist population of 2.6%, more than double that of the local assessment area (1.2%) and London (1.0%). Whereas the Jewish population was comparatively low at (1.1%), as was the Muslim population (7.3%).

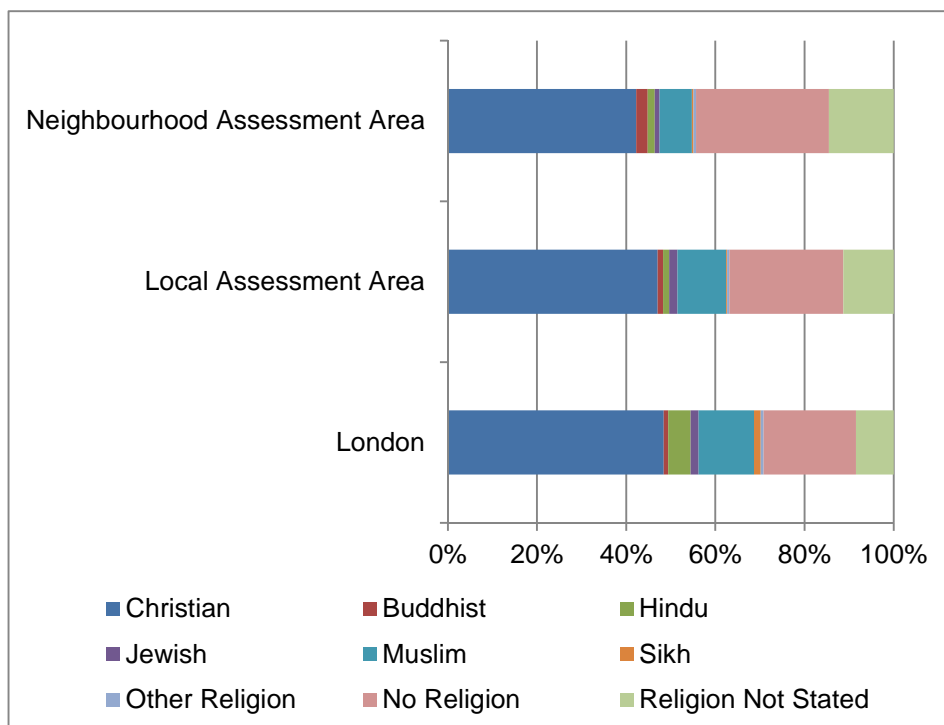


Figure 4.10: Resident population by religion, ONS 2011

Homelessness

4.4.12 Homelessness is a problem across London, with rough sleeping a particular problem in Inner London boroughs. DCLG homelessness data recorded in 2013¹⁴ shows that there are an estimated 478 homeless households across the boroughs of London Borough of Camden, the City of Westminster, the City of London, LB Lambeth and London Borough of Southwark. Many of these would be in temporary accommodation or hostels. Of those 478 households, an estimated 371 across the

¹⁴ DCLG (2013) Homelessness Live Tables - Table 784a
<https://www.gov.uk/government/statistical-data-sets/live-tables-on-homelessness>;
Accessed December 2013.

three boroughs have not been provided with accommodation and may therefore be at risk of sleeping rough. The most recent rough sleeping counts¹⁵ recorded 203 people across the five boroughs. For context, this represents 41% of the total number counted sleeping rough across England and 71% of those counted in London. Anecdotally, many rough sleepers are known to be present around the River Thames and its bridges. No known data source is available to identify localised hot-spots for rough sleeping.

Economic activity

4.4.13 Economic activity is an analysis of the working age population who are part of the labour market, i.e. either currently in or seeking employment. The breakdown of data available in the most recent Census (2011) at LSOA level includes a different working age group to those set out in the population section of this baseline; here those aged between 16 and 49 years have been considered.

Table 4.5: Economically Active Aged 16-49, ONS 2011

Area	Total	In Employment (%)			Unemployed (exc. full time students) (%)
		Employee	Self- Employed	Full time students	
Neighbourhood Assessment Area	8,761	70.2	14.7	6.5	8.7
Local Assessment Area	486,612	72.4	13.8	4.7	9.1
London	3,463,204	70.9	14.4	5.1	9.6

¹⁵ DCLG (2012) Rough Sleeping Statistics for England – Table 1
http://data.gov.uk/dataset/rough_sleeping_statistics_england; Accessed December 2013.

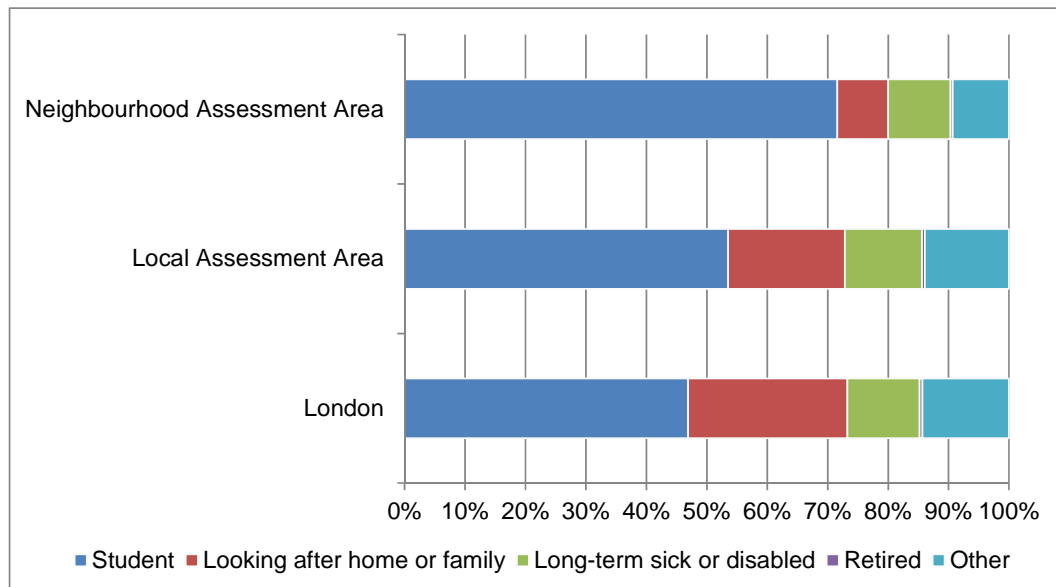


Figure 4.11: Economically Active Aged 16-49, ONS 2011

4.4.14 Economic activity data is divided into employees, self-employed and full time students (who are in or seeking employment) and those who are unemployed. According to Census 2011 data, the three assessment areas had a largely comparable distribution of the subdivisions of economic activity in percentage terms. The neighbourhood assessment area had a slightly lower proportion of the economically active population who were unemployed (8.7%) in comparison to the local assessment area (9.1%) and London (9.6%).

Table 4.6: Economically Inactive Aged 16-49, ONS 2011

Area	Total	Retired (%)	Student (%)	Looking after home or family (%)	Long-term sick or disabled (%)	Other (%)
Neighbourhood Assessment Area	3,705	0.4	71.6	8.4	10.3	9.3
Local Assessment Area	146,006	0.5	53.5	19.3	12.8	13.9
London	1,005,404	0.5	46.9	26.3	11.9	14.3

**Figure 4.12: Economically Inactive Aged 16-49 years, ONS 2011**

4.4.15 Economic inactivity is divided into those who are retired, students (who are not in or seeking employment), looking after home of family and long-term sick or disabled. Census 2011 data shows that full time study was the main reason for economic inactivity in the neighbourhood assessment area and local assessment area. There was a significantly larger proportion of economically inactive residents who were full time students in the neighbourhood assessment area (71.6%) in comparison to the local assessment area (53.5%) and London (49.6%). This may reflect the university accommodation located in these areas. A comparatively low proportion of residents who were economically inactive were looking after a home or family in the neighbourhood assessment area (8.4%) than for the local assessment area (19.3%) and London (26.3%).

Employment

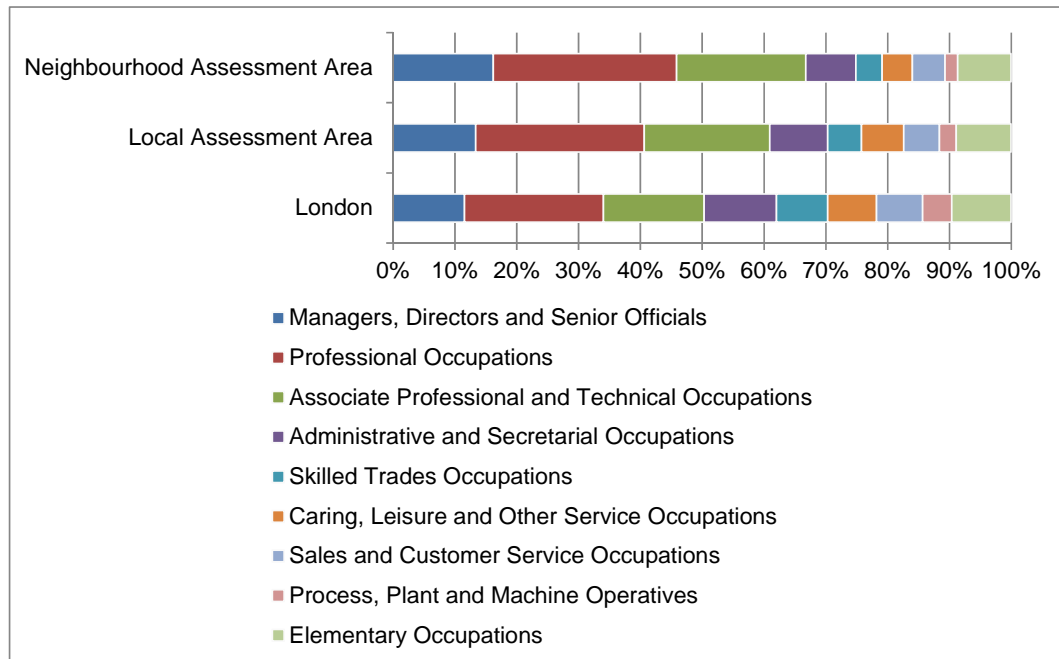


Figure 4.13: Employment by Occupation, ONS 2011

4.4.16 Overall the distribution of occupations of employed residents was staggered between the three geographical areas. The proportion of sales and customer service occupations in the neighbourhood assessment area was comparable to the local assessment area (5.3% and 5.8% respectively). The neighbourhood assessment area also had lower proportions of employees who were process, plant and machine operatives (2.0%), and those employed in skilled trade occupations (4.2%) each of which represented nearly half the proportion of occupations in comparison to London (4.7% and 8.3% respectively). It could therefore be difficult to ensure that for a fixed percentage of employment in construction and operation is taken up by residents of the neighbourhood assessment area. Data relating to occupation is available in Appendix 3.

