



Equality Impact Assessment for the Local Implementation Plan (LIP3)

February 2019

1. Introduction

- 1.1 This document set out the stages scoping and screening Equality Impact Assessment (EqIA) for the London Borough of Merton Local Implementation Transport Strategy, known as LIP 3.
- 1.2 The Local Implementation Plan (LIP) is a statutory document prepared under Section 145 of the GLA Act and sets out how the borough proposes to deliver the Mayor's Transport Strategy (MTS) in its area, as well as contributing to other local and sub-regional goals. It has been developed in accordance with the Revised Guidance for Borough Officers on Developing the Third Local Implementation Plan (LIP). It covers the same period as the MTS (published in March 2018) and it also takes account of the transport elements of the draft London Plan 2018 (including the minor changes) [2019) and other relevant Mayoral and local policies and strategies .
- 1.3 Merton's LIP 3 (the third LIP) sets out long terms goals and transport objectives for the London Borough of Merton for the next 20 years, a three year programme of investment starting in 2019/20, includes delivery proposals for the period 2019/20 - 2021/22, the targets and outcomes the borough are seeking to achieve.
- 1.4 The LIP, identifies how Merton Council will work towards achieving the MTS goals of:
-) Transport for London (TfL) Healthy Streets and healthy people
 -) A good public transport experience
 -) New homes and jobs

2. Equality legislation and strategies

- 2.1 The Equality Act 2010¹ replaces previous anti-discrimination laws with a single Act, making the law easier to understand and strengthening protection; and sets out the different ways in which it's unlawful to treat someone. Before the Act came into force there were several pieces of legislation to cover discrimination, including:
-) the Equal Pay Act 1970
 -) the Sex Discrimination Act 1975

¹ www.legislation.gov.uk/EqualityAct2010

-) the Race Relations Act 1976
-) the Disability Discrimination Act 1995
-) the Employment Equality (Religion or Belief) Regulations 2003
-) the Employment Equality (Sexual Orientation) Regulations 2003
-) the Employment Equality (Age) Regulations 2006
-) the Equality Act 2006, Part 2
-) the Equality Act (Sexual Orientation) Regulations 2007

2.2 At the decision making stage local authorities are required to assess how changes to polices and service delivery will affect different people. In 2011, the Act extended protection against discrimination to nine '*Protected Characteristics*'- which includes the following:



- 2.3 The Act introduces a '**Public Sector Equality Duty**' to ensure that in exercising functions, delivering services and partnership we:
- eliminates discrimination, harassment and victimisation
 - Advance equality of opportunity between persons who share a protected characteristic and persons who do not share protected characteristic foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

The London Borough of Merton Equality Community Cohesion Strategy

- 2.4 Merton Council's Equality Strategy 2017-21² sets out the council's approach to valuing diversity and promoting equality. The strategy aims to deliver good quality services that meet the needs and aspirations of all the borough's residents, service users, employees and visitors. The strategy addresses the needs of people who have traditionally faced discrimination or received less favourable treatment based on their 'Protected Characteristics' (age, disability, gender reassignment, pregnancy and maternity, marriage and civil partnership, race, religion or belief, sex, sexual orientation. Additionally it covers issues related to socio-economic disadvantage, health inequalities, child poverty, community safety and social mobility.

- 2.5 The aim of the Strategy is to address keys issues such as:
-) bridging the gap between the levels of deprivation and prosperity in the borough particularly focusing on:
 - o raising educational attainment for all children and young people and reduce attainment gaps for target groups including children with special education needs or disabilities, those who are looked after in care, specific BAME groups, specific groups of White boys and those who are excluded from school
 - o tackling rising unemployment particularly among young BAME communities and disabled residents and supporting those who are long term unemployed back into work
 - o reducing health inequalities particularly the issues affecting some BAME communities, disabled and older residents
 - o support residents who may be affected by mental illness or dementia
 - o increasing education and economic opportunity in the east of the borough
 -) Improving understanding of the borough's diversity and foster better understanding between communities.
 -) Improving understanding of 'hidden' disabilities and the challenges that disabled residents face in all aspects of their lives. We aim to work in a cross-cutting way and take a holistic approach to more effectively address the needs of disabled residents. supporting those who do not usually get involved in decision-making to better understand how they can get involved and get their voices heard

² www2.merton.gov.uk/equality-strategy

-) Supporting residents to access on-line access services
-) Providing services that meet the needs of a changing population.
-) employing staff that reflect the borough's diversity

Equality Community Cohesion Strategy objectives

- 2.6 Merton Council has developed 6 equality objectives that aim to improve the life chances of Merton residents and create a more level starting point for all. The objectives are:
- 1) To ensure key plans and strategies narrow the gap between different communities in the borough
 - 2) Improve equality of access to services for disadvantaged groups
 - 3) Ensure regeneration plans increase the opportunity for all Merton's residents to fulfil their educational, health and economic potential, participate in the renewal of the borough and create a health promoting environment.
 - 4) Encourage recruitment from all sections of the community , actively promote staff development and career progression opportunities and embed equalities across the organisation
 - 5) Promoting a safe, healthy and cohesive borough where communities get on well together
 - 6) Fulfil our statutory duties and ensure protected groups are effectively engaged when we change our services

3. What is an Equality Impact Assessment (EqIA?)

- 3.1 An EqIA is an essential tool that helps local authorities to ensure policies and the way they are carried out (once adopted) do what they are intended to do and for everybody. EqIA's helps local authorities to meet the requirements of the equality duties and identify active steps they can take to promote equality.
- 3.2 Carrying out an EqIA involves systematically assessing the likely (or actual) effects of policies on the population in regards of the Protected Characteristics³ and; where authorities chooses, wider equality areas. This importantly includes looking for opportunities to promote equality that have previously been missed or could be better used, as well as negative or adverse impacts that can be removed or mitigated. Furthermore if any negative or adverse impacts amount to unlawful discrimination, are immediately removed.

Key stages of an EqIA

- 3.3 The is five key stages in the policy development process at which the EIA will be relevant and should be built into the wider policy development process:

³ Protected characteristics are the nine groups protected under the Equality Act 2010. They are: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation

-) Stage 1: Pre policy development or policy review planning
 - o deciding whether a policy or service requires an EIA
 - o Scope of the EqlA
-) Stage 2: Policy drafting and assessing impact Stage
-) Stage 3: Putting in place monitoring, evaluation and review approaches
-) Stage 4: Signing off and publishing the policy Stage
-) Stage 5: Monitoring and reviewing the action plan

3.4 There are four possible outcome of an EqlA:

- **Outcome 1:** No major change: the EqlA demonstrates that the policy is robust and there is no potential for discrimination or adverse impact.
- **Outcome 2:** make changes to the policy - the EqlA has identifies potential problems or missed opportunities. Policy need to be adjusted to remove any barriers or to promote equality better.
- **Outcome 3:** Continue with the policy: the EqlA has identified the potential for adverse impact and/or missed opportunities to promote equality. If no changes are to be made, the EqlA must set out clearly the justifications for continuing with it. The justification should be included in the EqlA and must be in line with the duty to have due regard. For the most important relevant policies, compelling reasons will be needed.
- **Outcome 4:** Remove the policy: the policy shows actual or potential unlawful discrimination. Therefore it must be removed or changed.

4. Deprivation in Merton

- 4.1 The 2011 Census identified that the greatest proportion of Merton's residents to be aged between late 20s to early 40s. In London, Merton is ranked the fifth healthiest out of 33 boroughs. This ranking is based on the low rate of death by a specific cause e.g. cancer, obesity or natural cause known as "*all age all-cause mortality*" by the Department of Health and Social Care. However it is important to note that (mainly in the eastern parts of the borough) there are variations in standards of health which is linked to the way people live their lives and the opportunities available to choose healthier lifestyles.
- 4.2 In Merton '*All age all-cause mortality*' rates have been progressively improving and are consistent with the growth in life expectancy experienced across England as a whole. Current rates place Merton among the healthiest boroughs in England with mortality rates

below national and regional levels. The comparison of healthy life expectancy across London is 65 years. In 2011 an average Merton resident had a life expectancy of 80.5 year old and is expected to rise by +3% by 2026 based on GLA Round Trend Projections.

