

David Gallie Chief Finance Officer Greater London Authority 5 Endeavour Square London E20 1JN Mark Aldworth Deputy Director, Local Infrastructure

Department for Transport Great Minster House 33 Horseferry Road London SW1P 4DR

11 August 2023

Our Ref: LUF20612 50DfT02BN230904

#### Levelling Up Fund – Grant for Development Costs for 2022/23 and Quarter One, Two and Three of 2023/24 – LUF20612

Dear David Gallie,

This letter is to confirm the decision of Ministers to make a funding contribution from the Department for Transport of £2,649,709.87 for development work on LUF20612, Transforming Colindale and Leyton for:

- The production of an Outline Business case (OBC) and subsequently a Final Business Case (FBC) as defined in the DfT's Transport Business Case guidance (noting these may be combined into a single document)
- Work as considered necessary by the GLA to ensure Colindale and Leyton are ready to start construction upon receipt of the full grant, which is in compliance with clause (b) as set out below, including but not limited to the detailed design of Leyton Station.

Responding to feedback from Local Authorities, the Department for Transport has moved to making funding payments up front to support timely delivery of business cases. Therefore, this funding contribution is towards capital expenditure already incurred in FY 2022/23 and the first quarter of 2023/24, as well as to be incurred in the second or third quarter of 2023/24.

This is part of the total provisional commitment of £43,166,006.00 the Department for Transport will be providing towards the delivery of LUF20612.

Grant will be paid to you under Section 50 of the UK Internal Markets Act 2020 and is awarded subject to the following:

- a) The funding is capital in nature and so relies on your authority being able to capitalise the expenditure to which it relates.
- b) The funding is to undertake work on the scheme as described in the application for funding from the Levelling Up Fund programme and should not be used for any other purpose such as advanced purchase of land, utilities diversions etc. Any

significant updates or changes to this scope should be agreed with Department for Transport.

- c) DfT reserves the right to seek reimbursement from your authority of any payments made relating in respect of this grant award if the scheme is not constructed.
- d) The development work to be undertaken and the OBC and FBC to be produced will be consistent with the DfT's Transport Business Case guidance and Transport Appraisal Guidance (TAG).
- e) This funding is part of the overall provisional commitment of £43,166,006.00 from the Department for Transport. Greater London Authority is responsible for meeting all costs over and above this funding commitment.
- f) DfT expects the needs of all users, including cyclists, pedestrians, disabled people and public transport users, to be considered and benefits for them delivered as part of the solutions proposed in this scheme. Active travel elements of the scheme must be compliant with LTN1/20.
- g) A DfT representative may attend Project Board meetings as observer and Project Board papers and minutes should be provided to DfT on request.
- h) In general, updates of progress, and information on work carried out should be shared to DfT on an open and transparent basis and no reasonable request for information withheld.

I attach a grant determination for the 2023/24 financial year.

Please confirm that you are content to accept the grant on the terms described above and we will then arrange payment of the grant.

Yours sincerely

Mark Aldwork

Mark Aldworth

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#### ACKNOWLEDGMENT AND ACCEPTANCE DECLARATION

#### LUF20612, Greater London Authority, Development Funding

I acknowledge receipt of the S50 grant letter for Greater London Authority for FY2022/23, and quarter one, two and three of FY2023/24.

I accept the grant offer for and on behalf of Greater London Authority subject to the terms and conditions set out in this letter and the annexes to this letter. I confirm that I am lawfully authorised to do so.

SIGNED (CHIEF FINANCE OFFICER).....

PLEASE PRINT NAME.....

DATE.....

Please return a scanned pdf to <u>Mark.Dolphin@dft.gov.uk</u> in the Levelling Up Fund team at the Department for Transport by Thursday 31<sup>st</sup> August 2023. Please do NOT send this to the office address as it will delay receipt.

#### **Equality Impact Assessment**

Project	Colindale station redevelopment		
	Lead Sponsor	Richard Lyon	
Accountable	All here	20.08.2021	
	Signature	Date	
	Principal Sponsor	David Leboff	
Produced By	David Lehrff	20.08.2021	
	Signature	Date	
	Project Manager	Rick Geary	
Reviewed By	Rear	20.08.2021	
	Signature	Date	
	D&I Team	Karen Venn	
Signed off			
	Signature	Date 23.08.2021	

Document	Version	Date	Summary of changes
History	0.1	08.07.2016	First draft
_	0.2	19.07.2016	Second draft
	0.3	24.08.2016	Third draft
	0.4	25.08.2016	Fourth draft
	0.5	14.09.2016	Fifth draft
	1.0	21.09.2016	First issue
	1.1	20.08.2021	Updated to reflect current project scope

Note that this is an update of a document signed off in 2016 (see next page) which has been modified to reflect the current status and scope of the project. The format of the original document has been retained in order to minimise the extent of rework required, as agreed with the Diversity & Inclusion team.



#### **Transport for London**

 Programme
 Step-Free Acess Partnership Programme

 Project
 Colindale Station Capacity Enhancement and Step-free Access

 Document reference
 Colindale Station Capacity Enhancement and Step-free Access

#### Equality Impact Assessment (EqIA) HR Form

		Signature	Date
Prepared by	Mei Sun Ho	tatt	
	Project Sponsor	1000	21/09/16
Reviewed by	Endorsement statement		
	Leyla Mustafa		
	TfL Equality & Inclusion Team	Claldwato	25/69/16
	David Leboff		-24-110
	Principal Sponsor	David bely	21/09/16
	Samantha Rolfe		
	Project Manager	Malle	21/09/16
Approved by	I confirm that this deliverable me Description and that all consulta of consultees.	ets the requirements of the relevan tion comments have been addresse	t Pathway Product of to the satisfaction
	David Leboff		
	Principal Sponsor	Daillety	21/09/16
Distributed to	Mike Crabtree	Lead Sponsor	
	Lorraine Humphrey	Senior Project Manager	

#### TfL RESTRICTED



#### Equality Impact Assessment (EqIA) HR Form Initial Screening

#### Introduction:

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

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

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

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

#### Section one: Your strategy, project or policy.

#### Name of strategy, project or policy:

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

Colindale station redevelopment

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

David Leboff, Principal Sponsor, Public Transport Sponsorship, Investment Delivery Planning

#### Telephone number:

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

07403 786947 (as currently working from home most of the time]



#### Section two: Assessment of impact(s)

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

Colindale station is located on the Edgware branch of the Northern line and had an annual entry/exit usage of 7.7m in 2019. The area surrounding it is largely residential, although there are some offices (including those for the local authority), shops, educational establishments (for example, Barnet College) and other attractions (notably the Royal Air Force Museum) within a fifteen minutes' walk. The numbers of people using the station are expected to continue to rise as new residential developments are constructed and occupied, such as the large scale Redrow development on the former Peel Centre site.

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

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

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

This EqIA relates specifically to the station elements of the wider proposal. A separate EqIA has been prepared relating to the adjacent development elements and is attached as Appendix A for reference, as it contains more details about the consultation process and demographic breakdown of the people potentially affected by the works.

The station project fits with Mayor's accessibility strategy and LU strategic objectives to provide step-free access (SFA) and capacity enhancements. The scheme is planned to overcome station congestion and reduce passenger delay times following the completion of large-scale redevelopment in the local area which will increase demand substantially.

It will result in the construction of a new ticket hall with increased capacity and providing SFA. There will be an increase in whole life operating and maintenance costs because of the installation of the new lift and other facilities but the social benefits and generated revenue will offset the costs and produced a strong business case. The new assets will also improve



customer satisfaction and fits with LU's strategy to improve access to the Tube network and supports the Mayor's Transport Strategy (MTS) objectives of:

- improving public transport customer satisfaction;
- contributing to the delivery of Mayor's Transport Strategy, its commitment to Inclusive Design and step-free access; and
- contributing to the Mayor's Inclusive London Strategy
- 2. List the main activities of the strategy, project, or policy (for strategies list the main policy areas): Describe the key activities of the strategy, project, or policy. This should not just be a simple list of activities and should align with the business case for the strategy, project, or policy.

The main activities are to:

- 1. Build a new ticket hall with an optimised layout located above the cutting containing the platform and tracks; and
- 2. Install a new 17 person lift between ticket hall and platform level.

There was also a requirement by LB Barnet to design a station which acts as a landmark for residents and visitors to the area.

A plan of the new ticket hall and images of its exterior and interior are shown below and on the next page.

Note that a platform hump has already been installed and this provides an area with level access to/from the trains. The installation of the lift will therefore provide a step-free route from the pavement to the trains. A hybrid Changing Places facility has also been provided in the ticket hall following a recommendation by IDAG.