Table 4.7: Change in employee numbers (000's), BRES 2009-2012

Area	2009	2010	2011	2012	% change 2009-2012
Neighbourhood Assessment Area	453.3	474.6	505.3	513.9	13.4
Local Assessment Area	1,511.5	1,539.2	1,608.1	1,652.2	9.3
London	4,143.5	4,206.5	4,303.7	4,446.5	7.3

4.4.17 According to BRES data, the neighbourhood assessment area experienced significant growth in workplace based employment from 2009 to 2013 (13.4%). This represented an absolute total increase of 60,578 employees.

4.4.18 Construction made up a low proportion of total workplace-based employment in the neighbourhood assessment area, representing 1.0% of employment in 2012 in comparison to 1.5% in the local assessment area and 3.4% in London.

Income

4.4.19 According to ONS, the 2012 average gross weekly pay in the local assessment area was £725.40; within that area pay ranges from £654.90 per week in the LB Lambeth and £917.10 per week in the City of London. Both the range of gross weekly pay for each of the London boroughs and the average for the local assessment area were greater than the London average of £652.80.

Deprivation

4.4.20 The Index of Multiple Deprivation combines a number of indicators, chosen to cover a range of economic, social and environmental issues into a single deprivation score for each LSOA in England. The index ranks LSOAs in England out of the total 32,482 areas (where 1 is the most deprived LSOA) from which percentiles of deprivation can be calculated (for example, to identify the 20% most deprived LSOAs in England).

4.4.21 There overall deprivation scores for LSOAs vary across the local assessment area, reflecting the diversity of LSOAs in the same borough. Generally the areas south of the River Thames are scored as more deprived than those in the north. In the neighbourhood assessment area, scores ranged between the 20% to 70% most deprived in England, with the majority within the 21-40% most deprived. This contrasts particular to the east and west of the north landing where adjacent LSOAs are typically within the 41-60% most deprived in England.

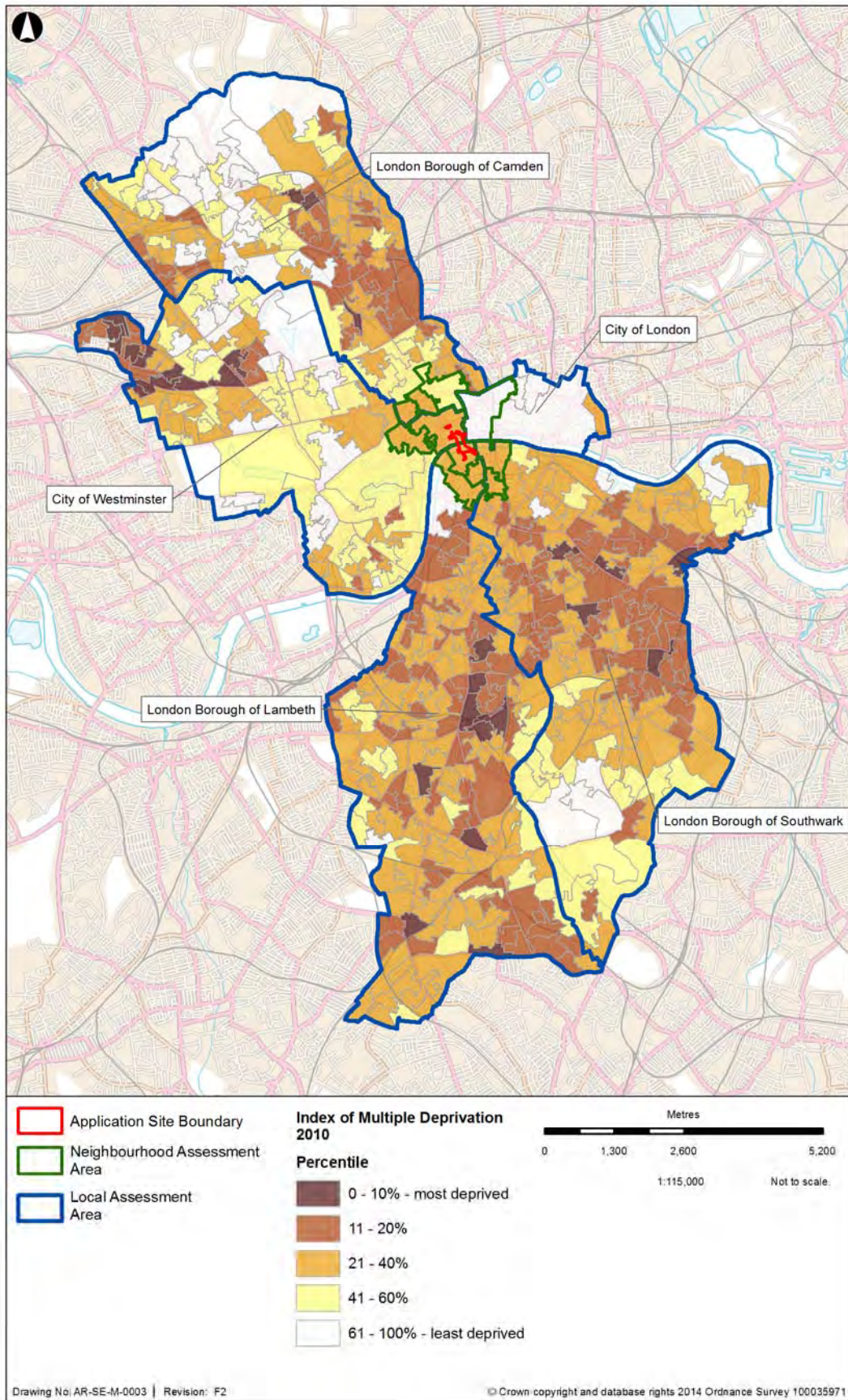


Figure 4.14: Overall Index of Multiple Deprivation (2010)

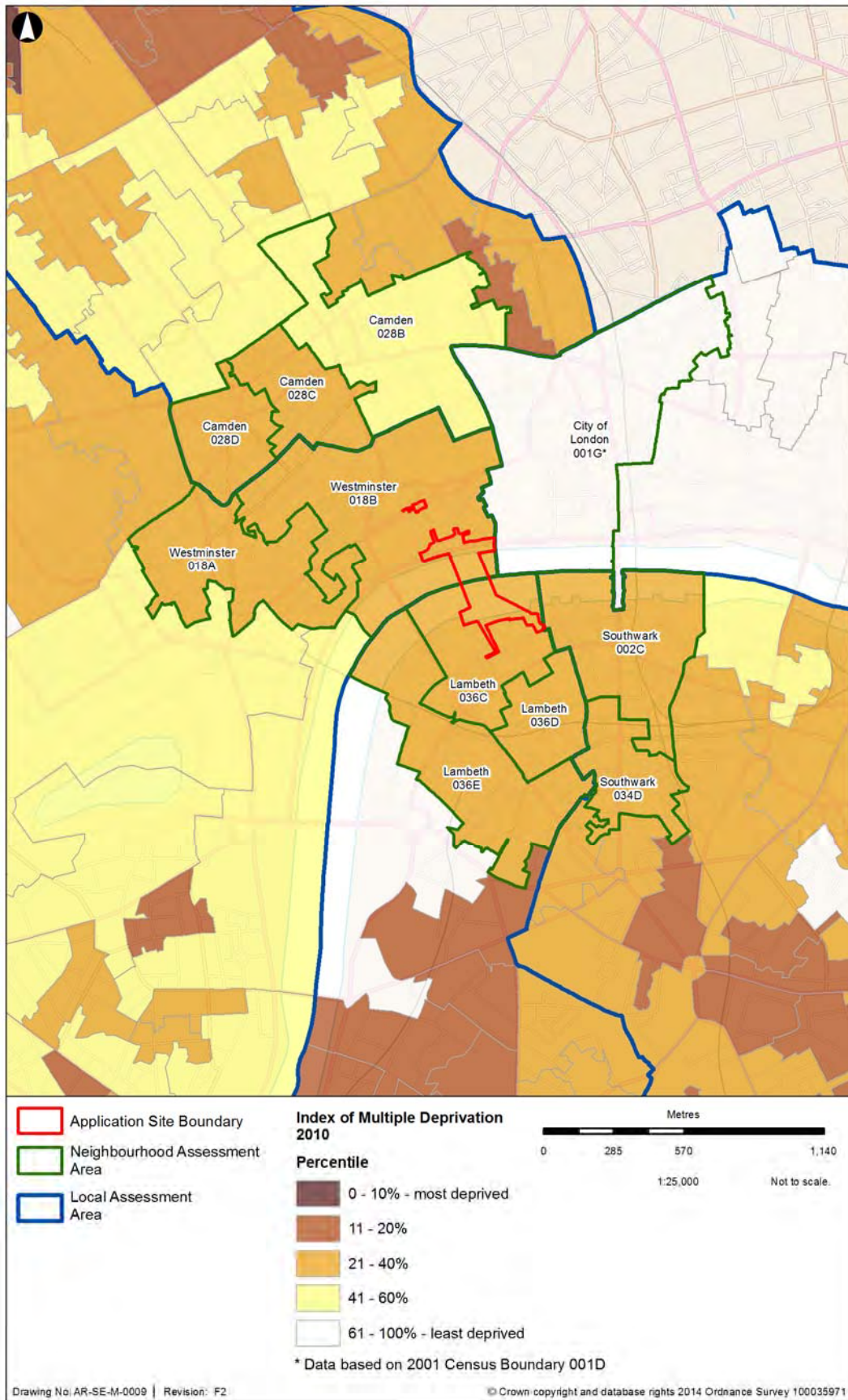


Figure 4.15: Overall Index of Multiple Deprivation (2010)

Crime

4.4.22 According to Home Office data^[1] (2014) on anti-social behaviour incidents, crimes and outcomes for the period between February 2013 and January 2014, reported crimes throughout the neighbourhood assessment area ranged between 165 total reported crimes in City of London 001G to the east of the north landing to 6,953 total reported crimes in Westminster 018A to the west of the north landing. Throughout the neighbourhood assessment area the majority of crimes related to 'other theft' (including theft by an employee, blackmail and making off without a payment), which comprised 32.5% of total reported crimes. Also notable is anti-social behaviour and theft from the person which made up 19.7% and 10.5% of the total reported crimes in the neighbourhood assessment area respectively.