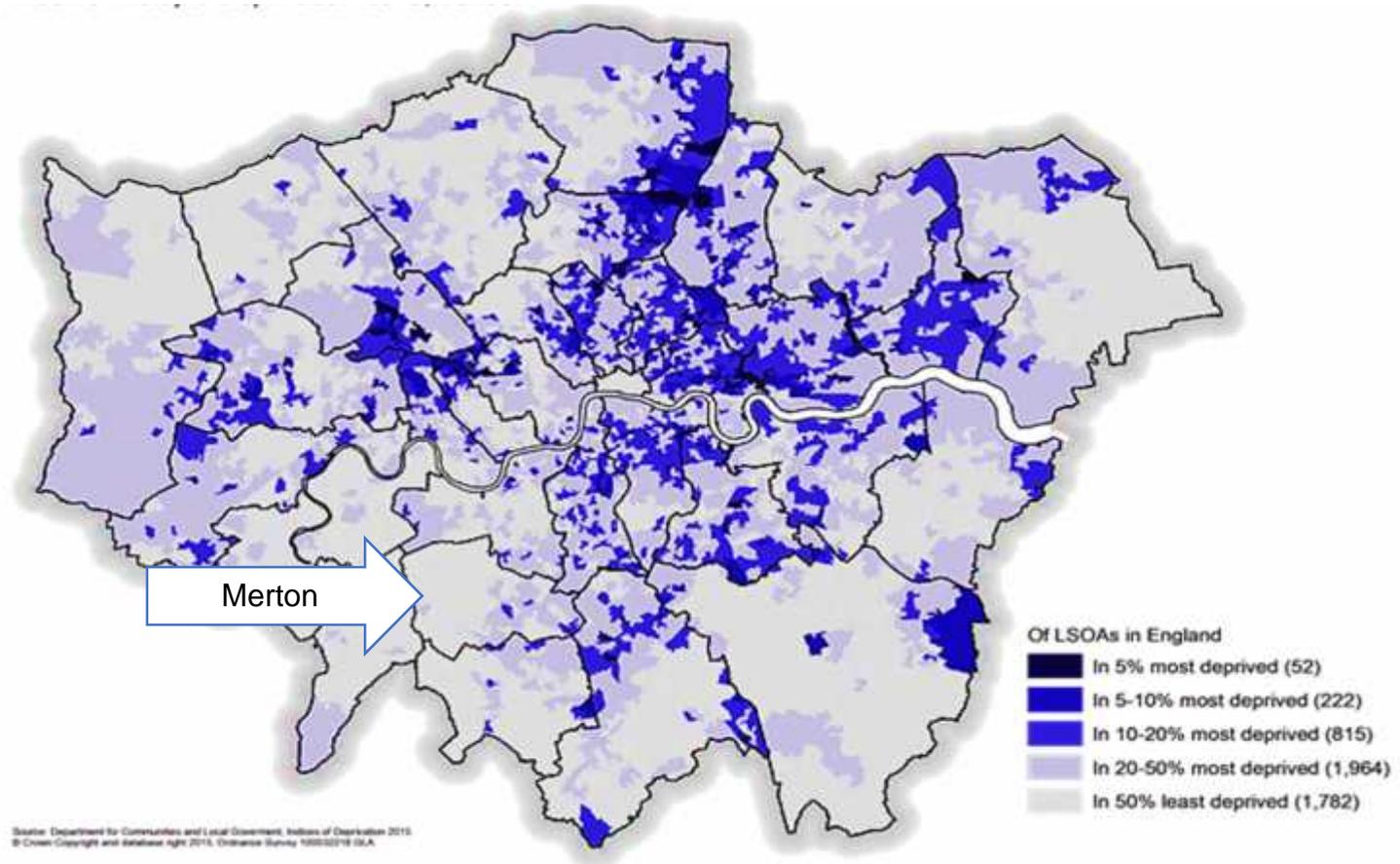
- 4.3 The 2015 Indices of Multiple Deprivation (IMD) shows that Merton ranks as 'very low' in terms of overall social deprivation compared to other London boroughs, 6th least deprived out of the 33 London boroughs and 114th out of 326 (where 1 is the most deprived) boroughs for the rest of England.
- 4.4 However a number of pockets of deprivation exist within Merton. As mentioned earlier in this report these pockets are mainly in the eastern wards (such as Figge's Marsh, Cricket Green, Pollards Hill, Lavender Fields, Colliers Wood and Ravensbury), with some smaller pockets in the western wards of Raynes Park, Trinity, Cannon Hill and West Barnes.

Figure 1: Indices of Multiple Deprivation comparison

The Indices of Multiple Deprivation (IMD) 2007	The Indices of Multiple Deprivation (IMD) 2015
5 th out of 33 London boroughs)	7th (out of 33 London boroughs)

Source: IMD 2015

Figure 2: Indices of Multiple Deprivation in Merton and London



5. The 9 Protected Characteristics⁴

Age

- 5.1 Merton has a diverse and growing population. In 2018, Merton has an estimated resident population of 209,400, which is projected to increase by about 3.9% to 217,500 by 2025. The age profile is predicted to shift over this time, with notable growth in the proportions of older people (65 years and older) and a decline in the 0-4 year old population. The east of the borough has an estimated resident population of 110,200 (2018), which is projected to increase to 113,900 by 2025 (+ 3.3%) compared to the west of the borough, which has an estimated resident population of 99,200 which is projected to increase to 103,600 by 2025 (+4.5%).
- 5.2 Significant social inequalities exist within the Merton; the east of the borough has a younger, poorer and more ethnically mixed population. While the west of the borough a higher of the population is white, older and has a higher income when compared to the east of the borough. As a result the population in the east of the borough has poorer health outcomes and a shorter life expectancy.
- 5.3 The east of the borough is generally has a younger population of 0-29 year olds and has a more diverse communities when compared to west of the borough; which is generally has a larger population of people aged 35 and over and a large white population.

Age by ethnicity and ward

Figure 3: Age by ethnicity and ward

Part of the borough	Ward	All Ages	Age 0 to 15	Age 16 to 24	Age 25 to 49	Age 50 to 64	Age 65 to 74	Age 75 and over
East	Colliers Wood	10,712	1,520	1,384	5,662	1,278	471	397
East	Cricket Green	11,474	2,675	1,439	4,437	1,683	596	644
East	Figge's Marsh	11,240	2,598	1,403	4,586	1,608	569	476
East	Graveney	9,816	1,791	1,140	4,419	1,395	616	455
East	Lavender Fields	10,273	2,086	1,196	4,930	1,307	448	306
East	Longthornton	10,024	2,169	1,245	3,921	1,608	586	495
East	Pollards Hill	10,287	2,481	1,431	3,611	1,685	601	478
East	Ravensbury	9,968	2,118	1,135	3,941	1,433	657	684

⁴ Protected characteristics are the nine groups protected under the [Equality Act 2010](#).

East	Lower Morden	9,090	1,744	947	3,387	1,629	718	665
West	Abbey	10,323	1,624	927	5,823	1,074	426	449
West	Cannon Hill	9,249	1,640	1,014	3,354	1,778	768	695
West	Dundonald	9,275	1,529	663	5,038	1,132	478	435
West	Hillside	8,977	1,241	618	4,650	1,238	557	673
West	Merton Park	9,485	1,850	878	3,806	1,567	722	662
West	Raynes Park	9,738	1,867	695	4,318	1,520	658	680
West	St Helier	10,414	2,249	1,235	4,094	1,451	640	745
West	Trinity	9,798	1,659	776	5,396	1,168	381	418
West	Village	8,491	1,622	600	2,933	1,700	835	801
West	West Barnes	9,862	2,016	939	3,955	1,632	662	658
West	Wimbledon Park	11,197	2,374	1,054	5,318	1,534	491	426

Source: Office of National Statics (ONS)