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

The key external stakeholders are the London Borough of Barnet, the promoters of nearby residential developments (notably Redrow) and the RAF Museum. Key elected representatives include local ward councillors, LB Barnet Cabinet members and senior directors and the local Assembly Member and Member of Parliament.

Briefing of these external stakeholders has already taken place in order to explain the benefits of the scheme and how the impact on customers is being mitigated.

The principles of stakeholder engagement are outlined in the Project Execution Plan and will be developed in more detail as the project approaches the implementation stage.

As part of the planning process, a public consultation exercise was undertaken including a two day exhibition held at the RAF Museum in December 2018. Of the feedback received, around 71 per cent of respondents were supportive of the overall proposals (including the residential development elements) and the design of the station. A Statement of Community Involvement has been produced and was submitted as part of the planning application in February 2019.

A presentation regarding the scheme was given to IDAG in September 2019. The proposals were generally well received, the main recommendation being that the project give consideration to the upgrading of the accessible toilet to become a Changing Places facility. This has now been incorporated and an update was given to IDAG in October 2020.

The Travel Demand Management and Customer Information teams (via the Rail Closures team) will lead a major customer communications campaign to advise our customers about alternative travel options e.g. nearby stations (such as Burnt Oak, Hendon Central and Mill Hill Broadway, which are within a twenty minutes' walk of Colindale), bus and cycling routes during the construction phase, and in particular during the station closure.

Throughout the project, the Customer Information and Marketing teams will keep customers informed about the impact of the works, and future benefits.



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

No research relating specifically to this project has been used or undertaken.

Dynamic modelling to determine the capacity enhancement requirements for the station has been carried out and reference made to the Legion Best Practice document on PRM (passengers with reduced mobility i.e. non-ambulant, carrying luggage or pushchairs etc.) assumptions.

Making Colindale station step-free will make a positive contribution towards equality in the local area. It will enable many people of reduced mobility to gain access to the Underground network for the first time or make their journeys more convenient and therefore attractive.

The main Protected Characteristic categories that will benefit from this project will be 'Disabled People', 'Age' (in particular, older people) and 'Pregnancy and Maternity'.

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

LU Operational staff and Asset Operations have been engaged throughout the process. LB Barnet has also been engaged together with Peel Centre developer, Redrow.

All customers and relevant equality groups, including those relating to disabled people, were invited to attend the exhibition held as part of the wider stakeholder engagement process undertaken during the planning process.

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

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

Main beneficiaries are all users of Colindale station will gain from the increased capacity and step-free access facilities.

- 1) Customers: PRMs and Non-PRMs. The PRMs would have reduced journey times to other stations with SFA.
- 2) Operational staff.
- 3) Maintainers of the assets would benefit from new equipment meeting current standards.
- 3) Local council and residents of Colindale Avenue.
- 4) TfL businesses: increased fare revenue and improved public relations through working with the local authority to improve access to jobs and services
- 5) Developer of the Colindale Area: Redrow and other up and coming developments

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Furthermore, all users will benefit from the station's improved ambience, including better quality lighting and new security systems in order to reduce the risk and perception of crime.

#### Table 1 – Evidence of impact

Protected Characteristic Age					
	London profile Barnet profile Ward profile				
Demographics	U	nder 15	19.8%	20.8%	22.4%
	0	ver 65	11.4%	13.5%	8.2%
Impact rating please tick (J)		Provide t	Provide the evidence justifying the impact rating		
Positive Impact	J	natural lig a modern impact on reduced, will be red The scher children to station that open new life throug journey tin Step Free return to v childcare opportuni places ac Additional security, a	The new ticket hall will be bright and spacious, with plenty of natural lighting from extensive glazing. Sightlines will be clear and a modern signing scheme installed. This will have a positive mpact on our customers who are older, as crowding will be reduced, wayfinding will be clearer and fear of the risk of crime will be reduced. The scheme will improve accessibility for older and young children to travel on the Underground network from Colindale station that was previously not provided for. The accessibility will open new opportunities for older people to improve their quality or ife through access to social and other services in a reduce ourney times compared to other modes. Step Free Access (SFA) will also remove barriers for mothers to return to work with young children offering them wider choices of childcare accessible via public transport. It also expands opportunities for education and recreational activities at other blaces accessible via Underground network.		s will be clear and e a positive ding will be e risk of crime nd young om Colindale accessibility will ve their quality of n a reduce rs for mothers to wider choices of expands rities at other
No Impact		demand) and especially for people using the lift.			
Negative Impact		The station project requires the temporary loss of the station car park, with its 23 parking spaces and two blue badge spaces, during the construction phase, as it is required for use as a construction compound. This could have an impact on older customers who wish to park near the station. However			



Protected Characteristic Disabled People				
Demographics		London profile	TfL's profile* number of employees who have declared	
Domographico		19%	211 <sup>1</sup>	
Impact rating please tick(√)		Provide the evidence justifying the impact rating		
			nent opportunities and social services a private transport or access through	
Positive Impact		Ability to travel through the network promotes independence to mobility impaired persons and improve mental, social and physical health previously unaccounted for.		
		reduced journey time for any	nclude an extra wide aisle gate and one approaching from east (the future demand) and especially for	

<sup>1</sup> In 2016



	people using the lift.
	A hybrid Changing Places facility is being provided that meets the majority of requirements for a full facility but adapted to reflect the fact that there is insufficient space to provide a separate accessible toilet for independent disabled users nor male and female toilets for ambulant customers. The details of this hybrid facility have been discussed and agreed with the Changing Places Consortium.
No Impact	
	The station project requires the temporary loss of the station car park, with its 23 parking spaces and two blue badge places. This could have an impact on disabled customers who wish to park near the station.
	However
Negative Impact	Any disabled customers who currently use the station would have the challenge of overcoming a flight of stairs to access the platform. The project is providing a lift which overcomes this obstacle and therefore there is overwhelming net benefit for PRMs despite the loss of the station car park.
	TfL is in discussion with LB Barnet and the owner of Charcot Road (located immediately to the west of the station) regarding the temporary reprovision of the two blue badge spaces.
Good Practice	<ul> <li>It is recognised that disabled people face significantly more barriers to participating in work and other activities. Reasonable</li> <li>Adjustments is a process that provides the tools to allow employees who have declared their disability to work in an inclusive environment by reducing their barriers. See this link for TfL's Reasonable Adjustment guidelines which provide more information about the range of tools for consideration.</li> </ul>
	The Staff Network Group for Disability provides all employees with a forum to share ideas and suggest solutions to particular issues. Please click <u>here</u> to access the Staff Network Group Sharepoint site.



	Protected Characteristic Gender Reassignment				
		London profile	TfL's profile		
Demographics	Co pop	Equality and Human Rights ommission estimate London's oulation at 1,900 using numbers oplied by the NHS (Nov 2011).	Not known		
Impact rating please tick (✔)		Provide the evidence justifying	ng the impact rating		
Positive Impact	The new ticket hall will be bright and spacious, with plenty of natural lighting from extensive glazing. Sightlines will be clear and a modern signing scheme installed. This will have a positive impact on our customers, as crowding will be reduced, wayfinding will be clearer and fear of the risk of crime will be reduced.				
No Impact					
Negative Impact					
Good Practice	<ul> <li>TfL Guidelines for Transgender employees and their managers is available by clicking <u>here</u>.</li> </ul>				
	• Employees undergoing a change of gender, and their manager, are encouraged and supported to discuss in detail how to handle the process.				
	• Internal communications, covering transgender, will reinforce a positive message and create an inclusive environment.		<b>o</b>		
	t				

Protected Characteristic Gender				
		London profile	TfL's profile	
Demographics		51% (Female) 49% (Male)	23.7% (Female) 76.3% (Male)	
Impact rating	Provide the evidence justifying the impact rating			
Please tick (J)				
Positive Impact	7	The new ticket hall will be bright and spacious, with plenty of natural lighting from extensive glazing. Sightlines will be clear and a modern signing scheme installed. This will have a positive impact on our customers, as crowding will be reduced, wayfinding will be clearer and fear of the risk of crime will be reduced.		