4.4.23 Crime counts for each of the LSOAs within the neighbourhood assessment area are set out in Appendix 3.

North bank

4.4.24 The north landing of the proposed development is situated in LSOA Westminster 018B which had a total crime rate of 3,190 total reported crimes. This is the second highest total of LSOAs in the neighbourhood assessment area. The LSOAs on the north bank had 83.7% of total reported crimes within the neighbourhood assessment area. Of the total reported crimes, other theft (19.2%), anti-social behaviour (10.2%) and theft from the person (7.1%) were particularly concentrated in the Westminster LSOAs. This may be a reflection of the area as a popular visitor destination.

South bank

4.4.25 The south landing is situated in LSOA Lambeth 036C which had a significantly lower number of total reported crimes at 681 compared to that of the north landing. This is just lower than the median total reported crimes for an LSOA in the neighbourhood assessment area (Lambeth 036D at 744). The LSOAs on the south bank had 16.3% of total reported crimes within the neighbourhood assessment area of which other theft (5.0%) and anti-social behaviour (4.4%) were the highest type.

Open space

4.4.26 GiGL data (2012) provides maps showing access and deficiency of open space, including local parks and open spaces, small open spaces and pocket parks. Access and deficiency is based on a maximum distance that people should have to travel to access these spaces; this is set out in Table 4.8.

^[1] Home Office (2014); ASB Incidents, Crime and Outcomes; <http://data.police.uk/data/>

Table 4.8: Public Open Space Categories, GiGL 2012¹⁶

Type of Park	Description	Size	Distance from homes
Local Parks and Open Spaces	Providing for court games, children's play, sitting out areas and nature conservation areas.	2 hectares	400 metres
Small Open Spaces	Gardens, sitting out areas, children's play spaces or other areas of a specialist nature, including nature conservation areas.	Under 2 hectares	Less than 400 metres
Pocket Parks	Small areas of open space that provide natural surfaces and shaded areas for informal play and passive recreation that sometimes have seating and play equipment.	Under 0.4 hectares	Less than 400 metres

4.4.27 Maps showing access and deficiency of open space for the boroughs in the local assessment area are included in Appendix 4. The neighbourhood assessment area included varied access to Local, Small and Pocket Parks. The data identified 19 public open spaces within the neighbourhood assessment area.

North bank

4.4.28 Public open space includes Victoria Embankment Gardens, as well as Middle Temple and Inner Temple Gardens. Notable areas of deficiency on the north bank included an area stretching from Aldwych to Lincoln's Inn Fields and north of Victoria Embankment Gardens. Some "other open spaces", a GiGL category which includes open spaces not in public ownership, were identified at St Giles in the Fields, and east of Lincoln's Inn Fields.

South bank

4.4.29 The Queen's Walk is a public open space which runs adjacent to the site. Part of the Bernie Spain Gardens public accessible space to the southeast falls within the application boundary and may be required for construction access. Other opens spaces are distributed fairly evenly throughout the south western, western and central parts of the area. These include private green space which forms part of the residential area on Coin Street and an area of private green space north of the Tate Modern.

¹⁶ Greenspace Information for Greater London (2013) Public Open Space Categories; <http://www.gigl.org.uk/our-data-holdings/open-spaces/public-open-space-categories/>; Accessed December 2013.

4.4.30 A large area of deficiency in access to Local, Small and Pocket Parks was identified to the southeast of the proposed development site covering much of LSOAs Southwark 002C and 005A, and part of Lambeth 001E. Other areas of deficiency on the south bank that were in close proximity to the site included at the Royal National Theatre, on Waterloo Bridge, and on Doon Street.

4.5 Summary

4.5.1 In summary, the emerging baseline highlights the following EqlA considerations for the neighbourhood assessment area;

- comparatively low percentage of people aged 0-15 years;
- moderate proportion of the population aged 65 years and over;
- a greater proportion of men than women, contrasting to trends in the local assessment area and London;
- comparatively higher proportion of the population who are Chinese;
- higher proportion of the population who were born outside of the UK, particularly from Europe and the Middle East and Asia;
- high proportion of residents arriving from outside the UK;
- lower proportions of Christian, Jewish and Islamic residents, but a higher comparative proportion of Buddhist residents;
- a significantly higher proportion of DLA claimants;
- about two fifths of all of England's rough sleepers are to be found in the five boroughs covered by the local assessment area;
- a low unemployed population and a high proportion of full time students who are not in or seeking work;
- construction as a low proportion of industry of employment for the working population;
- greater than average resident income levels at the Borough level
- including 21-40% of the most deprived LSOAs in England for overall deprivation;
- notable levels of crime, in particular other theft, anti-social behaviour and theft from the person; and
- some small areas of open space and a larger concentration of open space deficiency to the south of the neighbourhood assessment area.

5 Assessment of equality impacts

5.1 Introduction

5.1.1 This section sets out the assessment of equality impacts for identified protected characteristics following the methodology set out in section 3. The processes and outcomes of the design of the proposed development (set out in section 2) and consultation (set out in section 3.7) have informed this assessment, in addition to the assessments in the HIA, ES and Design and Access Statement.

5.2 Differential impact assessment

The differential impact assessment sets out where there is reason to believe a group with a protected characteristic would be impacted beneficially or adversely by the Garden Bridge. For example if a wheelchair user could not enjoy the scheme because it was not physically accessible to them; or if a homeless person could not enjoy the scheme because of a policy of moving homeless people on for no reason.

Construction

Pregnancy and maternity, young people and children, disabled people and homeless people

- 5.2.1** The draft Code of Construction Practice Part A requires the contractor to ensure that reasonable pedestrian routes would be provided throughout the construction period including consideration of accessibility, signage, width and height and barriers. Where construction options include periods of restricted access to The Queen's Walk access would be diverted onto Upper Ground. to ensure the safety of the public.
- 5.2.2** Perceived safety and security has also been considered through the lighting and security measures included in the draft Code of Construction Practice Part A. In addition the draft Code of Construction Practice Part A includes a requirement for the contractor to commit and adhere to the considerate contractors scheme which addresses concerns such as worker behaviour.
- 5.2.3** It is anticipated that these measures would be sufficient to deter anti-social behaviour and that **there would not be a significant differential impact from construction on groups including pregnancy and maternity, young people and children, disabled people and homeless people.**

People on low income and people seeking employment

- 5.2.4** The construction of the proposed development is expected to result in approximately 500 FTE net additional jobs of which around half are expected to be located in the Greater South East. Of these more local jobs, around 90 are expected to be directly involved in the construction of the Garden Bridge with the remainder employed indirectly in businesses supporting the proposed development through, for example, supply of materials.
- 5.2.5** Requirements for contractors to consider opportunities for upskilling are not currently included as a measure in the draft Code of Construction Practice Part A.
- 5.2.6** **The differential equality impact on people on low income and people seeking employment is therefore considered to be temporary and beneficial but not significant.**

Operation

- 5.2.7** The public consultation raised comments relating to regulation of access such as by closing the Garden Bridge at night as well as sufficient pedestrian capacity during operation for the Garden Bridge (see Appendix 2) which are relevant to all protected characteristics. The Garden Bridge has been developed considering demand forecast management, including during peak times and further details are set out in the TA.

Pregnancy and maternity

- 5.2.8** Pregnancy and maternity are important considerations for some women which may lead to the requirement for facilities such as toilets, baby changing and drinking water nearby, as well as a range of places to sit. The proposed development includes a principle for seating to be located at regular intervals and to incorporate a range of seating heights and provision for seating with back rests as set out in paragraph 2.3.75. A drinking-water fountain has also been incorporated at the north landing. While toilets are not proposed as part of the proposed development there are public and publically accessible toilet facilities which would be signposted.
- 5.2.9** Step-free access would be required to cater for those with pushchairs and prams, which applies to women as well as men. Emergency access may be slightly more likely to be necessary for pregnant women than the population, although this is not anticipated to be a significant difference. The access considerations for this assessment are set out under the differential impact assessment for disabled people in paragraphs 5.2.15 to 5.2.21.

5.2.10 Due to the provision made in the design of the Garden Bridge the differential impact on pregnancy and maternity is not expected to be significant.

Young people and children

5.2.11 The concept of the proposed development as a garden is intended to be an inclusive and playful space, creating additional opportunities for outside leisure in the local area.

5.2.12 Young people and children are likely to be more vulnerable to slips, trips and falls during play, or due to unfamiliarity with the characteristics of a particular surface. The proposed hard landscaping (set out in paragraphs 2.3.26 to 2.3.47) for all walking surfaces would be slip resistant, level and hardwearing. Higher lighting levels are also proposed for stairs, ramps, landings and lift entrances.

5.2.13 An important equality consideration for young people and children is the level of anti-social behaviour in the location of the proposed development which is discussed further in the safety and security assessment in section 5.4.