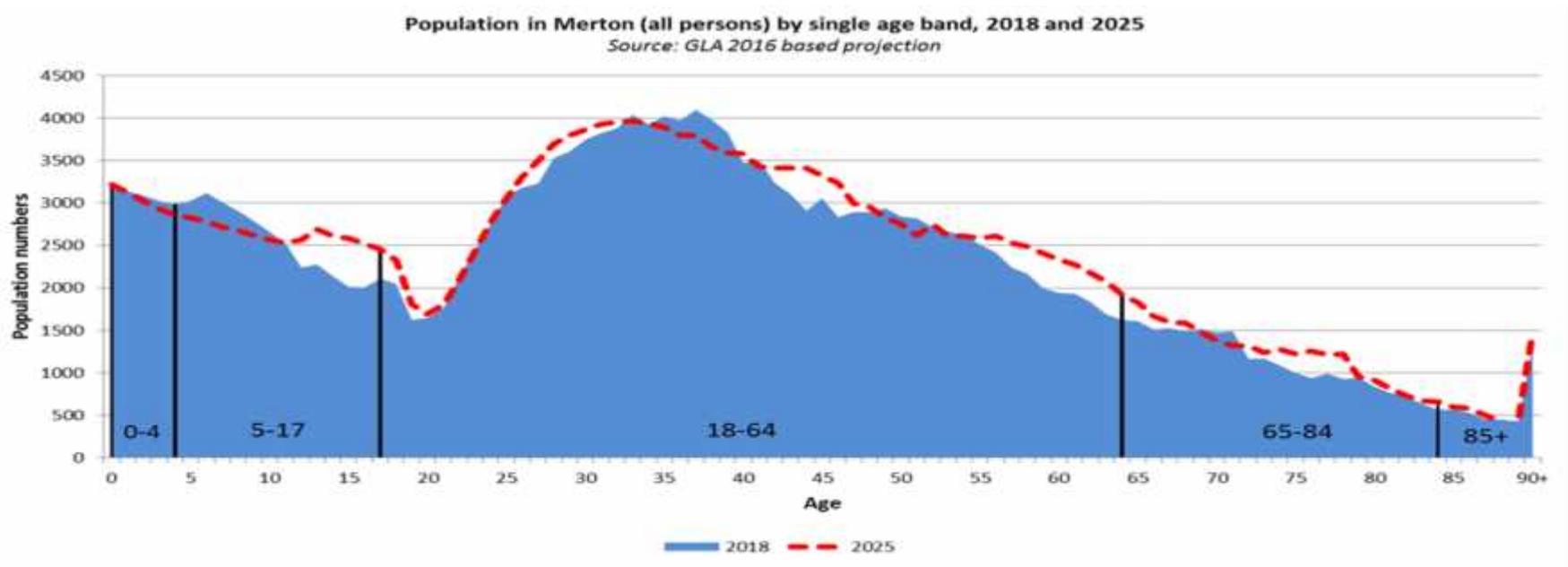
Working age

- 5.4 Merton has an estimated 135,200 working age population (18-64 year olds), which make up 64.5% of the total population. By 2025 this is predicted to increase in numbers to almost 140,000 (although decrease slightly as a proportion of the total population, to 64.3%). Almost 72,000 of this age group currently reside in eastern part of Merton compared to 63,200 in western parts of the borough. This is expected to increase by 2025 to 73,800 in east of the borough Merton and 66,200 in west of the borough.
- Under 18s.* In 2018 it was estimated that in Merton there are 32,800 5-17 year olds in Merton (15.7% of the total population). It is predicted to increase to 34,100 by 2025. The east of the borough currently has almost 17,800 5-17 year olds compared to 15,000 in found in the west of the borough. Both the east and west of the borough are predicted to show an increase in this age group by 2025.

Ageing population

- 5.5 Merton has 22,350 people aged 65-84 years old (10.7% of the total population). By 2025 this is predicted to increase to 24,350 (11.2%). It is estimated that 3,650 people aged 85 years and over (1.7% of the total population) currently live in Merton. By 2025 this is predicted to increase to 3,950 (1.8%).

Figure 4: Single age band in Merton 2018 and 2025



Source: GLA 2016 Based projection

Disability

5.6 There are around 13.3 million disabled people in the UK (almost one in five of the population)⁵. Only 17% of disabled people were born with their disabilities. The majority of disabled people acquire their disability later in life⁶. Around 7% of children are disabled, compared to 18% of working age adults and 44% of adults over State Pension age.¹ There are two million people with sight problems in the UK. That's around one person in 30. It is predicted that by 2020 the number of people with sight loss will rise to over 2,250,000⁷. There are approximately 10 million people (1 in 6) in this country with a hearing loss, of those 6.5 million are aged 60 and over. It is estimated that around 2 million people use hearing aids in the UK.⁸

⁵ [Family Resources Survey 2015/2016](#)

⁶ [The Papworth Trust, 2016](#)

⁷ [RNIB](#)

⁸ [Hearing Link, 2011](#)

5.7 It is estimated in Merton that, 10.8% of Merton residents were diagnosed with a long term illness, disability or medical condition in 2014/15. This is lower than London figure (12.6%) and England figure (14.1%)⁹. In 2015, 13.5% of Merton 16 - 64 year olds was recorded as Equalities Act core disabled or work limiting disabled, which is lower than England (19.2%) but more similar to London (16.1%) and comparators¹⁰ .

-) **Physical disability:** People aged 18 - 64 estimated to have a moderate physical disability is 10,120 this figure is predicted to increase to 10,960 people by 2025, an 8% increase.
-) People aged 18- 64 estimated to have a serious physical disability is 2,870 and is predicted to increase to 3,181 people by 2025 an increase of 10% increase
-) **Visual impairment:** People aged between 18- 64 estimated to have serious visual impairment is 90 this figure is predicted to increase to 95 people by 2025 an increase of 5%
 - o People aged 65 and over estimated to have moderate or severe visual impairment is 2,290 and predicted to increase to 2,648 people by 2025 an increase of 14%.
-) **Hearing loss:** people aged between 18 -64 estimated to have some hearing loss is 11,540 this is predicted to increase 12,970 people, an increase of 11% by 2025
 - o People 18 - 64 estimated to have severe hearing loss is 761 and is predicted to increase to 837 people a 9% increase by 2025
 - o People aged 65 and over estimated to have severe hearing loss is 2,073 and is predicted to increase to 2,372 by 2025, an 13% increase
-) **Learning disability:** People aged 18 -64 estimated to have a learning disability 3, 390, it is predicted to increase to 3,550 people by 2025 an of just under 5%
 - o People aged 65 and over estimated to have a learning disability is 545, it is predicted that this figure will increase by 12% (621 people) by 2025

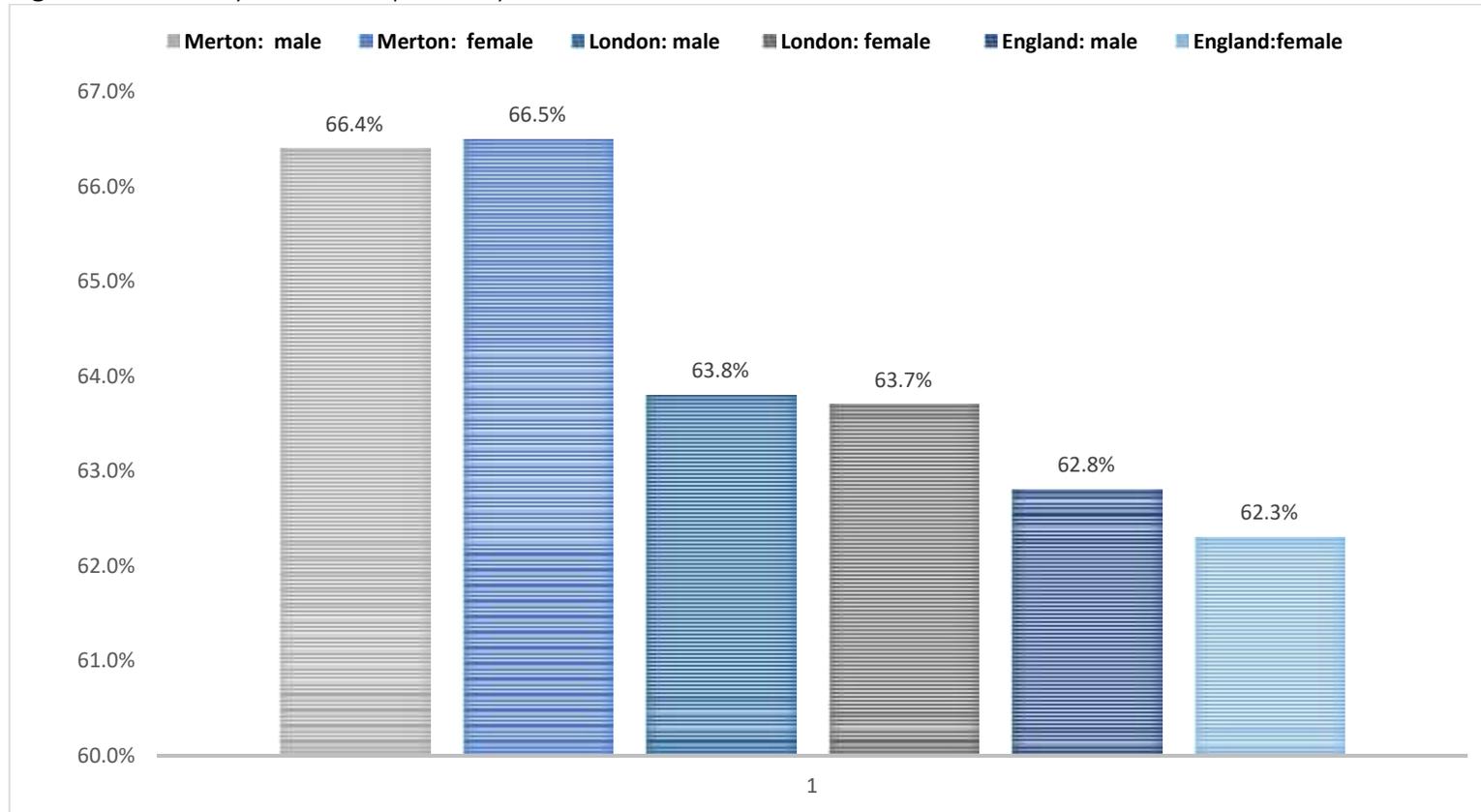
⁹ Long term Conditions and Complex Needs Profile, PHE 2017