No Impact	
Negative Impact	
Good Practice	<ul> <li>The ability to work flexibly can assist all employees in managing their working life. This is particularly utilised by women and those who have caring responsibilities. The Work Life Balance policy (click <u>here</u>) provides clear guidance on flexible working and how any agreed process should be applied.</li> <li>Consideration can be given to part time working and job sharing. Click <u>here</u> for more details.</li> <li>The Women's Staff Network Group provides all employees with a forum to share ideas and suggest solutions to particular issues. Please click <u>here</u> to access the Staff Network Group Sharepoint site.</li> </ul>

Protected Characteristic Marriage and Civil Partnership				
Domographico		London profile	TfL's profile	
Demographics		Currently not available	Not known	
Impact rating		Provide the evidence justifying	ng the impact rating	
please tick (J)				
Positive Impact				
No Impact	J			
Negative Impact				
Good Practice	All the Human Resource policies and practices must reflect equal treatment of civil partnerships to married couples. Please click <u>here</u> for more information			

	Protected Characteristic Pregnancy and Maternity				
Domographico		London profile	TfL's profile		
Demographics		Currently not available	Not known		
Impact ratin please tick (4	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,				
Positive Impact	J	<ul> <li>The provision of step-free access will assist all passengers will stairs are seen as a barrier. These include parents with buggi and pregnant women. It will also cover male partners caring the young children or travelling with pregnant women.</li> </ul>			
		Additional positive impacts inclured journey time for anyone majority of station users for future people using the lift.			



	an accessible toilet and baby-changing facilities.
No Impact	
Negative Impact	The project requires the temporary loss of the station car park, with its 23 parking spaces and two blue badge places. This could have an impact on customers with young children who wish to park near the station.
	However
	Any customers with young children who currently use the station would have the challenge of overcoming a flight of stairs to access the platform. The project is providing a lift which overcomes this obstacle and therefore there is overwhelming net benefit for PRMs despite the loss of the station car park.
	TfL is in discussion with LB Barnet and the owner of Charcot Road (located immediately to the west of the station) regarding the temporary reprovision of the two blue badge spaces within their development.
Good Practice	TfL's Maternity and Parental leave provision highlights key information regarding entitlements and considerations in relation to leave, pay etc. For more information please click <u>here</u> . Supporting this is the Maternity and Parental Leave etc Regulations 1999.

		Protected Characte	ristic
		Race (Ethnicity	
		London's profile	TfL's profile
Demographics		43% (BAME)	30.5% (BAME)
		57% (White)	69.5% (White)
Impact rating	J	Provide the evidence justifyir	ng the impact rating
please tick (J	()		
Positive Impact	J	lighting from extensive glazing. signing scheme installed. This v	t and spacious, with plenty of natural Sightlines will be clear and a modern will have a positive impact on our reduced, wayfinding will be clearer be reduced.
No Impact			
Negative Impact			
Good Practice	ن ن ا	of all employees, equipping them confidence to improve their abilitien nformation on learning and devel The Raising Awareness of Culture	es. Please click <u>here</u> to access more opment opportunities. e and Ethnicity (RACE) Staff Network
	(	Group provides all employees wit	h a forum to share ideas and suggest



solutions to particular issues. Please click <u>here</u> to access the Staff Network Group Sharepoint site.

		Protected Charac	
	[	Religion and B	
Demographics		London's profile	TfL's profile
<u> </u>		74%	70% <sup>2</sup>
Impact rating	l	Provide the evidence justify	ing the impact rating
please tick (J	)		
Positive Impact	7	lighting from extensive glazing signing scheme installed. This customers, as crowding will be and fear of the risk of crime wi	ht and spacious, with plenty of natural . Sightlines will be clear and a modern will have a positive impact on our e reduced, wayfinding will be clearer Il be reduced. o known places of worship in the vicinity
No Impact			
Negative Impact			
Good Practice	•	worked during religious festiva	ith or belief, being flexible with hours als is considered good practice. Please and Cultural Calendar of key events and
	•		o provides all employees with a forum to tions to particular issues. Please click ork Group Sharepoint site.

<sup>&</sup>lt;sup>2</sup> Based on staff in 2016/17 who identified their faith compared those who stated they had none. Note that 58 per cent of staff did not record one way or the other.



		Protected Chara Sexual Orienta	
Demographics		London's profile	TfL's profile
Demographics		3.2%	2.3%
Impact rating please tick (J)		Provide the evidence just	ifying the impact rating
Positive Impact	J	lighting from extensive glaz signing scheme installed. T	right and spacious, with plenty of natural ing. Sightlines will be clear and a modern his will have a positive impact on our be reduced, wayfinding will be clearer will be reduced.
No Impact			
Negative Impact			
Good Practice	• T w	he OUTbound (LGBT+) Staft ith a forum to share ideas ar	ctivity of an inclusive environment . <sup>•</sup> Network Group provides all employees Id suggest solutions to particular issues. e Staff Network Group Sharepoint site.



#### Section three: Outcome of impact(s)

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

The original intention was to measure customer satisfaction by reviewing both from the Accessibility Mystery Traveller Survey (AMTS) and the standard Mystery Traveller Survey (MTS). However, these surveys have now been stopped.

Similarly, it was proposed to undertake quantitative surveys to count the number of customers with reduced mobility before and after the provision of SFA to verify and monitor the effects the scheme has on the equality target groups. The pandemic situation means that this may not be possible.

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

The scheme is part of the wider SFA Programme, which falls under the Mayor's Access for All strategy. The project objectives are in line with the strategic and corporate objectives to deliver an accessible transport network in London to deal with the aging and changing population.

LU staff will receive training for all newly installed assets as part of the Handover Procedure laid out by LU. An Operational Readiness Plan will be drafted and as a "live" document, it will be reviewed and updated during the project life cycle. The project will be put into practice by the safe operation of the new assets, which will see the benefits achieved.

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

Measures of success are as follows:

- expected increase in PRMs using the station;
- increased customer satisfaction;
- increased social benefits; and
- increased fare and non-fare revenue.



#### Section four: Sign off

Please sign and date this form, keep one copy and send one copy to the **Diversity & Inclusion team**. Please ensure that all parties have signed the form before returning the form.

#### Form completed by

David Leboff

#### Date of completion

2008.2021

#### Counter signed by Line Manager - The Sponsor of the project

Richard Lyon

#### Date

20.08.2021









Title: Equality impact Acceccment (EqIA) form Document No.: F1457 Issue No.: A1

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

## Staff

(Note there are currently no staff parking spaces). We have established a joint co-ordination group with LU management will work closely with them and the developer during construction to ensure safe and workable temporary facilities are in place. The London boroughs or contracted services. As the Colindale scheme is on and adjacent to station premises, station staff may be impact on local businesses operating close to the scheme due vehicle users (including bus passengers) would experience increased congestion or diverted routes temporarily due to the building works Private vehicle drivers including taxi, adapted dial-a-journey vehicles and private Pedestrians - effects on walking routes. Diversions and Improvements to public core of this group is already in place and meeting fortnightly to ensure close liaison cars – journey times/ drop offs/ parking. The new development will be car free. Cyclists – effects of highway traffic. Development and delivery of the schemes within the programme will involve TfL staff, either permanent or contracted. Some schemes will also involve staff from Customers visiting or who own / run local businesses, services or amenities Customers who are residents in the area to changes in traffic and public realm. During construction of this scheme it is likely that pedestrians, cyclists and provisions or A range of customers will be impacted by the scheme both during and after construction: Commuters and other passengers using LU services for work or leisure ercial develo Customers using London Underground services to and from the station Customers traveiling through, to or from the scheme area e.g. cyclists, pedestrians, private vehicle drivers, bus passengers dation impacted temporarily due to changes in access, accommo working practices during construction of the residential/con Customers who work in the area. Customer groups include: Local businesses-Customers realm • . . • • .

There are two existing blue badge parking spaces for disabled car users in the public car park to the east of Colindual station. It is intended to provide reparament Blue Blue Blue spaces for the station in Characot Road to the wast of the station to replace those ouriently provided in the station car Road to the that ourrently step free replace those ouriently provided in the station car park. Note that ourrently step free access is not available at the station but will be following its' upgrade. In accordance with the Colindale Underground Station Supplementary Flaminig Document (SPD) and the adopted London Plan. Blue Badge parking will be provided for a minimum of 3% of the proposed 313 residential units and space will be protected for Blue Badge parking to be increased to 5% of the proposed units in the future as identified in the Design and Access Statement (DAS). Further details of Blue Badge parking will be provided prior to the commencement of development

rinted copies of this document are uncontrolled. Page 5 of 24

## MAYOR OF LONDON





Equality impaot Accessment (EqlA) form Document No.: F1457 Issue No.: A1

Щ.