5.2.14 Since the proposed development would be an active space, it is not considered that there is more risk than average for young people and children. The creation of a new open space and design considerations made in relation to slips, trips and falls mean that **the differential impact from operation on young people and children is considered to be permanent and beneficial, but not significant.**

Disabled people

5.2.15 Disabled people face different types of barriers depending on the nature of their disability. For those with sensory impairments, way-finding is likely to be more challenging than for other users, particularly after dark, as well as a higher risk of trips, slips and falls. Additionally those with sensory and/or mobility impairments would be sensitive to requirements such as step-free access and handrails, accessible facilities, tactile paving, the treatment of edges, colour differentiation, availability of embossed signage and lighting. Comments from the public consultation related to provisions for step-free access including for if a lift was out of action at either landing as well as suggestions for the Garden Bridge to be fully accessible. The considerations of these elements during the design process and changes made to the design are set out in section 2.3.

5.2.16 The proposed development incorporates step-free access through a combination of lifts and ramps as set out in paragraphs 2.3.4 to 2.3.23. This is an important consideration for wheelchair access and for those with mobility impairments. The height of the Garden Bridge has been dictated by PLA requirements and there would be some changes in gradient on

the Garden Bridge which meet accessibility standards (see the Design and Access Statement for more information).

- 5.2.17** Visitors to the Garden Bridge would be offered a choice of routes; primary pathways and secondary pathways (accessible and informal). The inclusion of a 3D relief model (see paragraph 2.3.71) would be beneficial for disabled people. By making a secondary pathway accessible, the proposed development offers a range of experiences and ensures that disabled people have the opportunity to experience the Garden Bridge in a way that is comparable to the experience of an able bodied person.
- 5.2.18** The treatment of edges, tactile paving and colour differentiation incorporated in the proposed development would ensure that primary pathways would be detectable for those with visual impairments.
- 5.2.19** Way-finding and signage would be available and would include information on nearby accessible facilities and public transport connections. A 3D relief map would be incorporated at each landing. A principle of regularly spaced, different types, heights and armrest levels in seating has been included to cater for a range of needs.
- 5.2.20** Finally as set out in paragraphs 2.3.48 to 2.3.51 lighting has been considered to ensure sufficient lighting levels for safe access and movement around the Garden Bridge including down lighting on handrails. The lighting proposals have been chosen as they would reduce glare and would be regular to improve navigation for those with sensory impairments.
- 5.2.21** The Garden Bridge has been designed with inclusion and accessibility in mind, and has taken into account relevant policy, regulations and good practice. The processes undertaken and the inclusion of design measures outlined in this section are not anticipated to lead to adverse equality impacts on disabled people. Further, the promotion of an inclusive experience is a beneficial impact.
- 5.2.22** **As such the differential impact from operation on disabled people is considered to be permanent and beneficial but not significant.**

Homeless people

- 5.2.23** Since homeless people may face difficulties in accessing healthcare, they can suffer deteriorating health, physically and mentally. The availability of seating and shelter from the elements and the operational hours of the Garden Bridge are important considerations for this protected characteristic.
- 5.2.24** The operational conditions of the Garden Bridge and the incorporation of some design measures, such as seating with irregular surfaces, would deter rough sleeping. The suggested opening hours of the Garden Bridge are between 06:00 and

0:00. The operation of the scheme has not been developed to a level that includes detailed management policies.

5.2.25 In the context of attempting to reduce rough sleeping for safety reasons, the incorporation of some design measures to deter rough sleeping is not judged to be a significant impact.

5.2.26 There are sometimes conflicts concerning the perception of safety in relation to the presence of homeless people. In some managed public spaces in London, policies have been adopted to encourage homeless people to move on with the intention of making other groups feel more secure or comfortable. These policies are not always implemented in the context of anti-social or nuisance behaviour and there is a risk that homeless people would be moved on for no reason other than being 'visibly homeless'.

5.2.27 It is intended that the Garden Bridge would be enjoyed by different groups at the same time and the scheme has been designed to promote safety and security. Recognising that conflicts between the needs of protected characteristics should be balanced, the principle that as far as possible, all protected characteristics should be afforded the opportunity to enjoy the Garden Bridge, should be considered in developing management policies to mitigate the risks set out in 5.2.26.

5.2.28 The tensions between barriers to the inclusion of homeless people with the perceived safety and security of groups with other protected characteristics is considered further in section 5.4.

People on low income and people seeking employment

5.2.29 Operational employment has not been assessed as part of the ES as employment impacts such as net additional jobs relating to security, maintenance and gardening during operation are not anticipated to be significant. Comments from public consultation suggest that the Garden Bridge should remain free to access. The proposed development would not charge for access and as such would not impact in terms of affordability.

5.2.30 The differential equality impact on people on low income and people seeking employment is therefore not anticipated to be significant.

5.3 Disproportionate impact assessment

In some cases there would be protected characteristics who are affected differently not because of a given protected characteristic, but because they may bear a disproportionate part of any beneficial or adverse impact. This would apply to protected characteristics where they are present in disproportionate numbers among local residents or likely users. For example if the scheme had an adverse impact on all local residents but there was a concentration of a particular ethnic group amongst local residents. The baseline data profile has been used to inform this assessment.

Construction

5.3.1 The equality considerations for construction which are set out in the differential impact assessment (paragraphs 5.2.1 to 5.2.5) also apply to the disproportionate impact assessment. No additional adverse impacts are expected due to a disproportionate presence of protected characteristics.

5.3.2 For this reason the disproportionate impact assessment on black and minority ethnic people, disabled people and homeless people from construction is not considered to be significant.

Operation

Black and minority ethnic people

5.3.3 Black and minority ethnic groups (specifically: Chinese people, and those born in the Middle East and Asia) are disproportionately represented in local residential populations. There is therefore potential for any general beneficial or adverse impacts caused by the Garden Bridge to be felt disproportionately by these groups.

5.3.4 As set out in section 2 of this EqlA a key principle of the proposed development is that the Garden Bridge should be inclusive and accessible and there are potential social cohesion benefits from the creation of a new high quality and active open space.

5.3.5 Since the proposed development is proactive in seeking opportunities for all users to enjoy the space, the equality impacts on black and minority ethnic people during operation are considered to be permanent and beneficial but not significant.

Disabled people

5.3.6 Disabled people (as proxied by DLA claimants) are disproportionately represented in local residential populations.

There is therefore potential for any general beneficial or adverse impacts caused by the Garden Bridge to be felt disproportionately by disabled people.

5.3.7 The considerations set out in paragraphs 5.2.15 to 5.2.21 of the differential impact on disabled people also apply to disproportionate impacts.

5.3.8 The benefits of an inclusive and accessible scheme would benefit the disabled people living close to the proposed development. There are some additional benefits for onward travel and movement for disabled people through the creation of a new inclusive access across the River Thames.

5.3.9 **The disproportionate impact on disabled people from operation is anticipated to be permanent and beneficial but not significant.**

Homeless people

5.3.10 Homeless people who sleep rough are disproportionately represented in the five local boroughs. In fact, 40% of all of England's rough sleepers are within the local assessment area for the Garden Bridge. There is therefore potential for any general beneficial or adverse impacts caused by the Garden Bridge to be felt disproportionately by homeless people.

5.3.11 The considerations set out in paragraphs 5.2.23 to 5.2.28 also apply to the disproportionate equality impact of the Garden Bridge. The creation of spaces where homeless people are deterred has the potential to impact adversely on this protected characteristic. It is however acknowledged that there are actions and policies in place, such as those of the Mayor's Rough Sleeping Group¹⁷ and the No Second Night Out initiative¹⁸, to address homelessness and support rough sleepers at the source of the issue.

5.3.12 **The disproportionate impact of the Garden Bridge on homeless people is not considered to be significant.**

¹⁷ Greater London Authority (2014) Mayor's Rough Sleeping Group.
<http://www.london.gov.uk/priorities/housing-land/tackling-homelessness-overcrowding/homelessness-rough-sleeping/mayors-rough-sleeping-group>

¹⁸ No Second Night Out (2014) No Second Night Out.
<http://www.nosecondnightout.org.uk/>

5.4 Safety and security assessment

Safety and security is important to all bridge users, but there are reasons why those who have a protected characteristic may be, or perceive themselves to be, disproportionately at risk in public spaces.

Almost all of the protected characteristics are statistically more likely than the average to be, or perceive themselves to be, vulnerable in public spaces. Several of them as a group suffer from hate crime or have characteristics (such as impaired mobility) which contribute to this.

The implication of this is that any beneficial or adverse impacts of the Garden Bridge in terms of safety and security may be felt particularly keenly by individuals with protected characteristics.

Construction

- 5.4.1** The draft Code of Construction Practice Part A includes a requirement for the contractor to commit and adhere to the considerate contractors scheme which addresses concerns such as worker behaviour which would reduce the potential for adverse impacts in relation to feelings of intimidation for protected characteristics using diverted access routes during construction.
- 5.4.2** Perceived safety and security in construction would also be a particular concern for protected characteristics at night. Further draft Code of Construction Practice Part A requirements in relation to lighting and security such as the restriction of access to private areas and the presence of staff would also address perceived safety and security.
- 5.4.3** **These measures in addition to on-going consultation with crime prevention officers means that the safety and security impact on protected characteristics during construction would not be significant.**

Operation

- 5.4.4** The vulnerability of protected characteristics in public spaces is set out in section 4.2. This should be understood alongside the consultation with Metropolitan Police and BTP which has highlighted illegal gambling as an issue on some bridges in London. The prevalence of anti-social behaviour and theft related crimes in the immediate local area is an important consideration given the estimated visitor numbers to the Garden Bridge.
- 5.4.5** Respondents to the public consultation also reinforced the necessity to consider personal safety, areas of isolation,

opening hours, CCTV, staffing and lighting. Particular security risks raised included vandalism, anti-social behaviour, begging, hawkers, rough sleepers and people concealing themselves in the planted areas..