¹⁰ Annual Population Survey 2015

Disability free life expectancy

5.8 Merton's male and female population have a higher disability free life expectancy than London and England (

Figure 5: Disability free life expectancy levels

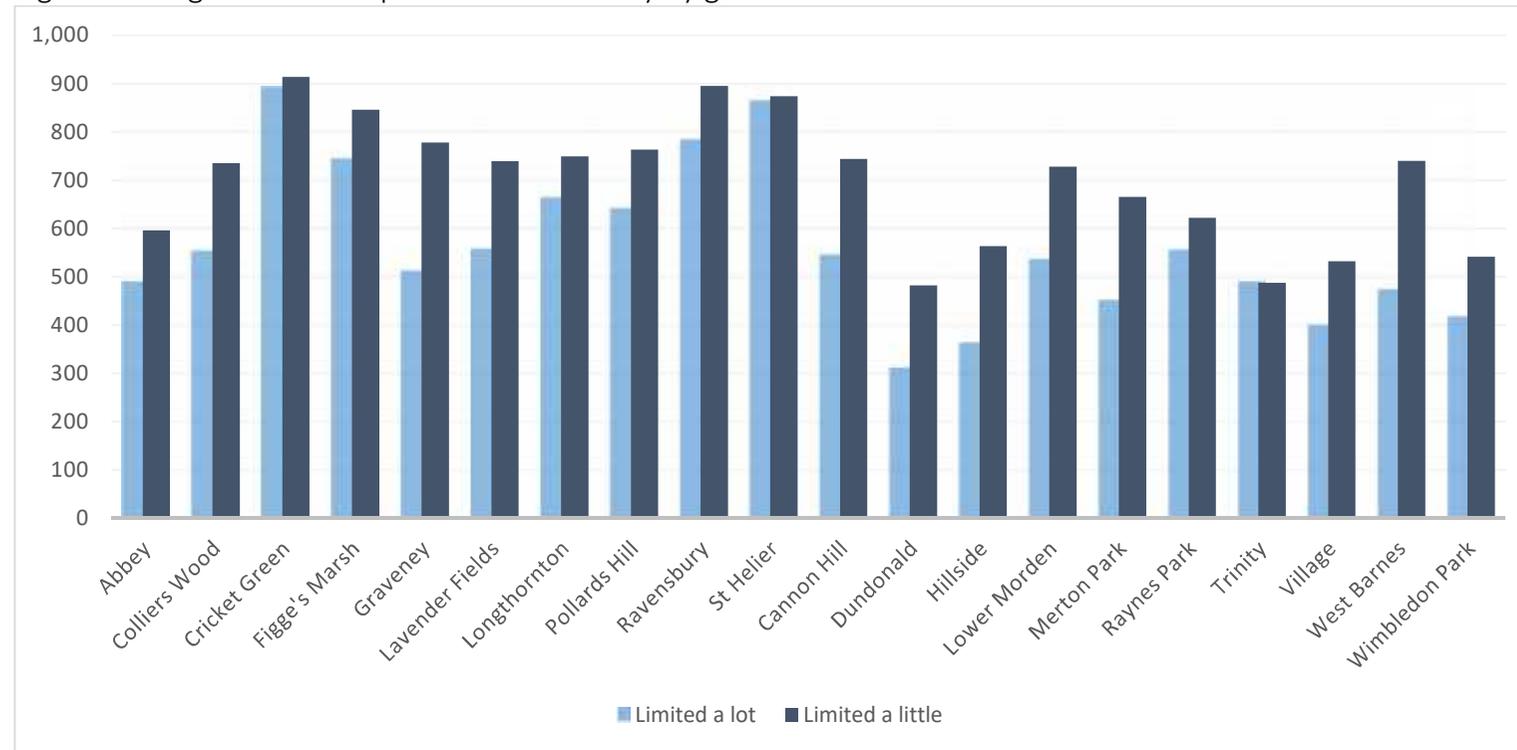


Source: Public Health England

Disability and work

- 5.9 According to ONS Annual Population Survey (2017) in 2016 in Merton 12% of working aged (16-64) people are disabled.
-) 10.9 % of people aged 16-64 are work limited disabled
 -) Employment rate for people aged 16-64 - EA¹¹ core or work-limiting disabled is 46% in London the figure is 47%
 -) Unemployment rate people aged 16-64 EA core or work-limiting disabled is 21% in London the rate is 52%

Figure 6: Long-term health problem or disability by general health



Source: 2011 Census

¹¹ Equalities Act (EA) core disability is the equivalent to DDA disabled in previous years.

Sex/Gender

5.10 Merton's gender breakdown is similar to neighbouring boroughs and London with more females than males, with 51% female and 49% males.

Figure 7: Breakdown of gender since 2010 (all ages populations - 0-90+)

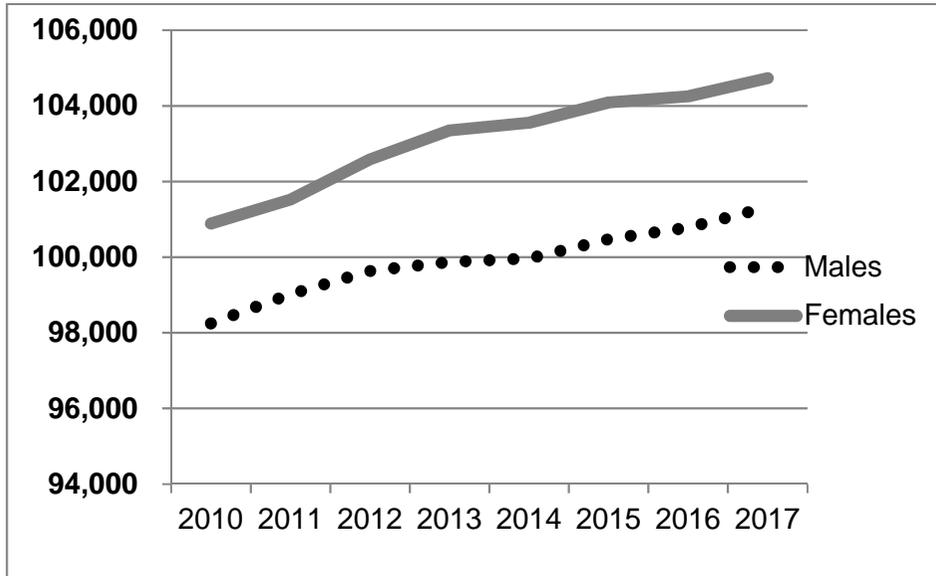
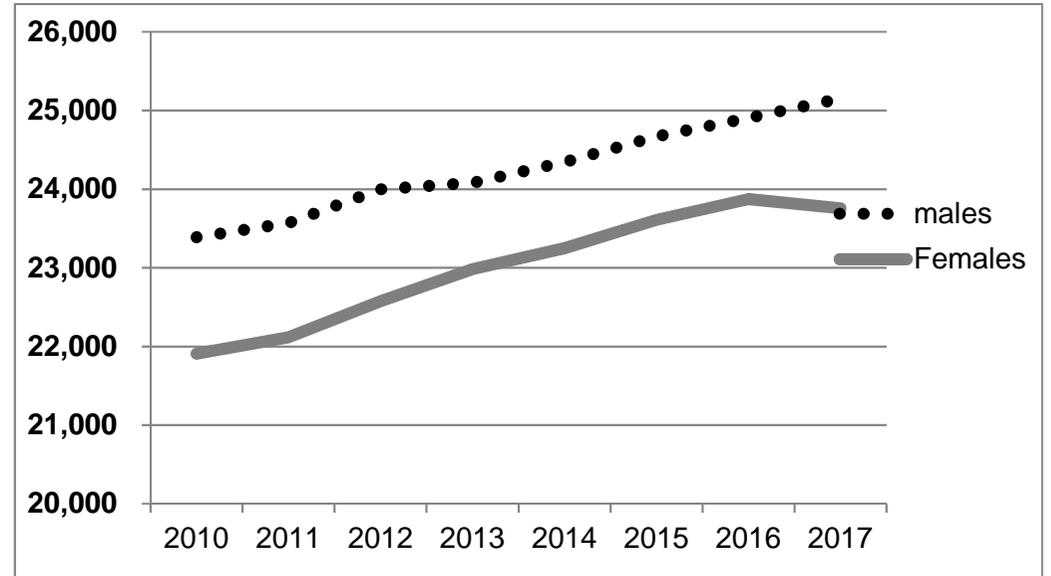


Figure 8: Breakdown of gender since 2010 (ages 0-18 populations)



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Source: ONS Mid-Year Population Estimates - Custom Age Tables (figures x-x)

Figure 9: Breakdown of gender since 2010 (18-64 ages populations)