# Step 2: The Evidence Base

Q3. Record here the data you have gathered about the diversity of the people potentially impacted by this work. You should also include any research on the

issues affecting inclusion in relation to your work

e

	<ul> <li>Other – refugees, low income, homeless peo</li> </ul>	<ul> <li>Pregnancy/maternity</li> </ul>	- Race	<ul> <li>Religion or belief</li> </ul>	<ul> <li>Sexual orientation</li> </ul>	
CONSIDER EVIDENCE IN LEIGHON	- Age	<ul> <li>Disability including carers<sup>1</sup></li> </ul>	- Gender	<ul> <li>Gender reassignment</li> </ul>	<ul> <li>Marriage/civil partnership</li> </ul>	

- The exact age profile of the existing residents within the development site is not known, although the Applicant is aware that the existing residents do include older people and may include children. Age 1.1
- The working age population of the Local Area is 73%, which is the same proportion as that found in LBB. This is slightly lower than the London wide population of 75%. 2
- The largest age group of working age is age 30-44, representing 24% of the Local Area population. This is also the largest age group of working age in LBB (24%) and London as a whole (25%). The second largest group is age 45-59, representing 16% of the Local Area population. Again, this is in line with that of LBB (18%) and London as a whole (17%). 2
- The proportion of residents aged 0-15 is 23% in the Local Area, which is higher than the proportion in LBB (21%) and across London (20%). 39% of households in the Local Area have dependent children, which is higher than the LBB (33%) and London (31%) averages. 4
- The proportion of residents aged 75+ is 4% in the Local Area, which is lower than the proportion in LBB (7%) and across London (5%). 9
- Over the period of 2011 to 2031, the population aged 0-15 is forecast to increase by 43% in the Local Area, compared to 12% in LBB and 17% across London: the population aged 10-74 is estimated to increase by 68% in the Local Area, compared to 22% in LBB and 19% across London; and the population aged 75+ is setimated to increase by 119% in the Local Area, compared to 66% in LBB and 56% ondon. 9

<sup>1</sup> Including those with physical, mental and hidden impairments as well as carters who provide unpaid care for a friend or family member who due to lifness, disability, or a mental health issue cannot cope without their support

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identity

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Title: Equality Impact Accecement (EqIA) form Document No.: F1467 Iccue No.: A1

In the Local Area, 43% of residents identify as White, which is higher than the proportion in LBB (38%) but lower than the London average. In the Local Area 27% of residents identify as Asian/Asian British, which is lower than the proportion in LBB of 134%) but higher than the London average. In the Local Area 18% of residents identify as Black/African/Caribbean/Black British, which is similar to the average in At a more granular level in the Local Area, 4% of residents were born in India and Romania respectively. In comparison, in LBB 9% of residents were born in India and 2% were born in Romania, compared to a London average of 3% and 1% statistics<sup>1</sup>. It advised that in order to gather data on sexual orientation a suite of Ethnic Profile 1.17 The 2011 Census shows that London is highly ethnically diverse. 60% of residents Black/African/Caribbean/Black British, and 8% as Mixed/Multiple Ethnic Groups or Country of Birth 1.19 The 2011 Census also captured country of birth. 83% of London's residents were born in the UK; 11% were born in Europe; 12% were born in the Middle East and in the Local Area were born in Europe, which is commensurate with the proportion in LBB (13%). Compared to LBB, a similar proportion of Local Area residents were There is experimental data on sexual identity available from the ONS. This data is than the LBB average (45%) and lower than the London average. 13% of residents information on self-perceived sexual identity from the household population (aged Of residents in the Local Area, 50% were born in the UK, which is slightly higher born in Africa (12% versus 11%), and the Middle East and Asia (19% versus 22%). The latest data for 2017 indicates 2.8% of residents in London identify as gay Compared to both LBB and London as a whole, a small proportion of residents were questions would be required, where sexual identity was identified as one compon-Asia; 8% were born in Africa; and 4% were born in the Americas and Caribbean. Transport for London In 2009 the ONS appraised the capability of collecting robust sexual based on social survey data from the Annual Population Survey which 1.13 There is no comprehensive data collected on sexual orientation in England. British, 16 and over). This is currently only available at regional level. olled. Asian/Asian lesbian or bisexual, compared to 2.0% across the UK. of sexual orientation for which data may be collected. are unco Printed copies of this document Page 8 of 24 as born in the Americas and Caribbean (2%). 18% White, Other Ethnic Group. as Sexual Orientation espectively. MAYOR OF LONDON LBB (19%). identify 4 1.15 9 1.18 2 5 Accecoment (EqIA) form Document No.: F1467 Iccue No.: A1 Marriage and Civil Partnership 1.8 According to the 2011 Census, 41% of residents in the Local Area are single (having never married or registered a civil partnership), with 42% married. This is partnership, or widowed is largely the same across the three spatial scales, at 17% in the Local Area and 10% in LBB and London. statistics. It concluded that further work was needed to develop robust statistics in this area<sup>1</sup>. largely in line with the London-wide trend where 44% of residents are single and 40% are married. In LBB, a lower proportion of residents are single, at 37%, with a The gender split of the Local Area is 48.2% male and 51.8% female. This is broadly in line with the gender split for LBB, which is 48.5% male and 51.5% female. This gender split is slightly more weighted towards females compared to the London gender split of 49.3% male and 50.7% female. The proportion of residents in a civil partnership is less than 1% across the Local Area, LBB and London. it is difficult to collect such data as people who have undergone (or are undergoing) There is no comprehensive data collected on gender reassignment in England and gender reassignment may identify as male or female or may identify themselves Transport for London Equality Impaot ÷. Printed copies of this document are unco Page 7 of 24 higher rate of marriage at 47%. using another term Gender Reassignment MAYOR OF LONDON Gender 2 Ξ 12 17 9

as

13%



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Equality Impact Accecement (EqIA) form Document No.: F1467 Iscue No.: A1

THe:

Maternal and Infant Health 1.31 There are no detailed

Equality impact Accescment (EqiA) form Document No.: F1457 Issue No.: A1

itie:

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Language 1.22 The 2011 Census defines an individual's 'main language' as 'a person's first

lower than the proportion in LBB (77%) and London as a whole (78%). A slightly higher proportion of Local Area residents speak an EU language (12%) compared to in LBB (9%) and London (8%). A higher proportion of Local Area residents speak an

Asian language (16%) compared to residents in LBB and London (both with an

average of 10%).

24

In the Local Area, besides English, commonly spoken languages include Romanian (4% of residents consider it their main language). Polish (3%), and Gujarati (3%).

According to the 2011 Census, 80% of the Local Area's residents proactively identify themselves as belonging to a religion, which is higher than in LBB (76%)

and London as a whole (71%).

**Religion and Belief** 

25

In the Local Area, 48% of residents consider themselves Christian, which is the same proportion across London and higher than in LBB (41%). 9% of residents consider themselves Hindu and 19% Muslim, which are both higher proportions

28

speak English as their main language, which is

In the Local Area, 65% of residents

33

preferred language

- (live births per 1,000 women of reproductive age. 15 to 44. in a population, per year). The latest available date shows that in 2019 the general fertility care in LBB was 63. which is slightly higher than the rate across London of 60.1. Ward level data is no longer collected for this indicator. There are no detailed statistics on the number of local people who are pregnant, which of course will vary over time. The GLA has published general fertility rates
- The infant mortality rate (the number of infant deaths within one year, per 1,000 live births) for LBB is 2.2, which is lower than the average rate across London of 3.3. 8

- Employment 1.33 Levels of employment in the Local Area are comparatively low compared to the borough and London as a whole. The Local Area has a rate of 68% of economically borough and London as a whole. The Local Area has a rate of 68% of economically active residents, compared to LBB (71%) and London (72%).
- The 2011 Census provides data on those who are economically active but unemployed. This describes individuals who are currently out of work but are actively seeking employment. The unemployment rate is higher in the Local Area, at actively seeking employment. The unemploy 6% (it is 4% in LBB and 5% across London). 8
- The Claimant Count data is available for November 2019 and identifies that 3.2 people per 100.000 in the Local Area are claiming Jobseeker's Allowance / scale, residents aged 25 and above represent the majority of those claiming these benefits. Universal Credit for the principle reason of being unemployed, compared to 3.0 per 100,000 across London and 2.5 per 100,000 in the local borough. At each spatial 35

than the averages for LBB (8% and 5% respectively) and London (10% and 12% respectively). The Jewish population of the Local Area is 1% of residents, which is commensurate with the London average (2%) but much lower than the LBB average

The 2011 Census asked residents to carry out a self-assessment of their general state of health. Residents were asked whether their health was 'very good', 'good', 'fair', 'bad', or 'very bad'. 83-84% of residents at all spatial scales recognised

Health and Disability 1.27 The 2011 Censu

of 15%.