- 5.4.6** Protected characteristics often feel most vulnerable after dark. The suggested opening hours for the scheme are from 06:00 to 0:00. The Garden Bridge would be locked when closed but it would remain lit 24 hours a day, with higher levels of lighting at ramps, stairs and lift entrances.
- 5.4.7** There is no precedent for the Garden Bridge in terms of crime and safety. The proposed development comprises both a bridge and an open space and the experience of the Garden Bridge in terms of crime and safety may differ from other local examples.
- 5.4.8** As set out in sections 2 and 3, the design has considered potential for crime in terms of maximising visibility through a security strategy, lighting strategy and the development of the design in consultation with the Metropolitan Police Service and BTP. The presence of gardeners and other staff would further reduce feelings of intimidation on the Garden Bridge. The reduction of opportunities for crime and fear of crime through the design and operation of the proposed development would encourage greater use of the Garden Bridge by protected characteristics.
- 5.4.9** The potential conflicts between different protected characteristics are also an importance consideration for safety and security. This includes tensions between protected characteristics including young people and children, disabled people and homeless people.
- 5.4.10** The planting design has been developed to address both concerns raised by Designing out Crime officers, regarding perceived safety by providing opportunities for natural surveillance, as described in paragraphs 2.3.52 to 2.3.67.
- 5.4.11** There is a need to strike a balance between the opportunities for young people to spend time at the proposed development and the perceived safety of other protected characteristics in relation to the presence of young people on the Garden Bridge.
- 5.4.12** Young people can sometimes be regarded as intimidating when present in large groups. The suggested opening hours of the proposed development and a proactive security strategy could mitigate this potential conflict to an extent. Recommendations for further mitigation are set out in section 6.
- 5.4.13** Comments from public consultation raised concerns relating to security risks and rough sleepers. At times the need of homeless people for seating or to shelter from the elements may conflict with the needs of other protected characteristics for (real or perceived) safety and security. The scheme is designed to be enjoyed by different users at the same time. The balance

between the experience of protected characteristics would need to be managed.

5.4.14 Balancing these competing equalities concerns is challenging. Any operational management strategy for the Garden Bridge would need to be inclusive so that homeless people would not be unnecessarily moved on. In the development of detailed management policies this should be addressed to mitigate against the risk of adverse impacts from operation. Mitigation is set out in section 5.

5.4.15 Given the careful design and security principles of the Garden Bridge would minimise opportunity for crime. Crime and safety effects once the Garden Bridge is operational would therefore be **not significant on protected characteristics** in terms of safety and security concerns.

6 Mitigation and enhancement

6.1.1 This section proposes mitigation and enhancement for significant equality impacts identified in section 5 of this EqlA.

6.2 Differential impacts

Construction

Pregnancy and maternity, young people and children, disabled people and homeless people

6.2.1 The equality impact on protected characteristics during construction could be further enhanced by ensuring the timely communication and consultation of changes to access and diversion routes with the community. These should particularly seek to consult with protected characteristics identified in this EqlA.

People on low income and people seeking employment

6.2.2 The equality impact from construction on people on low income and people seeking employment is considered to be temporary and beneficial but not significant in equality terms. These beneficial impacts could be further enhanced at the Greater South East level through exploring options to promote local training and recruitment such as local labour sourcing, apprenticeships and other means of enhancing local ability to compete for employment opportunities by optimising procurement through the relevant supply chains. Implementation of these measures is expected to bring about temporary significant beneficial impacts for people on low income and people seeking employment.

Young people and children

6.2.3 In terms of the differential impact from operation on young people and children, HIA recommendations that the management strategy should ensure there are no trip hazards and include provision for careful management of watering regimes to reduce accident risk are also recommended as enhancement from an equality perspective.

6.2.4 Opportunities for community engagement during operation could also enhance the proposed development, for example the opportunity for educational activities linked to the garden, or community involvement in maintaining the Garden Bridge. This encouragement of active participation in the proposed development may also reduce feelings of intimidation from other protected characteristics in relation to the presence of groups of young people.

Homeless people

- 6.2.5** The likely equality impact on homeless people would depend to an extent on the management of the Garden Bridge. In some managed public spaces in London, policies have been adopted to encourage homeless people to move on with the intention of making other groups feel more secure or comfortable. These policies are not always implemented in the context of anti-social or nuisance behaviour and there is a risk that homeless people would be moved on for no reason other than being 'visibly homeless'. Different groups would want to enjoy the bridge at the same time. Therefore management of the bridge would need consider the needs of all protected characteristics.
- 6.2.6** Any operational management strategy for the Garden Bridge would need to be inclusive so that protected characteristics (including homeless people) would not be unnecessarily moved on. In the development of management policies this should be addressed to mitigate against the risk of adverse impacts from operation.

6.3 Disproportionate impact assessment

- 6.3.1** There is no mitigation required in relation to the disproportionate impact from construction or operation of the Garden Bridge.

6.4 Safety and security assessment

Construction

- 6.4.1** There is no mitigation required in relation to the safety and security impact from construction.

Operation

- 6.4.2** The careful consideration of operational staff would enhance the benefits of the scheme in terms of equality through not only ensuring presence of staff as currently proposed, but promoting active involvement in natural surveillance and in welcoming visitors to the Garden Bridge.

7 Summary of impacts, mitigation and enhancement

7.1 Summary

7.1.1 Table 7.9 summarises the impacts identified for protected characteristics in this EqIA as well as mitigation and enhancement for identified adverse impacts.

Table 7.9: Summary of identified equality impacts, mitigation and enhancement

Differential impact assessment	Impacts		Mitigation and enhancement	
	Construction	Operation	Construction	Operation
Pregnancy and maternity	Not significant	Not significant	Timely communication and consultation of changes to access and diversion routes with the community	None required
Young people and children	Not significant	Not significant		Reducing trip hazards and managing watering regimes. Promotion of community engagement and educational activities
Disabled people	Not significant	Not significant		None required
Homeless people	Not significant	Not significant		Consideration of the balance of needs of all protected characteristics in the development of management policies. Implementation of a positive management strategy so that protected characteristics are not unnecessarily moved on.

People on low income and people seeking employment	Not significant	Not significant	Provision of measures to enhance local ability to compete for employment opportunities.	None required
Disproportionate impact assessment	Impacts		Mitigation and enhancement	
	Construction	Operation	Construction	Operation
Black and minority ethnic people	Not significant	Not significant	None required	None required
Disabled people	Not significant	Not significant	None required	None required
Homeless people	Not significant	Not significant	None required	Consideration of the balance of needs of all protected characteristics in the development of management policies. Implementation of a positive management strategy so that protected characteristics are not unnecessarily moved on.
Safety and security assessment	Impacts		Mitigation and enhancement	
	Construction	Operation	Construction	Operation
All protected characteristics except people on low income and	Not significant	Not significant	None required	Promotion of natural surveillance and welcoming visitors to the Garden Bridge.

people seeking employment				
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7.2 Potential to promote equality

7.2.1 In addition to tackling discrimination there would also be opportunities to promote equality through the proposed development.

7.2.2 The following outcomes of the development have been identified for the beneficial impact they would have on promoting equality:

- Promoting social cohesions between communities of the north and south banks;
- The creation of a new active open space;
- The creation of a new inclusive access across the River Thames with the potential to link communities;
- The promotion of comparable experiences for all users of the Garden Bridge;
- The inclusive design process and consultation;
- The proposal for gardening staff to include volunteers as well as full time staff; and
- The provision of grouped seating and associated potential for community interaction social cohesion.

Appendix 1

EqIA recommendations

1.1 EqIA recommendations: design workshops

Table 1.1: EqIA considerations discussed at the Design Workshop held 4 September 2013.

Topic	Considerations	Comments and recommendations
Accessibility	Signage, navigation aids, step free access, handrails	<ul style="list-style-type: none"> - Step free walking routes, links to step free stations. - Lifts should incorporate measures to reduce anti-social behaviour, negative impacts on those with claustrophobia. - Walkways should ideally be sufficiently wide for two wheelchairs to pass. - Navigation aids for those with sensory impairments (tactile paving, colour differentiation, braille signage etc.) - Include those with sensory impairments in the consultation process.
Seating	Sufficient amount, type (height, angles, handrails), location	<ul style="list-style-type: none"> - Suitability of seating to vulnerable groups such as disabled, elderly, children.
Facilities	Toilets (elderly, disabled, small children), baby change, breastfeeding facilities	<ul style="list-style-type: none"> - Signage to nearest available facilities.
Micro-climate	Measures to reduce impact of high winds, and sun	<ul style="list-style-type: none"> - Potential for provision of shade.
Community	Public art, spaces for gathering, events, planting and maintenance	<ul style="list-style-type: none"> - Potential for community involvement in initial planting and maintenance, particularly children. - Consider spaces for the community to gather at the north bank and the south bank. - Potentially positive impacts for community cohesion such as food growing.

Topic	Considerations	Comments and recommendations
Play / Education	Type/Target Groups/Accessibility/inclusivity	<ul style="list-style-type: none"> - Potential for some informal play activities to be considered. - Consider education boards – history, plants, climate change? - Incorporate interest for young children e.g. information boards, interactive displays, nature trail. - Consider young people during consultation.
Onward travel	Links to footpaths, walking/cycling routes, other open spaces	<ul style="list-style-type: none"> - Consideration of nearby cycle facilities e.g. Cycle Hire docking stations. - Public realm improvements at either end of the bridge, improve walking/cycling environment, potential for positive impacts.
Security	Edges, lighting, planting design, crime hotspots, lift security	<ul style="list-style-type: none"> - Design out suicide risk. - Consider secured by design principles. - Consider fear of crime. - Ensure secluded areas of bridge do not feel threatening, especially to those who have limited mobility or are more vulnerable in public spaces.
Construction Access	Wheelchair access, ramps at kerbs, tap rails for cane users, lighting, access to be clear of mud/debris etc.	<ul style="list-style-type: none"> - Temporary footpath diversions during construction to be accessible. - Consider construction route impact on open spaces and community facilities.
Lighting	Suitability for those with epilepsy and similar conditions	<ul style="list-style-type: none"> - Ensure lighting does not have an adverse impact on those with light sensitive disabilities.
Other	Garden Bridge Trust	Potential initiatives linked to the Garden Bridge during operation such as with education.