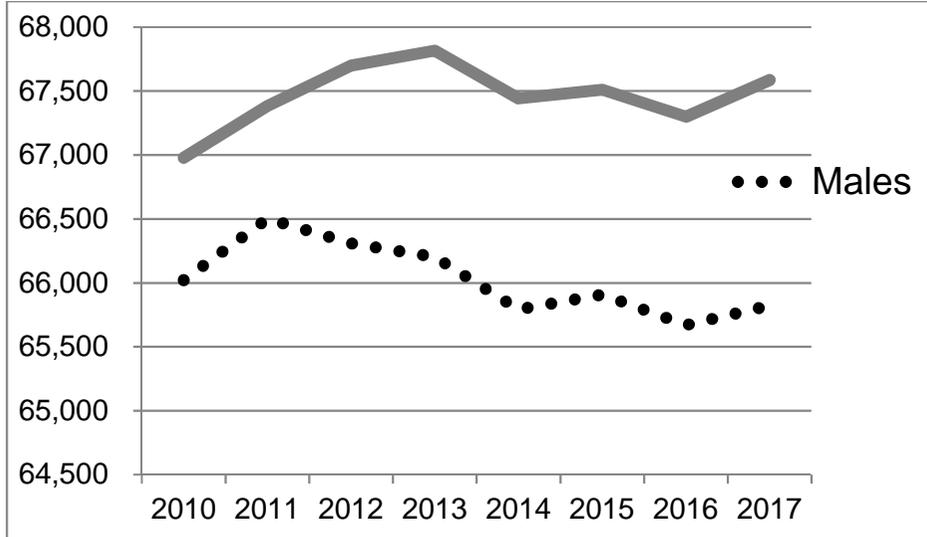


Figure 10: Breakdown of gender since 2010 (ages 65 -80 populations)

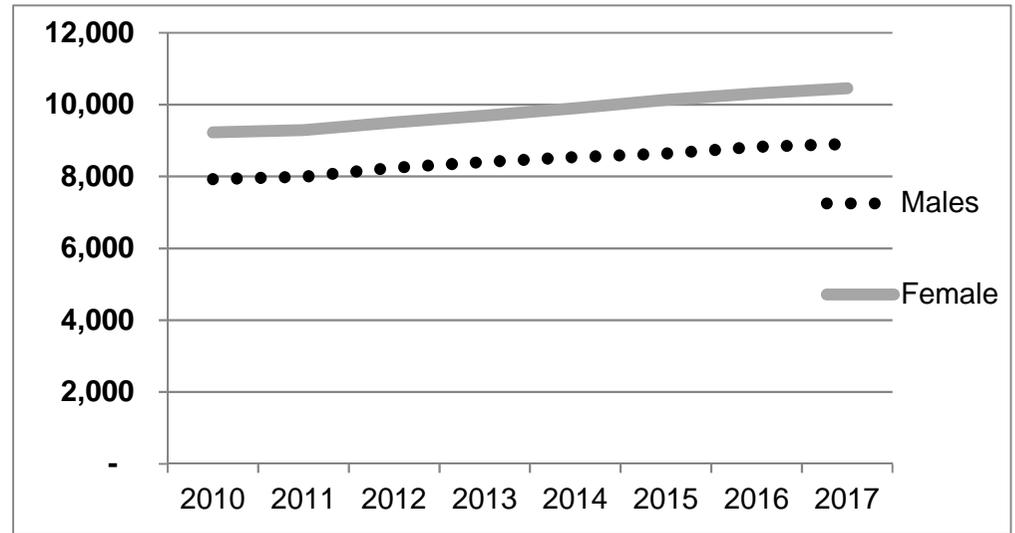
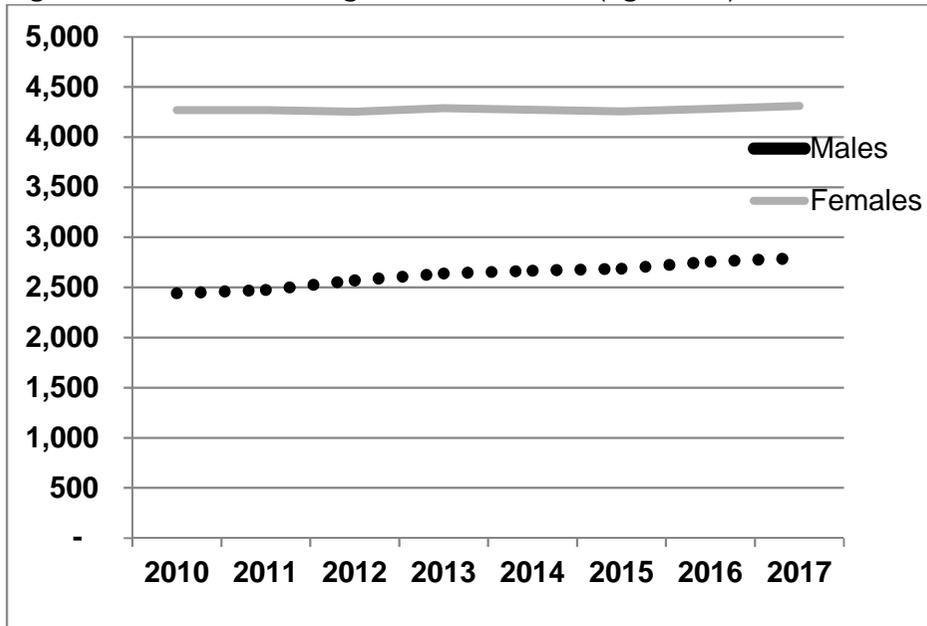


Figure 11: Breakdown of gender since 2010 (ages 80+)



Race

5.11 The Census 2011 figures identified:

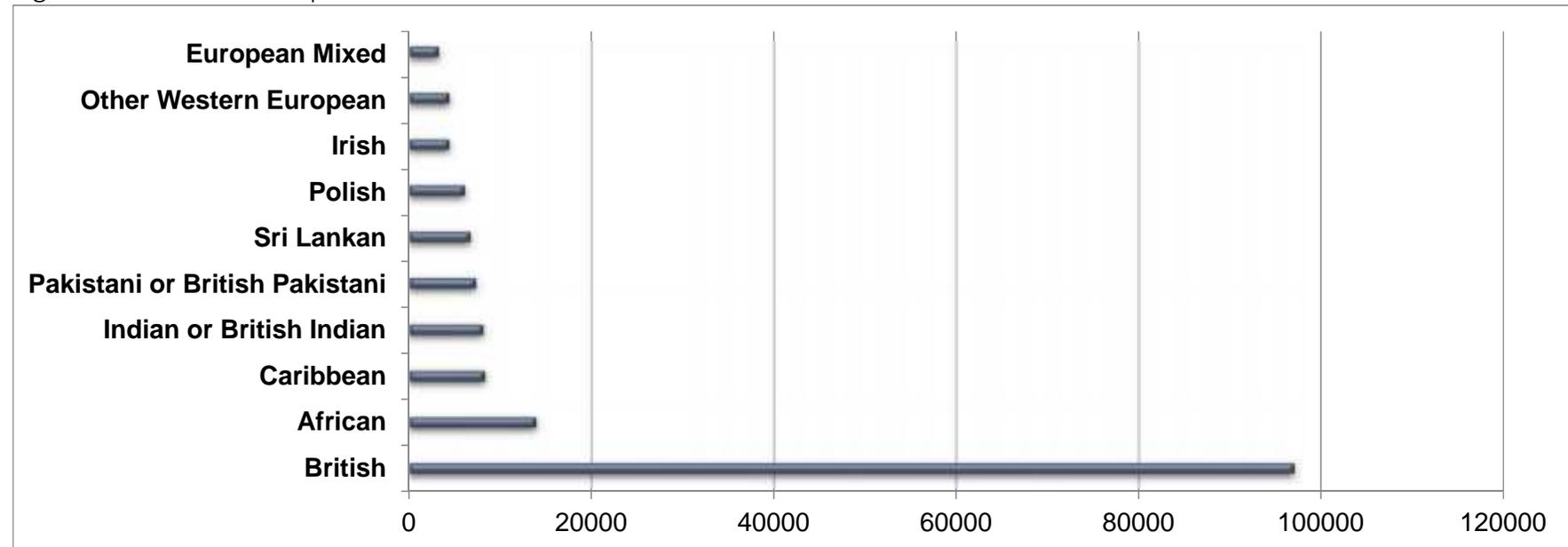
-) 48.4% of the population are white British, compared to 64% in 2001.
-) 35% of Merton's population is from a Black, Asian and Minority Ethnic (BAME) groups (this includes non-white British).