TfL RESTRICTED

themselves to have 'very good or 'good' health

Residents in the Local Area reported similar health assessments as those across

LBB and London, with 11% identifying 'fair' health, 3-4% identifying 'bad' health, and

identifying 'very bad' health.

8

8

28

Residents in the Local Area reported similar long-term health problems or disabilities as those across LBB and London, with 14% identifying that day-to-day

limited a little or a lot.

activities are

1.30

Premature mortality rates are provided on an annual basis by Public Health England. This data is not available at ward level but it tells us that there were 245 premature deaths per 100,000 in LBB compared to 310 across London.

- The Census identifies the highest level of qualification achieved by residents. In the Local Area, 28% of residents have achieved further or higher education, which is far lower than the LBB and London averages (40% and 38% respectively). Attainment of GCSEs and A-levels by residents in the Local Area is commensurate with residents across LBB and London (around 22%). A higher proportion of residents have attained 'other' qualifications (15%), compared to the LBB and London averages (11% and 10% respectively). 38
- family requirements and the need for flexible and/or part-time work. Young people, older people, family carers and ethnic minorities tend to have disproportionate challenges represented in terms of barriers to accessing work, skills and qualifications. These People with some particular Protected Characteristics may be disproportionately barriers can result from issues relating to language, cultural factors, accessing employment because of these factors 37
- Black and Minority Ethnic (BAME) people account for a disproportionately I share of London's job seekers two thirds of all job seekers are from et minorities (whereas BAME account for 40% of London's overall population). Black and Minority share of London's j
- .38

  - / high ethnic

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page 24



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Step 3: Impact

Title: Equality impact Accecament (Eq.(A) form Document No.: F1467 Issue No.: A1

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

Protected Characteristic		Explain the potential negative impact	
Age	>	Loss of existing homes for up to 20 residents - Equality effects can arise from residential property relocations where Protected Characteristics amongst the occupants and/or cocupiers of the properties would be disproportionately or differentially affected by the acquisition of property and the need to find a mew home. If a resident hairs specific housing requirements relating that could result in differential effects Protected Characteristic that could result in differential effects	
		of moving house or differential access to relevant information), this will be taken into account in the negotiations. <b>Temporary distuption of services from LUL station</b> - TfL will manage any station dosure or eachive disruption to minimise the impact on access to train services as much as possible. The exact strategy for service continuity is still to be determined but is likely to include rail replacement bus services.	
		Residential development Development will meen construction traffic and works for the duration of the build period, so public safety will need to be managed carefully. Inclusive construction considerations will be made.	
		Public realm Improvements to the public realm will mean temporary disruption whilst the work is carried out. This will be managed by the appointed contractor developing detailed phasing plans to ensure continued safe access during the works.	
Disability including carers	<b>&gt;</b>	Loss of existing homes for up to 20 regilents - Equality effects can arise from residential property relocations where Protected Characteristics amongs the occupants and/or coccupiers of the properties would be disproportionately or differentially affected by the acquisition of property and the need to find a new home. If a resident has specific housing requirements relating to their age or disability (or other Properties to that a accentisic that a could result in differential effects of moving house or differential access to relevant information), this will be taken into account in the negotiations.	
		Temporary disruption of services from LUL station - Tr. will manage any station closure or service disruption to minimise the impact on access to train services as much as possible. The exact strategy for service confinuity is still to be determined but is likely to include rail replacement bus services.	
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Fitie: Equality impact Accecoment (EqIA) form Document No.: F1467

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An early part of the process involves identifying any Protected Characteristics. The europor ensures these are taken into consult when undertaking negotiations. The Prometer is committed to orgoing engagement to ensure residents are fully up to date on proposals and project timescales and to ensure that they have sufficient time and information to plan their relocation.		
Loss of existing homes for up to 20 residents Development will mean the loss of 10 existing properties some of which may be occupied by those on low incomes. The occupiers were directly targeted and enouraged to participate in the consultation process. A specialist team has been instructed to understee negotiations to acquire interests and negotiate any claims relating to third party rights. All owners and occupiers are enouraged to instruct their own specialist adviser with the reasonable oosts reimbursed by the Promoter.	NIA	Other – e.g. refugees, low income, homeless people
	N/X	Marriage/civil partnership
No impact	N/X	Gender reassignment
No impact	Y/N	Gender
be made. Noise, dust, increased vehicle traffic, temporary works causing confusion. Travel more difficult impacts various disabilities, blind, deaf, mobility impaired, wheelchair users. <b>Public real</b> <b>Public real</b>		
Residential development Development will mean construction traffic and works for the duration of the build period, so public safety will need to be managed carefully. Inclusive construction considerations will be made. Noise, dust, increased whicle traffic, temporary works causing conflusion. Travel more difficult, impacts various disabilities. blind, deaf, mobility imparied, wheelchair users.		



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Titie: Equality impact Accecoment (Eq.A) form Document No.: F1467

Iceue No.: A1	Q5. Given the evidence listed in step 2, consider and describe what potential positive impacts this work could have on people related to their protected characteristics?	Explain the potential positive impact	Y Changes to LUL station - improvements to the accessibility the station will include step-free access from street to platform level. benefitting those who are less able bodied or who have mobility restrictions, including the elderly, disabled, and those who use whetchairs and pushchairs. Changes to public realm - improvements to the public realm will include the widening of the pedestrian street and the will onclude the widening of the pedestrian street and the will enclude the widening of the pedestrian street and the modeled or who have mobility restrictions. Betwhousing those on house mobility restrictions.	New jobs - Generation of employment opportunities which could benefit young people. Equality effects can arise from residential property relocations where Protected Characteristics amongst the occupants and/or occupiers of the properties would be disproportionately or differentially affected by the acquisition of property and the need to find a new home. The proposed approach to acquisition should enable residents to acquire a new home on a line for like basis. If a resident has specific housing requirements relating to their age, this will be taken into requirements relating to their age, this will be taken into	account in the negotiations. A Changes to LUL station - Improvements to the accessibility of the station will include step-free access from street to platform level, benefitting those who are less able bodied or who have mobility restrictions; including the elderly, disabled, and those who use wheelchairs and pushchairs. Changes to public realm - improvements to the public realm will include the widening of the pedestrian street and the incluses of active frontages, benefitting those who are less able-bodied or who have mobility restrictions.	New housing - Design of homes will be compliant with relevant standards including Part M to the Building Regulations, and will be inclusive for those with mobility including the provision of wheelchair accessible units and Blue Badge parking spaces. Equality effects can arise from residential property relocations and/or cocuparts and/or cocuparts would be disproportionately condificered by artected by the acquisition of property and the condificered by artected by the acquisition of property and the condifferential with the acquisition of property and the condificered by artected by the acquisition of property and the	actuation should enable residents to acquire a new home on acquirements relating the residents to acquire a new home on a like for like basis. If a resident has specific housing requirements relating to their age, this will be taken into account in the negotiations. The will manage any station closure or service disruption to milimine the impact on access to train services as much as	Printed copies of this document are uncontrolled. Page 14 or 24 Transport for London
	i wor	tic						ā
	Q5. Given the eviden positive impacts this characteristics?	Protected Characteristic	Age		Disability including carers			MAYOR OF LONDON
Iccue No.: A1	Temporary disruption of services from LUL station - TiL will manage any station dosure or service disruption to minimise the impact on access to train services amount as possible. The exact strategy for service continuity is still to be	determined but is likely to include rail replacement bus services.	Residential development Development with mean construction traffic and works for the Development with mean construction traffic and works for the duration of the build period, so public safety will need to be managed carefully. Inclusive construction considerations will be made. Public realm Improvements to the public realm will mean temporary disruption whilst the work is carried out. This will be managed by the appointed careforming developing detailed phasing plans to extra contractor developing detailed phasing plans to extra contractor developing detailed phasing plans	Y/N No impact	YIN No impact	Y/N No impact		Printed copies of this document are uncontrolled.
	-			-	-	-		Prin
					Religion or belief	Sexual orientation		MAYOR OF LONDON