1.2 Hard Landscape and accessibility meeting

Table 1.2: EqIA considerations discussed at hard landscape and accessibility meeting held 4 November 2013.

Topic	Consideration	Comments and recommendations
Joints	Uneven surfaces	Butt jointed bricks preferable to minimise uneven surfaces.
Edges	Ability of disabled and visually impaired people to detect path edges	Edges should be navigable. Guidance provided in the Department for Transport's Tactile Paving Guidance should be followed.
Colour	Incorporation of colour differences in hard landscaping	Contrasting brick bands for the main pathway should have less colour contrast. Greater colour contrast could be used at pathway edges.
Pathways	Accessibility and purpose of different routes	Pathways should be inclusive and allow opportunities for viewing from both sides of the bridge for disabled people. Junctions between pathways should be considered in terms of tactile paving.

1.3 EqlA recommendations: consultation strategy

1.3.1 EqlA recommendations on the consultation strategy included:

- locations for consultation events should be accessible;
- translated and braille consultation materials should be made available on request; and
- representative organisations for protected characteristics should be pro-actively invited to comment on consultation proposals. For example major national groups such as Stonewall, Disability Action, Disability Rights UK, Royal National Institute of Blind People (RNIB), The Gender Trust, Press for Change, etc. as well as local groups from the respective local authorities.

1.1.1 Consultation materials were made available online and in a leaflet. The leaflet was made available in braille, large print and a range of languages. The scheme was additionally publicised in the press, by roadshow events and by email to registered Oyester card holders. Roadshows were held at full accessible venues; Somerset House and Coin Street Neighbourhood Centre.

1.1.2 The organisations which were specifically targeted for consultation were:

- Action for Blind People;
- Action on Hearing Loss (RNID);
- Age UK;
- Age UK London;
- British Council of Disabled People;
- British Deaf Association;
- Disability Resource Team;
- Disability Rights UK;
- Disabled Persons Transport Advisory Committee;
- Royal Association for Disability Rights (RADAR);
- RNIB;
- Transport for All; and
- Westminster Action on Disability

1.4 EqlA recommendations: draft Code of Construction Practice Part A

- 1.4.1** EqlA recommendations for the draft Code of Construction Practice Part A are set out below.
- 1.4.2** Management of construction workforce should be a consideration of the draft Code of Construction Practice Part A; for example “all permanent and temporary employees on the site will give the utmost consideration for those affected by the work and will show respect and courtesy for passing members of the public. Shouting, abusive language and wolf whistling will not be tolerated on site.
- 1.4.3** Commitments relating to the level and source of construction employment as well as any training or upskilling opportunities should be included in the draft Code of Construction Practice Part A. For example, City of Westminster (2008) guidance on Codes of Construction Practice encourages:
- use of local labour promoted through local employment agencies; and
 - training plans and programmes developed for the benefit of local labour.
- 1.1.3** The recommendation on worker behaviour has been addressed through the inclusion of a requirement for the contractor to sign up to and adhere to the considerate contractors scheme. Measures relating to local labour and training plans would typically be covered by a commitment at the project level and fed into the contractor’s contract requirements.

Appendix 2

Public consultation analysis: access and safety

2.1 Public consultation analysis: access and safety

Table 2.3: Analysis of open responses relating to the EqIA

Q1: What do you think of the proposals for the Garden Bridge?	
No comments were made in relation to access and safety concerns in response to Question 1.	
Q2: How would you change the proposals and why?	
Supportive respondents	
Access	<p>114 respondents discussed access to the bridge. Several respondents suggested demand for the bridge should be forecast and the width of the bridge, as well as entry/exit points, should be altered accordingly to ensure the bridge has sufficient capacity (43 respondents).</p> <p>In addition, respondents note that the bridge should be fully accessible to all persons (16 respondents) and that step-free access should be provided when entering/exiting the bridge (5 respondents).</p> <p>A number of respondents are pleased that the proposed bridge is designed for pedestrians only (16 respondents) and cycling, skateboarding and rollerblading are not permitted.</p>
Safety concerns	<p>A number of respondents have concerns over personal safety when using and accessing the bridge. The lighting provisions along the bridge are cited as a primary concern (12 respondents). Respondents note that appropriate and efficient lighting must be provided to ensure pedestrian safety.</p> <p>Other safety concerns include:</p> <ul style="list-style-type: none"> • Risks to personal safety should sections of the bridge be isolated and/or covered with dense foliage (8 respondents) • Potential for crime at night if the bridge is not policed (7 respondents) • The necessity of CCTV surveillance in order to decrease risks (5 respondents)

	<ul style="list-style-type: none"> • Police guards should be placed at bridge entrances (5 respondents) • The bridge should be closed at night (3 respondents).
Unsupportive respondents	
No comments were made in relation to access and safety concerns from unsupportive respondents to Question 2.	
Q3: Additional comments	
Supportive respondents	
Access	<p>There was strong feeling among several respondents (29) that the bridge must remain free to access. Many were concerned by the statement that free access to the bridge is “under review”.</p> <p>Respondents were keen to see ramped or disabled access at both ends (20 respondents). It was mentioned that any lifts would need to be regularly maintained and if one was out of action this should be signed at the other end.</p> <p>Finally, there was some suggestion that access to the bridge should be regulated (13 respondents); this included the suggestion to close at night, managing demand on the bridge during peak times and having northbound/southbound cycling/pedestrian lanes.</p>
Safety concerns	<p>Half of all comments relating to safety were concerned with general security risks: vandalism, anti-social behaviour, begging, hawkers, rough sleepers and the potential for people to conceal themselves in the planted areas (45 respondents). Linked to this but recorded separately was a concern with lighting and the need for routes to be well-lit, especially at night (24 respondents). A few respondents suggested security or patrols (16 respondents) whilst others thought CCTV would be appropriate (4 respondents).</p>
Unsupportive respondents	
Access	<p>A further two respondents would only support the bridge if sufficient provision is made for the disabled and infirm to access the bridge. Linked to this, two respondents said they would want to see the access areas on either end of the bridge re-designed to reduce the “heavy” appearance of the structure and better manage the ascent for non-lift users.</p>

Safety concerns	No comments were made in relation to safety concerns from unsupportive respondents to Question 3.
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Appendix 3

Baseline: Employment and
crime

3.1 Employment

Table Appendix 3.4: Employment by Occupation, ONS 2011

	Managers, Directors and Senior Officials	Professional Occupations	Associate Professional and Technical Occupations	Administrative and Secretarial Occupations	Skilled Trades Occupations	Caring, Leisure and Other Service Occupations	Sales and Customer Service Occupations	Process, Plant and Machine Operatives	Elementary Occupations
Neighbourhood Assessment Area	16.3	29.6	20.9	8.1	4.2	4.9	5.3	2.0	8.7
Local Assessment Area	13.4	27.3	20.3	9.4	5.4	6.8	5.8	2.7	8.9
London	11.6	22.5	16.3	11.7	8.3	7.9	7.5	4.7	9.6

Table Appendix 3.5: Crime Counts February 2013 – January 2014, Home Office 2014

LSOA	Anti-social behaviour	Bicycle theft	Burglary	Criminal damage and arson	Drugs	Other crime	Other theft	Possession of weapons	Public disorder and weapons	Public order	Robbery	Shoplifting	Theft from the person	Vehicle crime	Violence and sexual offences	Violent crime	Total
Westminster 018A	1210	41	151	170	511	45	2212	22	68	241	280	183	936	91	606	186	6953
Westminster 018B	593	68	144	57	55	15	1185	2	10	52	49	304	317	119	166	54	3190
Lambeth 036C	117	67	32	15	8	3	278	1	6	15	10		39	34	38	18	681
Lambeth 036D	198	15	20	22	9	3	146		5	12	12	13	17	34	61	9	576
Lambeth 036E	243	32	37	25	8	3	197	1	6	18	12	11	59	29	47	16	744
City of London 001G	18	5	16	1	2	1	52	1	1	3	3	30	16	7	6	3	165
Southwark 002C	110	27	40	10	19		196	1		4	7	5	46	20	34	4	523
Southwark 034D	103	17	44	19	4	1	58		1	5	11	3	16	29	37	6	354
Camden 028B	323	48	106	36	52	25	562	2	10	24	24	68	97	60	78	40	1555
Camden 028C	251	32	78	33	16	4	443		2	27	25	36	170	75	67	18	1277
Camden 028D	319	34	98	43	136	5	420	1	10	31	57	187	146	63	96	27	1673
Total	3485	386	766	431	820	105	5749	31	119	432	490	840	1859	561	1236	381	17691