5.12 The finding of the 2011 when compared to 2001 Census identified:

-) -10% decrease in the overall White population
-) +6% increase in the Asian,
-) +3% increase in the Black population
-) +2% increase in Mixed groups

5.13 According to the Greater London Authority (GLA): 2015 round ethnic group projections there are currently 77,740 people (37% of Merton's population) are from a BAME group. This projected to increase by 2025 to 84,250 people (+1%)

Figure 12: Ethnic make-up of Merton



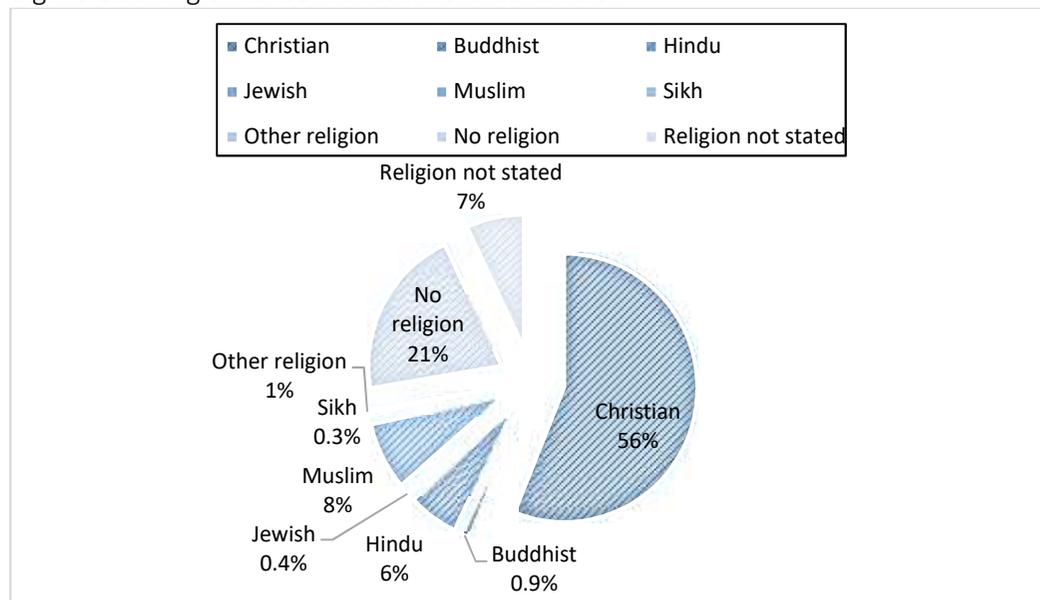
Source: 2011 Census (Office for National Statistics CT0225 - Age by ethnic group (based on CT0010) by sex)

Religion or belief

5.14 According to the 2011 Census, Merton is home to people of many religious, faiths and beliefs:

-) 56% of Merton residents are Christians (a decrease of 7.5% since 2001),
-) 8 Muslim
-) 6% Hindu
-) 0.9% Buddhists
-) 0.4% Jewish
-) 0.3% Sikh
-) 21% of residents are not religious (+4% increase since 2001).

Figure 13: Religion or belief breakdown in Merton



Source: 2011 Census

Sexual Orientation/ Gender Reassignment

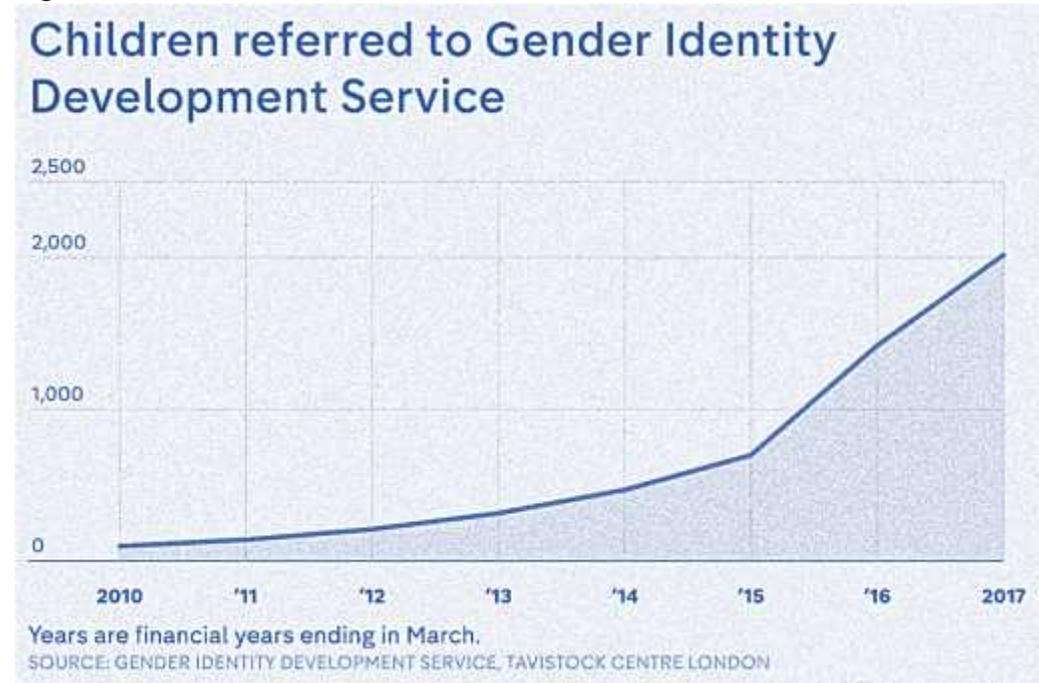
- 5.15 There is no local information available so; this section will either refer to the national or regional picture. In 2016, it was estimated that just over 15,000 people who are gender identity patients in the UK; roughly 12,700 adults and 2,700 adolescents or children. However based on UK rates and Merton 2018 population there approximately 42 transgender people in Merton.
- 5.16 The Guardian newspaper reported in 2016, following a Freedom of Information (FOI) request; an increase in the number of people undertaking treatment to change their gender has increased dramatically in the UK. The Guardian revealed that referrals to all 14 gender identity clinics (GICs) in the UK had increased, with some clinics reporting surges in patient numbers of several hundred per cent. Charing Cross (London), the oldest and largest adult clinic, the number of referrals has almost quadrupled in 10 years, from 498 in 2006-07 to 1,892 in 2015-16. According to Gender Identity Department Service the number of children referred for gender reassignment in London was 210. The breakdown for the rest of the UK is as follows:

Figure 14: Child referrals by age (0-17) UK – 2017/18

Age	2017/18
4	2
5	13
6	30
7	29
8	45
9	38
10	39
11	52
12	81
13	191
14	347
15	492
16	581
17	416
18+	163
Total	2519

Source Gender Identity Department Service

Figure 15: Children referred to the GIDS each week



Marriage and Civil Partnership

Figure 16: Marriage and Civil Partnership in Merton

Living in a couple: Married	Living in a couple: Cohabiting (opposite-sex)	Living in a couple: In a registered same-sex civil partnership or cohabiting (same-sex)	Not living in a couple: Separated (but still legally married or still legally in a same-sex civil partnership)
67,417	16,932	1,817	3,333

Source: 2011 Census.

Pregnancy and Maternity

- 5.17 The number of live births in Merton in 2016 was 3,246. There is a general downward trend in number of births in Merton: by 2025 it is projected that there will be an estimated 3,158 births¹². In 2018 there are currently 15,450 0-4 year olds (7.4% of the total population) in Merton. By 2025 this is predicted to decrease to 15,150 (-7%). In 2018 8,700 0-4 year olds reside in east of the borough when compared to 6,750 in west. Both east and west Merton are predicted to show a decrease in the 0-4 year population by 2025, to 8,470 in the east and 6,680 in the west¹³

Pregnancy and maternity headlines

-) General fertility rate: 71 per 100 – above London (64 per 100) and England (63 per 100)
-) Low birth weight (all) 7% - similar to London (7.6%) and England (7.3%)
-) BAME mothers 36% - lower than London (46%), but higher than England (23%)
-) Infant mortality: 2.9 per 1000 – lower than London (3.2 per 1000) and England (3.9 per 1000)
-) Mother over 35 giving birth 33% - higher than London and England (22%)
-) Smoking at delivery 4% - lower than London (5%) and England (11%)