Title: Equality impact Accecement (Eql.A) form Document No.: F1457 Jecus No.: A1

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page 26

Title: Equality impoot Accecement (EqlA) form Dooument No.: F1457 Issue No.: A1 New housing - Generation of affordable housing units which may benefit those on lower wages including people from BARE Daskgrounds. BARE Daskgrounds. New jobs - Generation of employment opportunities which could benefit people from BAME backgrounds. No impact No impact YIN YIN ≻ Sexual orientation Religion or belief Race Changes to LUL station - Improvements to the accessibility of the station will include step-free access from street to platform level. benefiting those who are less able bodied or who have mobility restrictions, including the elderly, disabled, and those who use wheelchairs and pushchairs. Changes to public realm - Improvements to the public realm will include the widening of the pedestrain street and the increase of active frontages, benefiting those who are less able-bodied or who have mobility restrictions. Title: Equality impact Accecement (EqIA) form Document No.: F1467 Iccue No.: A1 possible. The exact strategy for service continuity is still to be determined but is likely to include replacement bus services. Provision of 50% affordable improves opportunities for those on lower incomes to access higher quality accommodation No impact No impact No impact Y/N XIN X/N Y/N ۲ Marriage/civil partnership Other – e.g. refugees, low income, homeless Gender reassignment Pregnancy/matemity



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Gender

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people

Impact Accessment (EqIA) form Document No.: F1457 Issue No.: A1 This: Equality I

Iccue No.: A1	Local station users and residents had the opportunity to engage with the proposals via TfL's online consultation portal, which was open to all those who were interested in the proposals.	Mail out An email was sent to 16.253 people outlining the proposals for the Colindale Station redevelopment, providing information on the public exhibition, a link to the consultation website and the consultation email address.	Public Exhibition A two-day public exhibition took place to provide local residents and stakeholders with e opportunity to view, discuss and the proposed redevelopment of Colindale Station. The principle of an accessible and inclusive consultation underprined the project team's approach to organising the event.	Ahead of the exhibition, invitation leaflets were hand-delivered to 11.725 residential addresses and 160 businesses addresses around Coindale. 12.000 invitation leaflets were printed and additional copies are available at the exhibition. The delivery area was chosen to evere that neighbours, including those living and working nearby, were invited to attend the public exhibition.	Individual email invitations were also issued to key councillors and community groups and individuals.	An advertisement for the public exhibition was posted in The Barnet Borough Times on Thursday, 22nd November and Thursday 29th November 2018	In total, 242 feedback forms were completed, 61 at the public
							Feedback

Φ t Accecement (EqIA) form Document No.: F1467 Issue No.: A1 The project team conducted a thorough and inclusive programme of construtation to give local people the opportunity to feed into and to shape the proposals where appropriate. Direct engagement took place with neighbouring residents, community groups, stakeholders and In order to ensure that residents, local representatives and all other interested parties had the opportunity to engage in the pre-application consultation, a number of avenues for feedback were provided. Q6. How has consultation with those who share a protected characteristic informed your work? community consultation process and were not aimed at any specific open. The consultation was far reaching and incluse seeking the views of a wide cross-section of the local community and ensuing engagement activities are fully accessible to all members of the community who are most likely to be affected by the development. residents who are most likely to be affected by the development. elected representatives. The consultation was open between 23 November and 21 December 2018. Two days of public consultation at exhibitions held on a week day and weekend day, running into the evening A consultation feedback form handed out at the exhibition events and available online The stakeholder consultation methods used were focused on the community consultation nervous and used were Letters to political representatives, key stakeholders and local <sup>2</sup> This could include our staff networks, the Independent Disability Advisory Group, the Valuing People Group, local minority groups etc. A leafet advertising the exhibition delivered to approximately 11.725 residential homes and 160 local businesses A dedicated telephone number and email address for further Transport for London If consultation has taken place what issues were raised in relation to one or more of the protected characteristics? An advert for the exhibition in the Barnet Borough Times https://consultations.tfl.gov.uk/tube/colindale-station-rede Briefings on the proposals to the political stakeholders A dedicated consultation portal available online at: A digital mail out to 16,253 station users Printed copies of this document are unco Page 17 of 24 nunity groups inquiries ncluding: Step 4: Consultation or have consulted and reference any previous relevant consultation?<sup>2</sup> List the groups you intend to consult with General

exhibition and 181 online or via post. A review of the feedback demonstrates that Th.'s initial concept proposals were well-received by those who provided feedback. On the wolde, local residents engaged with the consultation process and warted to learn more about the proposals. The majority of respondents supported the principle of redevelopment and the improvements that it will offer to the area.

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country impact

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Title: Equality impact Accecement (EqIA) form Document No.: F1457 Iscue No.: A1

Changes to the work already undertaken are detailed in this document. Mitigation measures are detailed in

Change the work to mitigate against potential negative impacts found

Step 6: Action Planning

Title: Equality Impact Accecement (EqIA) form Document No.: F1467 Iccue No.: A1

ncipal Sponsor Key contacts within LU are: David Leboff – Principal Spc ij.





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Title: Equality impact Accectment (EqIA) form Dooument No.: F1467 Issue No.: A1

# Step 6: Action Planning

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

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



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#### Appendix B – Inclusive Design tracker

Project:		Colindale Station Redevelonment			Comment Types			
Work P	Nork Product Description:	Access Appraisal				Requires resolution/correction now - before proceeding with next stage	before proceeding with next stage	
Job No.		5190188				Requires incorporation/correction during next phase of the project	ring next phase of the project	
Docum	Document number	UIP3395-ATK-MAC-N025-SCH- ZZ-00002				Editorial comment or action suitable - does not require action	- does not require action	
Reviewer	er	Steven Maslin				Resolved but not in accordance with best practice recommendations	best practice recommendations	1
					Access Consulta	Access Consultant Comments shown in red text. Changes to previous text struck through	to previous text struck through	
Genera	This document is d	esigned to assist the Design Team a	and Ac	cess Consultant in	in developing an In	clusive Design. As information is made avai	General This document is designed to assist the Design Team and Access Consultant in developing an inclusive Design. As information is made available, the Access Consultant will review, logging issues and comments within the table below. These	ues and comments within the table below. These
Date	Document Number	Document Name	No	Subject	Reference Heading	Observation	Recommendation	TfL Record of Outcome
20.10.20 NA	0 NA	Colindale Compliant Design Submission	~	Consultation	Consultation	There is no information regarding consultation with any Protected Characteristic Groups (PCSs)	It is recommended that PCGs are identified and consulted to ensure that a wide range of needs have been considered.	TfL has consulted IDAG (Independent Disability Advisory Group) on all aspects of the scheme and later specifically south the changing places room. A large scale public consultation event was held in autum 2018 during the event was held in autum 2018 during the planning process where a wide range of stakeholders were invited to find out about the scheme and given the opportunity to provide scheme and given the opportunity to provide
14.09.18 NA	<u>4</u>	Submission ompliant Design	m m	Construction	Construction construction	The work may cause disruption during construction. General include: construction. General include: congestion, noise, air quality and road safety. Phasing has limited the disruption to rail users by manufaming limits to the platforms but no consideration has currently been given to surrounding the struction of the model of the distribution	The work may cause disruption during Construction phasing and requirements will need to A Constructability report has been produced at construction, colles at and initiation - general and will be addressed by the Contractor and will be addressed by the Construction made and initia the most vulnerable residents, houlding older people, an incorporated into the Construction may be advertable or organisation set to most vulnerable residents, houlding older people, by the contractor and will be addressed by the Construction made and will be addressed by the Construction and organisation stote the most vulnerable residents, houlding older people, by the contractor and will be addressed by the construction may be most and organisation. Second and disabled people, by the contractor and most vulnerable residents, moulding older people, by the contractor demonstrate how wilch may be impacted and disabled people, by the contractor demonstrate how wilch may be impacted and disabled people. A construction phase frain si to be developed by the contractor demonstrate how wilch may be impacted and disabled people. A construction phase frain si to be developed by the contractor demonstrate how wilch may be impacted and most vulnerable is and unit the contractor demonstrate how wilch may be impacted and the accessible for all section for the accessible and t	<ul> <li>A Constructability report has been produced at this will be addressed by the Contractor and incorporated into the Construction</li> <li>Management That construction</li> <li>Management That construction</li> <li>Management That is to be developed by the contractor to demonstrate how</li> <li>by the contractor to demonstrate how</li> <li>being managed during the construction phase.</li> <li>Note that a section 61 agreement being sought at this stage. Bus replacement</li> <li>sought at this stage. Bus replacement</li> <li>station users. are aware to accessible.</li> <li>As above.</li> <li>bus stops and parements, will be clearly</li> <li>bus stops and parements, will be clearly</li> <li>bus stops and parements.</li> </ul>