Appendix 4

Baseline: Open space

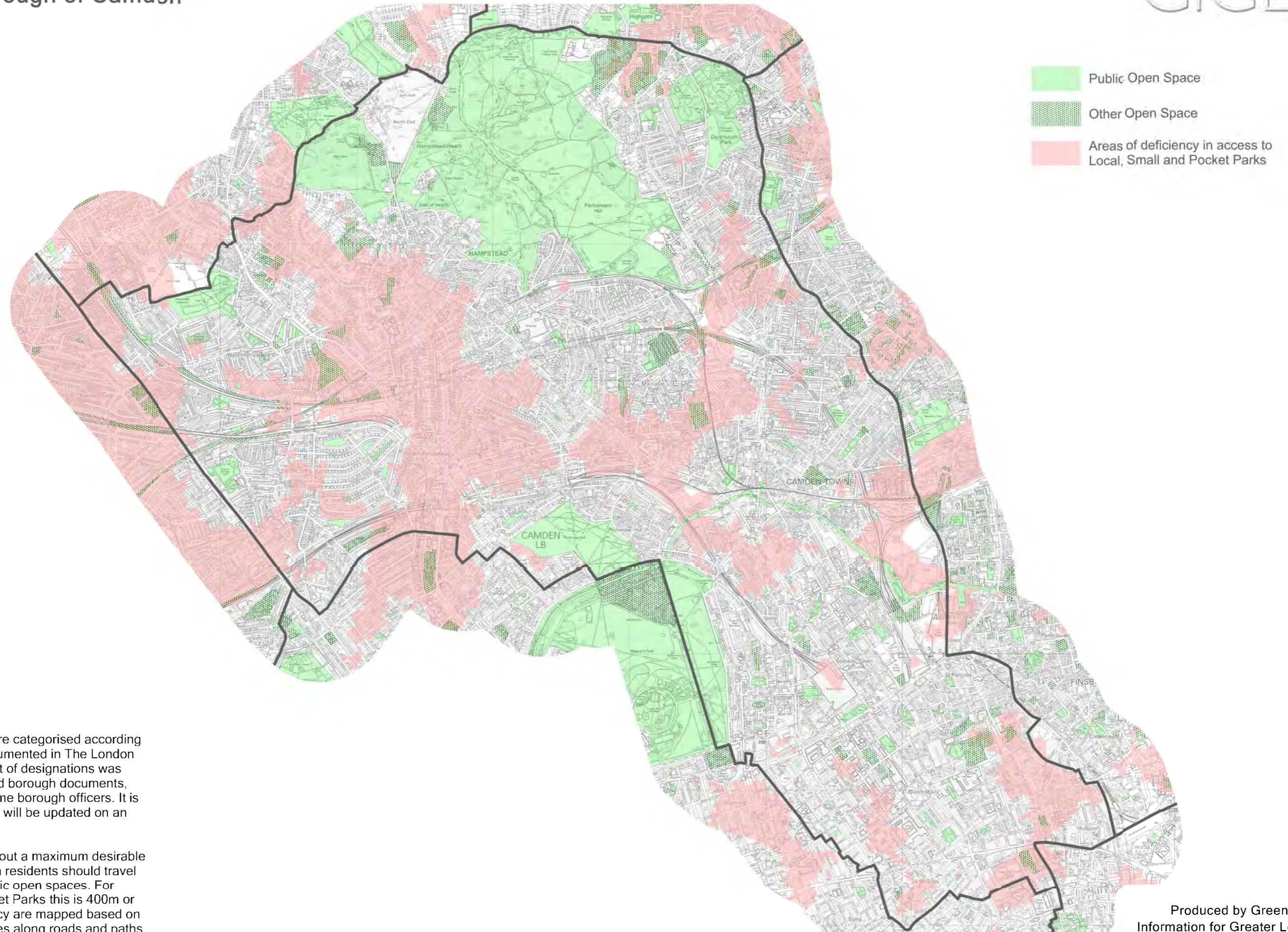
4.1 Access and deficiency of open space (GiGL, 2012)¹

¹ Greenspace information for Greater London (2012); Public Park Areas of Deficiency; <http://www.london.gov.uk/priorities/environment/greening-london/improving-londons-parks-green-spaces/pocket-parks>; Accessed October 2013.

Pocket Park Areas of Deficiency

London Borough of Camden

GiGL



Public Open Spaces are categorised according to a site hierarchy documented in The London Plan. This draft dataset of designations was sourced from published borough documents, and by liaising with some borough officers. It is a dynamic dataset and will be updated on an ongoing basis.

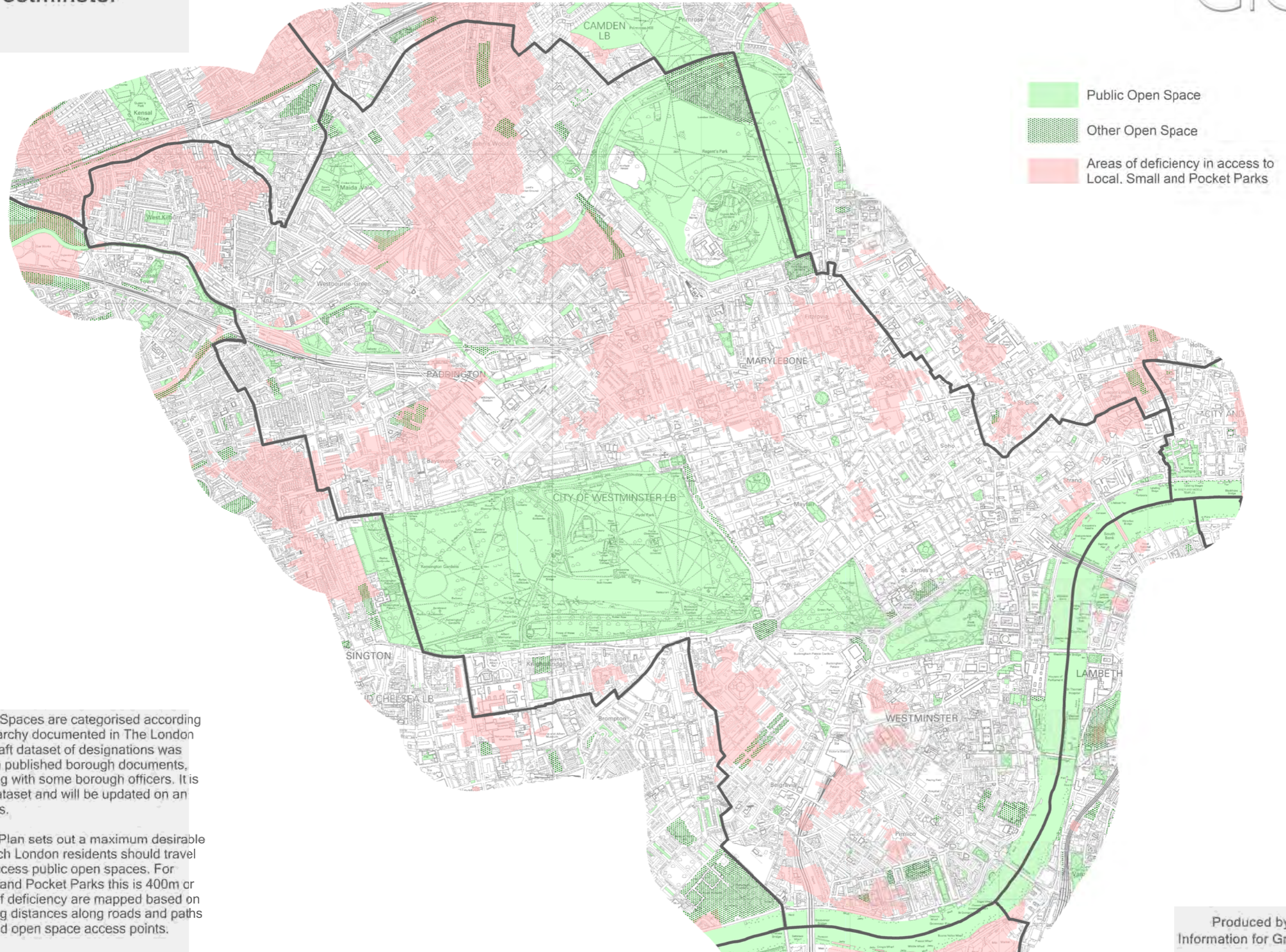
The London Plan sets out a maximum desirable distance which London residents should travel in order to access public open spaces. For Local, Small and Pocket Parks this is 400m or less. Areas of deficiency are mapped based on actual walking distances along roads and paths from modelled open space access points.

Produced by Greenspace
Information for Greater London
www.gigl.org.uk

Pocket Park Areas of Deficiency

City of Westminster

GiGL



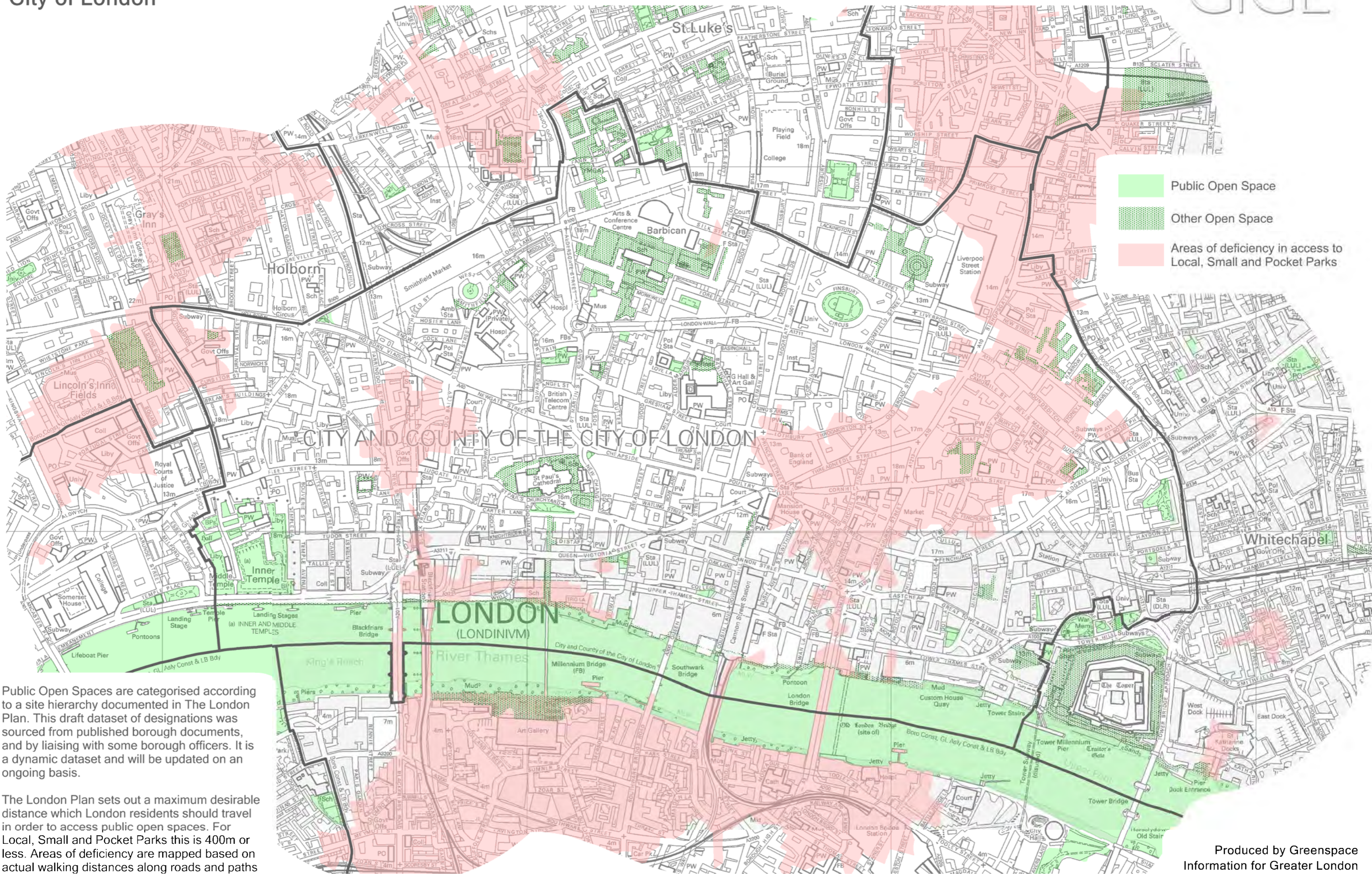
Public Open Spaces are categorised according to a site hierarchy documented in The London Plan. This draft dataset of designations was sourced from published borough documents, and by liaising with some borough officers. It is a dynamic dataset and will be updated on an ongoing basis.