¹² Births file, ONS

¹³ GLA 2016-based Demographic projections round, housing led model

Safety

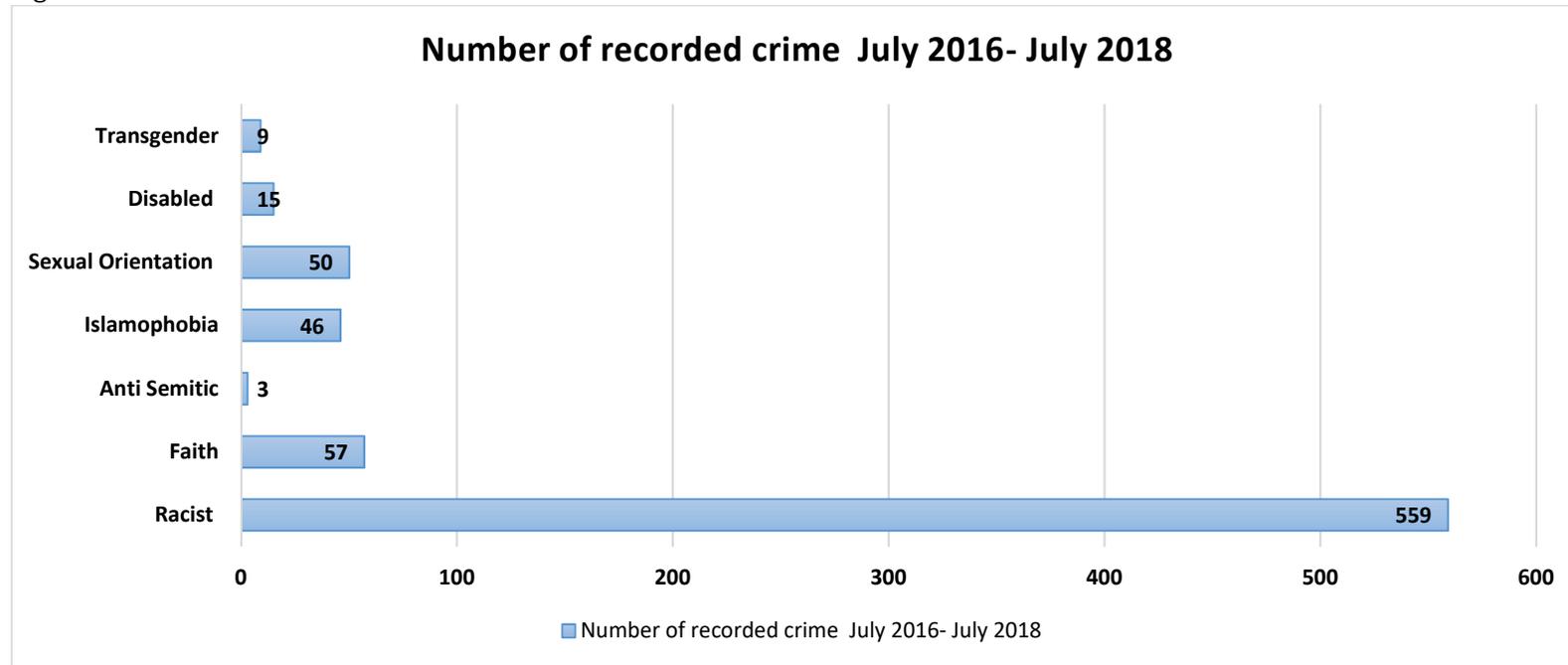
- 5.18 According to the 2017 Residents Survey, the vast majority of Merton residents are satisfied with their local area as a place to live (92%). This is a positive finding and is 12% higher than the national benchmark of 80% (LGA polling Feb 17). These findings can then be broken down spatially and by gender, age group, and disability:
-) During the day, at least 9 in 10 within each of these groups feel safe, including all those interviewed in Dundonald / Trinity / Abbey and Ravensbury / St Helier / Cricket Green; After dark, Mitcham and Morden residents are significantly less likely, compared to Wimbledon, to feel safe (82% cf. 88%).
 -) It should be noted that the proportion feeling unsafe is similar for both constituencies (8% cf. 7%). The lower levels of perceived safety in Mitcham and Morden are driven chiefly by responses in Lavender Fields / Pollards Hill / Figge's Marsh, where 78% feel safe and 13% unsafe.
 -) Female residents are also significantly less likely to feel safe after dark compared to male (80% cf. 90%), with 11% of female residents feeling unsafe at this time. By age group, residents aged 65+ are significantly less likely, compared to the average, to feel safe after dark (79%); however this is driven by a higher volume of 'neither' responses from this group (14%). For each age group, 7% to 8% feel unsafe after dark.
 -) Disabled residents are significantly less likely to feel safe after dark compared to nondisabled residents (72% cf. 86%). Whilst this group is also more likely to feel unsafe (13% compared to 7% of non-disabled residents), this difference is not statistically significant.

Hate crimes

Racist Hate Crime

- 5.19 London Underground passengers are most likely to be victims of racially or religiously aggravated abuse underground stations, mainly central London stations. Statistics show 1,960 race and religiously motivated hate crimes were reported on the London Underground from January 2015 to December 2017. Although no underground station in Merton were identified in the list London's worst stations for rising race hate crime; between July 2016 and July 2018, 559 Racist Hate Crimes were report in Merton during this period. It should be noted that Hate Crimes are calculated to have a very specific meaning therefore none of the hate crime categories should be summed together. Not all definition is included here but, as an example Islamophobia Hate Crime is a subset of Racist and Religious Hate Crime, Islamophobia Hate Crime and Faith Hate Crime. Hate Crime is the overarching category that totals all hate crime offences.

Figure 17: Recorded Hate Crimes in Merton



Source: Metropolitan Police Service (MPS)

Homophobic and Transgender Hate Crime

- 5.20 According to Stonewall report (2017) the number of attacks on lesbian, gay and bisexual people in the UK has risen by nearly 80% in the last four years. More than 1 in 5 LGBT people have experienced a hate crime or incident due to their sexual orientation or gender identity in the last 12 months, compared with 16% in 2013. The increase in LGBT hate crimes is in line with an overall increase in recorded hate crimes, with Home Office statistics showing that hate crime in general has risen, by 48% over the past three years. The number of recorded hate crimes and incidents based on sexual orientation has risen by 70% over the same period. Although it is the soaring figures, it is believed there is widespread underreporting.
- 5.21 The Stonewall study identified that 4 in 5 LGBT people who experienced a hate crime or incident in the past 12 months did not report it to the police. For Trans people, the findings identified that 2 in 5 Transgender people have experienced a hate crime or incident based on their gender identity in the last 12 months. Much of the hate crime takes place in public spaces, with 1 in 6 LGBT people

(17%) having been victims of hate crime in the last 12 months when they visited a café, restaurant, bar or nightclub, and 1 in 7 seven experiencing discrimination when in a shop or department store.

6. Transport for everyone

6.1 Some people express concerns about using public transport because of a particular characteristic they have, such as their gender or race, or because they need to travel at certain times of the day or night. These concerns include walking to, and waiting at, bus stops or in train stations.¹⁴ Feelings of safety can be affected by the poor condition of public transport vehicles where these are dirty, littered or vandalised, as can poor behaviour of passengers and staff. Research by the Department of transport found that people from ethnic minority communities' fear of racial attacks and language difficulties can be a particular barrier to public transport use.

6.2 Furthermore, according to British Transport Police, the number of gay, lesbian or bisexual victims on the road and rail network trebled from 139 to 416, while race hate crimes jumped from 1,453 to 2,566 over the five-year period (2013 – 2017). According to British Transport Police, religious hate crimes on the railways, tubes and buses increased almost five-fold since 2013, while homophobic incidents saw a 200% rise in England. We can see from figure 17 above that from July 2016- July the number of Faith Hate Crimes reported in Merton was 57.

6.3 Transport travel barrier headlines:

Children and young people:

-) The majority of young people report that they feel safe using public transport in their area, although some say it is not always a friendly or welcoming environment.
-) Affordability can be a barrier for older children and young people, with the UK Youth Parliament reporting that half of young people think public transport is too expensive

Older people

-) Can find travel on public transport difficult due to poor access and overcrowding of public transport. Also difficulties of moving around stations can be difficult due to layout and signage.
-) Lack of seats at bus stops and stations prevent many from going out and thus can lead to of feeling of isolation and loneliness

Women

-) Lack of safer night buses

¹⁴ Department of Transport: Evidence Base Review of Mobility

-) reliable taxis and mini-cabs especially at night
-) unmanned stations
-) good lighting and visibility, and CCTV cameras
-) lack of transport staff at stations especially at night and non-peak times

7. EqlA Screening

7.1 This next section will look at whether an EqlA is required for the draft Local Plan. This sections assesses the draft development and Site Allocation against the equality categories. The draft Local Plan contains a total of xx policies and xx potential site allocations. Some of these policies will have low or no impact on equality issues. For example 'Flood Risk Management' and 'Climate Change' are key policies which affect the whole community and it is difficult to determine how these policies could affect different equality groups in a significant way.

Figure 18: EqlA scoring matrix

Impact	Symbol	Meaning
Negative		Has a negative impact on a equality group or groups
Low		Has no impact or difficult to determine how the policy could affect an equality group or groups.
Medium		Has some positive impact on a equality group or groups
High		Considers the need of an equality group or groups and having a positive impact.

7.2 This EqIA will only be assessing the local aims as the regional aims/objectives have already been assessed by the Mayor's/GLA EqIA.