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Project:	Colindale Station Redevelopment			Comment Types			
Work Product Description:	Access Appraisal				Requires resolution/correction now - before proceeding with next stage	before proceeding with next stage	
Job No.	5190188				Requires incorporation/correction during next phase of the project	ring next phase of the project	
Document number	UIP3395-ATK-MAC-N025-SCH- ZZ-00002				Editorial comment or action suitable - does not require action	- does not require action	1
Reviewer	Steven Maslin				Resolved but not in accordance with best practice recommendations	best practice recommendations	
				Access Consulta	Access Consultant Comments shown in red text. Changes to previous text struck through	to previous text struck through	
General This document is d	esigned to assist the Design Team a	and Acce	ess Consultant	in developing an In	clusive Design. As information is made avail	General This document is designed to assist the Design Team and Access Consultant in developing an Inclusive Design. As information is made available, the Access Consultant will review, logging issues and comments within the table below. These	ies and comments within the table below. These
Date Document Number	Document Name	No	Subject	Reference Heading	Observation	Recommendation	TfL Record of Outcome
20.10.20NA	Colindale Compliant Design Submission	4	Transport connections	Bus	Bus stop CB is directly outside the station, with buses heading towards Edyware. The bus stop CA, going in the other direction, towards Kingsbury and Sudbury town is approximately 80m, on the town stop of the s	Bus stop CB is directly outside the station, Atkins Access comment. It is recommended that with buses heading lowards Edgware. I dearly visible and understandable onward travel The bus stop CA going in the other signage is provided director. Inwards Kingsbury and Sudbury director, bus approximately 80m, on the	Signage strategy developed by TRL Information regarding onward revel is provided above the station exit. A 'continuing your journey poster will be provided at entrance to the new station on the western elevation.
20.10.20 NA	Colindale Compliant Design Submission	Ω	Transport connections	Taxilcar drop-off &	Taxicar drop-off & No pick-up drop-off facilities are provided. To maintain connectivity and use of the pick-up To maintain connectivity and use of the services, some people will require droppinghicking up close to the station entrance.	It is recommended that accessible drop off points have a total available windth off altest 4040 Atkins Access comparti 9000 X 3600mm to allow for the use of sider tamps. This can overlap onto the path.	There is insufficient road space to provide pick up / drop of tracitines on Colindade Avenue in the vicinity of the station. The potential for including them within the scope of an adjacent Tr. development scope of an adjacent that project. It should be noted that no such that project is to present.
		9			ンフジ	Identify where level access to the pavement is provided.	As above.
		2				Consider providing protection from the elements to As above. pick-up/drop-off points	As above.
		~				Pick-up areas should also provide seating with	As above.

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Project:		Colindale Station Redevelopment			Comment Types			
Work Pro	Work Product Description:	Access Appraisal				Requires resolution/correction now - before proceeding with next stage	before proceeding with next stage	
Job No.		5190188				Requires incorporation/correction during next phase of the project	ing next phase of the project	
Documer	Document number	UIP3395-ATK-MAC-N025-SCH- ZZ-00002				Editorial comment or action suitable - does not require action	does not require action	
Reviewer		Steven Maslin				Resolved but not in accordance with best practice recommendations	best practice recommendations	
					Access Consultar	Access Consultant Comments shown in red text. Changes to previous text struck through	to previous text struck through	
General	This document is de	General This document is designed to assist the Design Team and Access	Ind Acc	ess Consultant i	in developing an Inc	clusive Design. As information is made avail	Consultant in developing an inclusive Design. As information is made available, the Access Consultant will review, logging issues and comments within the table below. These	es and comments within the table below. These
Date	Document Number	Document Name	No	Subject	Reference Heading	Observation	Recommendation	TfL Record of Outcome
20.10.20 NA	¥.	Colindale Compliant Design Submission	ົ	Car park	Accessible	The existing station has a car park with 25 speces including two wherekrair accessible parting two wherekrair accessible parting was. These are being replaced by the testdential development users, particular, those requiring an accessible parking bary it thas been accessible parking the replaced by woll Bue Badge spaces for the station at Charcot and maintaining these accessible parking and maintaining these accession on the ywill be dedicated to wheelchair users they will be dedicated to wheelchair users to the 64m approx. The pedestrian travel distance from potential bue bady appear to be similar if located close to the jurction which colindale Ave.	Consider Whether any parking spaces are required. Discussions with the blue badge parking bay providers should take place to ensure they are should located as near as possible to the station entrance and that they isould be didcated for blue badge holders for station users. It should also be determined what enforcement measures will be in place to prevent abuse of the spaces shound be sized abdge holders. The spaces should be sized and signed in accordance with BS 8300 pt. 1 that is 6600mm long and 3600mm wide each.	The station car park will be temporarily taken out of use during the construction phase and under this project will be reinstated. It is proposed that the Blue badge spaces (x2) will be terprovided on atemporary basis by the project on Chatcot Road information about blue badge spaces at nearby stations will be communication strategy for the station works. Th is currently in active discussions with the owners of Charcot Road with a view of terproviding the blue badge parking on a terprovided but bue budge parking on a temporary basis. Information relating to the blue badge space reprovision will be provided as part of the wider communication plan.
12.10.20 NA	М	Colindale Compliant Design Submission	10	Car park	Cycle storage	Cycle storage is to be provided.	Include space for different methods of cycle including trailers for children, adult tricycles, Atkins Access comment, adapted and longer based cycles.	There is insufficient pavement space to provide more than standard or cycle storage facilities (a. Brefield d stands) outside the station entrance. Consideration will be given to the potential provision of their types of cycle racis as part of the urban realm improvements that form part of the adjacent TfL development scheme.
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Project:	Colindale Station Redevelopment	ion			Comment Types			
Work Product Description:		sal				Requires resolution/correction now - before proceeding with next stage	efore proceeding with next stage	
Job No.	5190188					Requires incorporation/correction duri	during next phase of the project	
Document number	UIP3395-ATK-MAC-N025-SCH- ZZ-00002	025-SCH-				Editorial comment or action suitable - does not require action	does not require action	
Reviewer	Steven Maslin	.=	-			Received but nor in accordance with b	best practice recommendations	
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Date Document Number	Int Document Name		Ŷ	Subject	Reference Heading	Observation	Recommendation	TfL Record of Outcome
12.10.20 NA	Colindale Compliant Design Submission		<del>7</del>	Horizontal circulation	Corridors	Ations Access comment. No width is given / for the corridor to the Accessible WCs or to with the lobby to the Consolidation Room the lobby to the Consolidation Room for the lobby to the Room for	Atkins Access comment. No width is given A corridor should ideally be a minimum of 1800mm A minimum of 1200mm width is provided for all for the corridor to the Accessible WCs or to wide. If it is less then passing places should be less than the corridors within the station. This increased to the lobby to the Consolidation Room provided and no corridor should be less than 1800mm where possible e.g. west back of 1200mm. Atkins Access than a this Access that a foorm until the accessible e.g. west back of the Consolidation Room provided and no corridor should be less than the possible e.g. west back of the corridor to the Access comment A trinis Access that a foorm where possible e.g. west back of the comment A to the Access and the access that a the acces that a the access that a the access that	A minimum of 1200mm width is provided for a corridors within the station. This increased to 1800mm where possible e.g. west back of house area.
14.09.18 NA	Colindale Compliant Design Submission		5	Horizontal circulation	Doors	The two doors leading from the corridor of the locker corrow and from the corridor to onto the concourse appear to have limited space between the leading edge of the door and the wall.	A door should have a minimum space of 300mm between its leading edge and the wall.	This has already been implemented in the new layout.
14.09.18 NA	Colindale Compliant Design Submission		<del>0</del>	Horizontal circulation	Corridors	The accessible toilet door opens into the A circulation space and is a potential	A door should not open into the circulation space.	This has already been implemented in the new layout.
12.10.20 NA	Colindale Compliant Design Submission		14	Horizontal circulation	Lobbies	The secure lobby does not appear to meet A with the minimum dimensions required to the to be deemed accessible. Atkins to Access comment. Secure Lobby not identified on current layout	The secure lobby does not appear to meet A lobby should have a clear length of 1570mm with the minimum dimensions required between the end of the oor swing and the or it to be deemed accessible. Alkins beginning of the next door opening. Alkins Access because comment, Secure Lobby not comment, Secure Lobby not dentified on current layout	Secure lobby length has been extended to the maximum available.
14.09.18 NA	Colindale Compliant Design Submission		5	Horizontal circulation	Routes	The station is open providing space for all 1 tusers.	The concourse is wider than minimum standards but please confirm that the anticipated increase in demand, due to local development, will be met by the space.	The current designed layout will be able to accommodate a 2041 + 35% demand.
14.09.18 NA	Colindale Compliant Design Submission		16	Horizontal circulation	Surface finishes	All ground surfaces should be level and E slip resistant.	Ensure floor surfaces are level and slip resistant	All flooring must meet LU Standard requirements and as such the slip resistance will be sufficient.
14.09.18 NA	Colindale Compliant Design Submission		17	Horizontal circulation	Gratings	Gratings for drainage should avoid F pedestrian routes.	Please confirm that drainage channels avoid pedestrian routes. Where this is not possible slots should be no more than 13mm wide and where circular, no more than 18mm in diameter.	An ACO drain with cover is provided provided in front of the station entrance adjacent to the movement joint.