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Pocket Park Areas of Deficiency

City of London

GiGL



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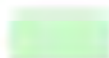


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www.gigl.org.uk

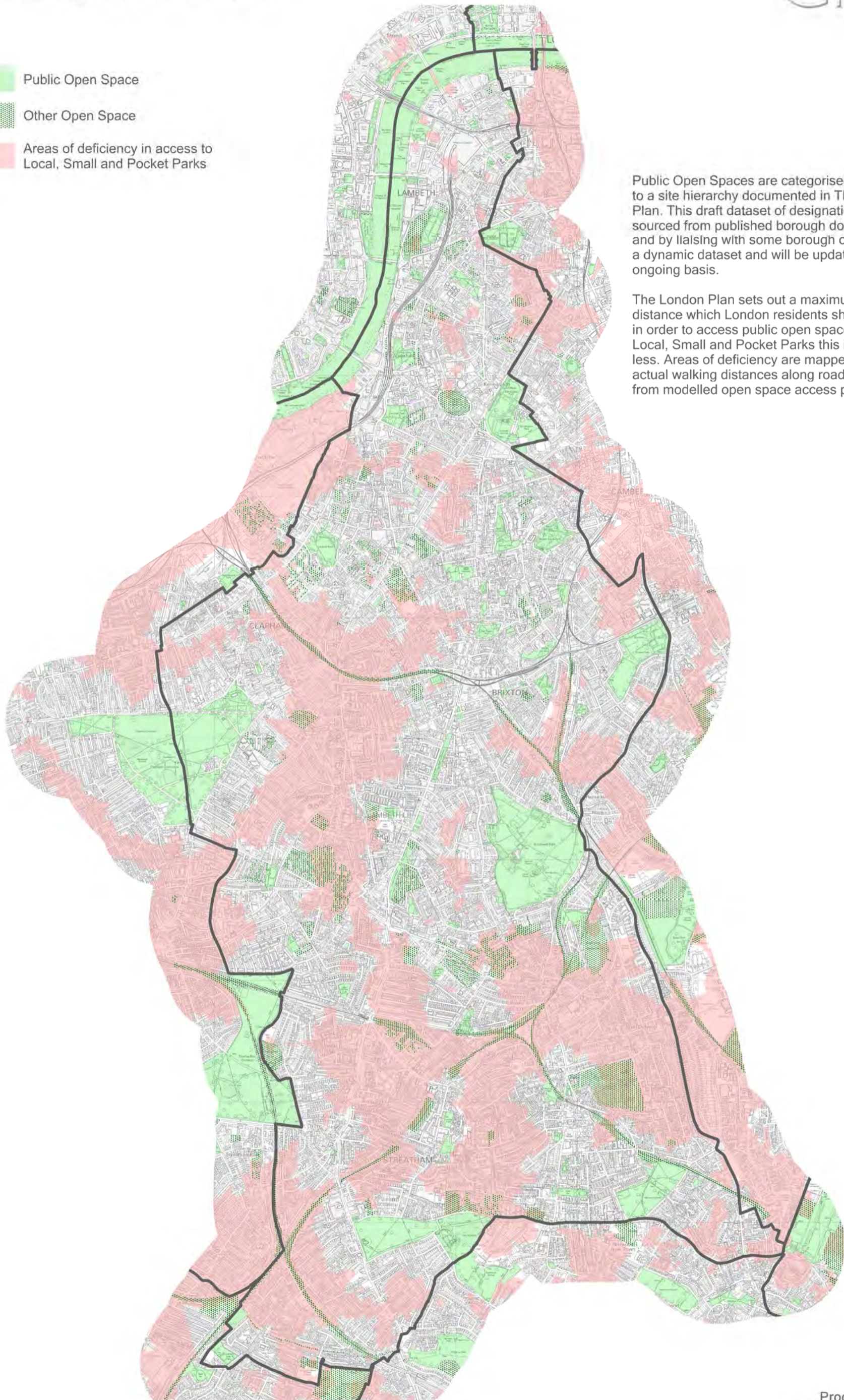
Based upon the Ordnance Survey 1: 10 000 map © Crown Copyright and database right 2012. Ordnance Survey 100032216. GLA 100039628 Arup

Pocket Park Areas of Deficiency

London Borough of Lambeth

GiGL

-  Public Open Space
-  Other Open Space
-  Areas of deficiency in access to Local, Small and Pocket Parks



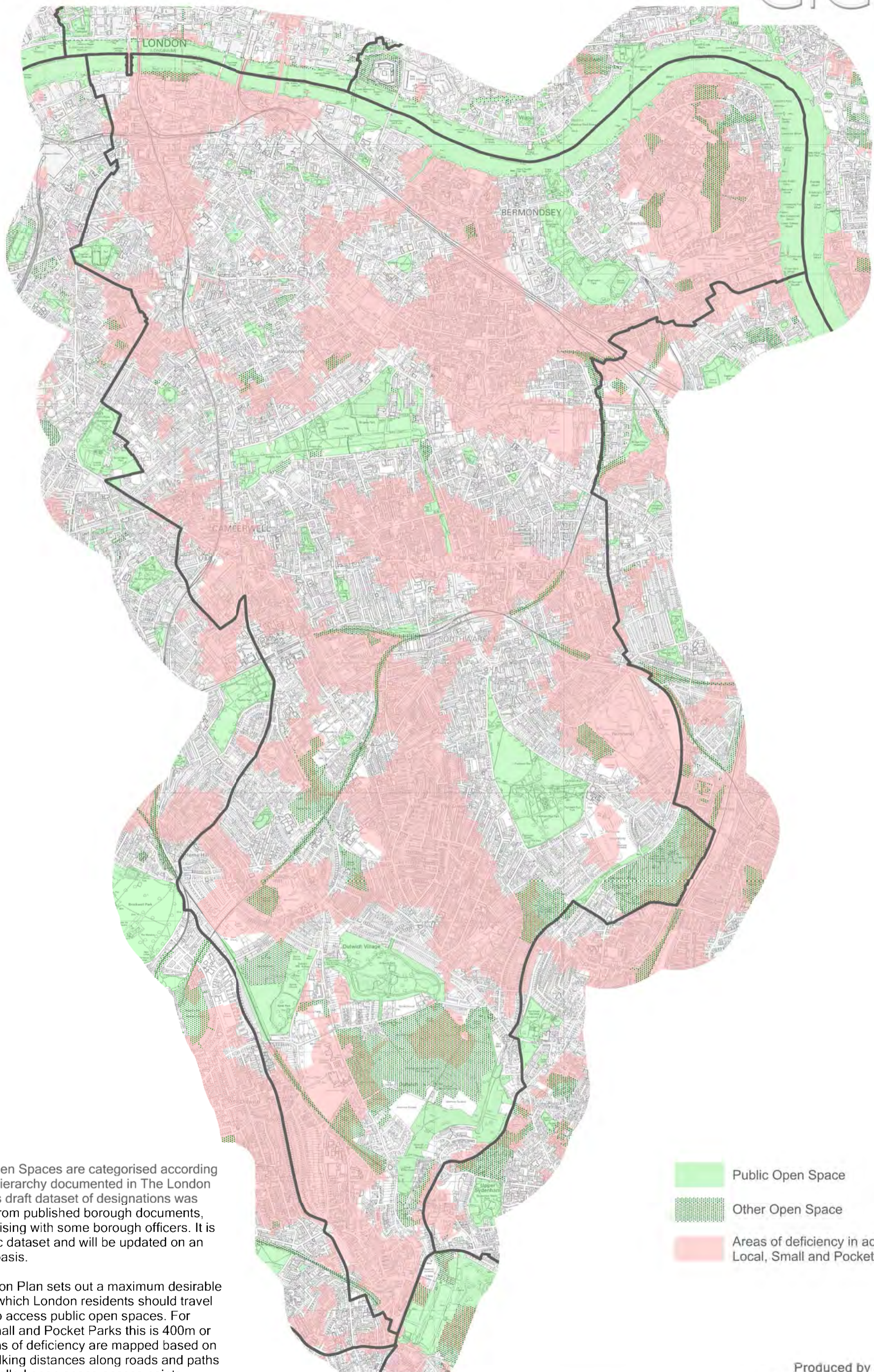
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Pocket Park Areas of Deficiency

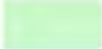


London Borough of Southwark

GiGL



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The London Plan sets out a maximum desirable distance which London residents should travel in order to access public open spaces. For Local, Small and Pocket Parks this is 400m or less. Areas of deficiency are mapped based on actual walking distances along roads and paths from modelled open space access points.

-  Public Open Space
-  Other Open Space
-  Areas of deficiency in access to Local, Small and Pocket Parks