Figure 19: LIP3 aims assessment

Aims	Age	Disability	Sex/Gender	Race	Religion	Sexual Orientation	Gender reassignment	Marriage and Civil Partnership	Pregnancy and Maternity
Make Merton a safer place by reducing the number of collisions on our streets and supporting the Mayor's Vision Zero objective.	Green	Green	Orange	Orange	Orange	Orange	Orange	Orange	Green
Reduce the impacts of climate change and improve air quality through a co-ordinated approach, by pulling together air quality, noise impacts, flooding, waste, open space, design and transport.	Green	Green	Green	Green	Green	Green	Green	Green	Green
Improve connectivity and whole journey experience to the public transport network, especially for people with restricted mobility to support a more inclusive society.	Green	Green	Green	Orange	Orange	Orange	Orange	Orange	Green
Reducing health inequalities and reducing childhood obesity.	Green	Orange	Orange	Orange	Orange	Orange	Orange	Orange	Orange
Support good growth, especially around the town centres at Colliers Wood and South Wimbledon, Morden and Wimbledon.	Green	Green	Green	Orange	Orange	Orange	Orange	Orange	Orange
Redefine the way our streets are laid out and used so as to encourage the take-up of more active and healthier lifestyles where people feel confident to walk and cycle in safety.	Green	Green	Orange	Green	Orange	Orange	Orange	Orange	Green

Figure 20: LIP3 objectives assessment

Aims	Age	Disability	Sex/Gender	Race	Religion	Sexual Orientation	Gender reassignment	Marriage and Civil Partnership	Pregnancy and Maternity
LO1	Green	Orange	Orange	Orange	Orange	Orange	Orange	Orange	Orange
LO2	Green	Orange	Orange	Orange	Orange	Orange	Orange	Orange	Orange
LO3	Green	Green	Green	Green	Orange	Orange	Orange	Orange	Green
LO4	Green	Orange	Green	Orange	Orange	Orange	Orange	Orange	Green
LO5	Green	Green	Green	Green	Orange	Orange	Orange	Orange	Green
LO6	Green	Orange	Green	Green	Orange	Orange	Orange	Orange	Orange
LO7	Green	Orange	Green	Green	Orange	Orange	Orange	Orange	Orange
LO8	Green	Green	Orange	Orange	Orange	Orange	Orange	Orange	Green
LO9	Green	Green	Orange	Orange	Orange	Orange	Orange	Orange	Green
LO10	Green	Green	Green	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow
LO11	Green	Green	Green	Green	Yellow	Green	Green	Yellow	Green
LO12	Green	Green	Green	Green	Yellow	Yellow	Yellow	Yellow	Green
LO13	Green	Green	Green	Green	Yellow	Yellow	Yellow	Yellow	Green
LO14	Green	Yellow	Green	Green	Green	Green	Green	Green	Green
LO15	Green	Green	Green	Green	Green	Green	Green	Green	Green
LO16	Orange	Orange	Orange	Orange	Orange	Orange	Orange	Orange	Orange
LO17	Orange	Orange	Orange	Orange	Orange	Orange	Orange	Orange	Orange
LO18	Orange	Orange	Orange	Orange	Orange	Orange	Orange	Orange	Orange
LO19	Green	Green	Green	Green	Orange	Orange	Orange	Orange	Green
LO20	Green	Green	Green	Green	Orange	Orange	Orange	Orange	Green
LO21	Green	Green	Green	Green	Green	Green	Green	Green	Green
LO22	Green	Green	Green	Green	Orange	Orange	Orange	Green	Green

LO23	Green								
LO24	Yellow								
LO25	Yellow								
LO26	Yellow								
LO27	Yellow								
LO28	Yellow								
LO29	Green	Green	Green	Green	Yellow	Yellow	Yellow	Yellow	Green
LO30	Green	Green	Green	Green	Yellow	Yellow	Yellow	Yellow	Green
LO31	Yellow								
LO32	Green	Green	Green	Green	Orange	Orange	Orange	Orange	Green
LO33	Green	Green	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Green
LO34	Orange								
LO35	Green	Green	Green	Green	Yellow	Yellow	Yellow	Yellow	Green
LO36	Yellow								
LO37	Green	Green	Green	Green	Yellow	Yellow	Yellow	Yellow	Green
LO38	Green	Green	Green	Green	Yellow	Yellow	Yellow	Yellow	Green
LO39	Yellow								
LO40	Yellow								
LO41	Yellow	Yellow	Yellow	Yellow	Orange	Orange	Orange	Orange	Yellow
LO42	Yellow	Yellow	Yellow	Yellow	Orange	Orange	Orange	Orange	Yellow
LO43	Yellow	Yellow	Yellow	Yellow	Orange	Orange	Orange	Orange	Yellow
LO44	Yellow	Yellow	Yellow	Yellow	Orange	Orange	Orange	Orange	Yellow
LO45	Yellow	Yellow	Yellow	Yellow	Orange	Orange	Orange	Orange	Yellow
LO46	Yellow	Yellow	Yellow	Yellow	Orange	Orange	Orange	Orange	Yellow
LO47	Green	Green	Green	Green	Yellow	Orange	Orange	Yellow	Green
LO48	Green	Green	Green	Orange	Orange	Orange	Orange	Orange	Orange

Appendix 1: Equalities legislation

The Disability Discrimination Act 1995 outlaws the discrimination of disabled people in employment, the provision of goods, facilities and services or the administration or management of premises.

The Disability Discrimination Amendment Act 2010 introduces a positive duty on public bodies to promote equality for disabled people.

The Equality Act 2010 introduces a positive duty on public sector bodies to promote equality of opportunity between women and men and eliminate sex discrimination. The Act also protects access discrimination on the grounds of religion or belief in terms of access to good facilities and services.

Gender Recognition Act 2004 - The purpose of this Act is to provide transsexual people with legal recognition in their acquired gender. Legal recognition follows from the issue of a full gender recognition certificate by a gender recognition panel.

The Race Relations Act 1976 prohibits discrimination on racial grounds in the areas of employment, education, and the provision of goods, facilities, services and premises.

The Race Relations Amendment Act 2000 places a statutory duty on all public bodies to promote equal opportunity, eliminate racial discrimination and promote good relations between different racial groups.

The Race Relations Act 1976 (Amendment) Regulation 2003 introduced new definitions of indirect discrimination and harassment, new burden of proof requirements, continuing protection after

employment ceases, new exemption for a determinate job requirement and the removal of certain other exemptions.

The Sex Discrimination Act 1975 makes it unlawful to discriminate on the grounds of sex. Sex discrimination is unlawful in employment, education, advertising or when providing housing, goods, services or facilities. It is unlawful to discriminate because someone is married, in employment or advertisements for jobs. Along with:

-) Sex Discrimination (Indirect Discrimination and Burden of Proof) Regulations 2001,
-) Sex Discrimination Act 1975 (Amendment) Regulations 2003, and
-) Sex Discrimination Act 1975 (Amendment) Regulations 2008.

Marriage (Same Sex Couples) Act 2013 makes provision for the marriage of same sex couples in England and Wales, about gender change by married persons and civil partners, about consular functions in relation to marriage, for the marriage of armed forces personnel overseas, for permitting marriages according to the usages of belief organisations to be solemnized on the authority of certificates of a superintendent registrar, for the review of civil partnership, for the review of survivor benefits under occupational pension schemes, and for connected purposes.

The Sex Discrimination (Gender Reassignment) Regulations 1999 seeks to prevent sex discrimination relating to gender reassignment. It clarified the law for transsexual people in relation to equal pay and treatment in employment and training.

Glossary

BAME

Term currently used to describe a range of minority ethnic communities and groups in the UK – can be used to mean Black and Asian and Mixed racial minority communities and can be used to include all minority groups, including white minority communities such as Gypsies and Travellers

Disability

Disability is defined as a physical or mental impairment, which has a substantial and long-term effect on an individual's ability to undertake normal day-to-day activities

Discrimination

Treating an individual or group differently and/or less favourably than others under comparable circumstance. It may be based on a person's race, ethnic origin, disability, age, religion or belief, or their sexual orientation.

Diversity

Is about all the ways in which people differ and about recognising that differences are a natural part of society. Diversity is about treating people, as individuals and making them feel respected and valued.

Duties

These are things the law says a public body must do.

Equality

This means everyone having the same chances to do what they can. Some people may need extra help to get the same chances.

Equality Act 2010 or the Act

This is the Government's new law to make sure all people are treated fairly.

Equality Analysis (Equality Impact Assessment)

A tool used to identify the potential impact of new, revised policy, service or function for against the 9 Protected Characters. This exercise also helps the council to ensure it fulfils the requirements of the Equality Act 2010.

Equality Duty

This is a law for public bodies telling them they must think about how they can make sure their work supports equality. For example, in their services, through their jobs, and through the money they spend. Public bodies already needed to think about treating people of different races, disabled people, and men and women fairly and equally.

Gender reassignment

The process of changing or transitioning from one gender to another

Lesbian, gay and bisexual

Lesbians are women who are attracted to other women. Gay men are attracted to other men. Bisexual people are attracted to women and to men.

Marriage and civil partnership

Marriage is defined as a 'union between a man and a woman'. Same-sex couples can have their relationships legally recognised as 'civil partnerships'. Civil partners must be treated no less favourably than married couples.

Not in Education, Employment or Training (NEET)

NEET is a government acronym for young people aged 16- 24 currently "not in education, employment, or training".

Pregnancy and maternity

Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

Protected characteristics

These are the grounds upon which discrimination is unlawful. The characteristics are: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.