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Project:		Colindale Station Redevelopment			Comment Types			
Work Pro	Work Product Description:	Access Appraisal				Requires resolution/correction now - before proceeding with next stage	before proceeding with next stage	
Job No.	-	5190188				Requires incorporation/correction during next phase of the project	ing next phase of the project	
Documer	Document number	UIP3395-ATK-MAC-N025-SCH-				Editorial comment or action suitable - does not require action	does not require action	
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Reviewer		Steven Maslin				Resolved but not in accordance with I	nce with best practice recommendations	
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Date	Document Number	Document Name	No	Subject	Reference Heading	Observation	Recommendation	TfL Record of Outcome
20.10.20 NA	AN	Colindale Compliant Design Submission	8	Vertical circulation	Ramps	It is stated that there will be ramped to access from the street even onto the concourse. There will be different requirements dependent upon the change in level and the required gradient.	Please confirm the required change in level and the gradient required for ramped access.	There will be no change of level required from street level onto the concourse.
20.10.20 NA	NA	Colindale Compliant Design Submission	19	Vertical circulation	Lighting	Lighting levels are not provided. A minimum of <del>400.</del> 200 lux should be provided to stairs	Do stairs and ramps have a minimum lighting level All lighting has been designed to meet LU and of 400 200 lux.	All lighting has been designed to meet LU and BS standards.
14.09.18 NA	NA	Colindale Compliant Design Submission	20	Vertical circulation	Stairs	lm wide. Minimum 1600mm.	None.	No further action.
20.10.20 NA	AN	Colindale Compliant Design Submission	21	Vertical circulation	Stairs	No details of stairs going or rise are provided.	The preferred ranges are rise of 150-180mm and going of 300-450mm.	The stairs are proposed to have a rise of 177mm and a going of 300mm. These are within the preferred ranges specified. It would not be possible to increase the goings, as this would create unacceptably long starf flights which would adversely impact on run-off which would adversely impact on two-off blaances at platform level and thereby presenting operational difficulties.
20.10.20 NA	NA	Colindale Compliant Design Submission	33	Vertical circulation	Stairs	Tactile paving is not indicated on the plans.	Identify tactile paving to top and bottom of steps.	Tactile paving is shown on the general arrangement and detailed drawings.
14.09.18 NA	NA	Colindale Compliant Design Submission	23	Vertical circulation	Lifts	It is unclear whether the preferred through- Confirm whether the lift is a through-lift layout is provided.		The lift is a through-lift
14.09.18 NA	NA	Colindale Compliant Design Submission	24	Vertical circulation	Lifts	The through-lift specification is preferred but these dimensions do not meet with the minimum preferred sizes set out in Accessible Railway Stations.	The recommended minimum internal dimensions for a lift are: 1500mm long x 1600mm wide and 2300mm high.	The lift meet the required dimensions.
14.09.18 NA	NA	Colindale Compliant Design Submission	25	Vertical circulation	Lifts	Lifts are located close to the main stairs.	None.	No further action
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						ss Consultant in developing an Inclusive Design. As information is made available, the Access Consultant will review, logging issues and comments within the table below. These	Tfl. Record of Outcome	Atternative seating options opposite the fift at platform level and derch seating have been explored and discounted owing to other competing requirements in terms of signage and other operational equipment. Sheltered seating is provided nearby. There is insufficient space to provide seating adjacent to or opposite the lift at concurse level that is sufficiently close to the lift to be of	No further action.	This solution has been studied in detail and should not cause any conflict.	<ul> <li>The lift doors will contrast with the cladding on the surrounding walls, formed of stainless steel in bronze.</li> </ul>	00-2 and The lift will meet all relevant LU and BS standards.	nncourse? There is insufficient space to provide seating o meet the adjacent to or opposite the lift at concourse ist.		ide seating le a
	before proceeding with next stage	Iring next phase of the project	- does not require action	best practice recommendations	10	Itable, the Access Consultant will review, Ic	Recommendation	Lifts should be located adjacent to sheltered seating areas.	None.	Will this layout cause a conflict?	Lift doors should tonally contrast with the surrounding wall.	Lifts should be in accordance with BS8300-2 and BS EN 81-70	Will any seating be provided within the concourse? A small number may be recommended to meet the needs of anyone waiting or requiring a rest.	Seating should have a back-support. At least one third, but not all seats, should have arm-rests.	Space should be made available alongside seating to allow a wheelchair user to sit alongside a companion.
	Requires resolution/correction now - before proceeding with next stage	Requires incorporation/correction during next phase of the project	Editorial comment or action suitable - does not require action	Resolved but not in accordance with	t Comments shown in red text.	clusive Design. As information is made ava	Observation	No seats are identified near the lift.	Lift landings are in excess of the 1500mm None. x 1500mm requirement with a minimum of 1800mm approach route.	If the lift is a through-lift (recommended) then the waiting/run-off area is directly in front of the door which leads to the mess kitchen and locker room.	No details of lift finishes are provided.		No information is provided regarding the seating detail or layout within the concourse.		
Comment Types					Access Consultan	n developing an In	Reference Heading	εμ	Lifts	Lifts	Lifts		Seating		
						cess Consultant i	Subject	Vertical circulation	Vertical circulation	Vertical circulation	Vertical circulation		Facilities		
						and Acc	No	26	27	58	29	30	31	32	33
Colindale Station Redevelopment	Access Appraisal	5190188	UIP3395-ATK-MAC-N025-SCH- 77.00002	Steven Maslin		General This document is designed to assist the Design Team and Acce	Document Name	Colindale Compliant Design Submission	Colindale Compliant Design Submission	Colindale Compliant Design Submission	Colindale Compliant Design Submission	Colindale Compliant Design Submission	Colindale Compliant Design Submission	Colindale Compliant Design Submission	Colindale Compliant Design Submission
	Work Product Description:		Document number	_		This document is de	Document Number	AN	NA	NA	NA	NA	NA	NA	NA
Project:	Vork Pr	Job No.	Docume	Reviewer		General	Date	14.09.18 <mark>NA</mark>	14.09.18 NA	14.09.18 NA	14.09.18 NA		20.10.20 NA	20.10.20 NA	20.10.20 NA

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Work Product Description: Job No. Document number U				Comment Types			
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ent number	5190188				Requires resonation/correction flow - perore proceeding with next. Requires incorporation/correction during next phase of the project	ring next phase of the project	
	UIP3395-ATK-MAC-N025-SCH- 77_00002				Editorial comment or action suitable - does not require action	- does not require action	
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Date Document Number	Document Name	Ŷ	Subject	Reference Heading	Observation	Recommendation	TfL Record of Outcome
20.10.20 NA Cc	Colindale Compliant Design Submission	34	Facilities	Seating	No information is provided regarding the seating detail or layout within the concourse.	Various height seats should be provided with standard seats at 450mm from the floor. Seats should also be provided adjacent to the lifts at all levels	There is insufficient space to provide seating adjacent to or opposite the lift at concourse level that is sufficiently close to the lift to be of use.
14.09.18 NA CC	Colindale Compliant Design Submission	55	Facilities	Help points	Where will help points be located?	Help points should be located where assistance may be required. They should not be located directly on pedestrian routes although clearly wisble and adjacent to seating.	PHPs are provided throughout the station, including opposite/adjacent to the lift lobbies, on the unpaid side at the concourse and facing the base of the staircases at platform level.
14.09.18 NA Cc	Colindale Compliant Design Submission	36	Facilities	Ticket barriers	Two of the nine ticket gate are wide aisle. A minimum of one 900mm wide ticket gate is required.	Confirm that the wide aisle gates are a minimum of 900mm.	The wide aisle gates comply with the requested minimum distance. 7 No. 775mm gates and 2 No. 1235mm wide gates provided.
14.09.18 NA GJ	GA Ground Colindale Compliant Design Submission plan Option 5	37	Facilities	MVT	Ticket vending machines (TVMs) are proposed to the left hand side of the ticket banets. They are a standard client product and have not been reviewed as part of this appraisal.	None, but standards are set within Accessible Railway Stations.	No further action.
20.10.20 NA Cc	Colindale Compliant Design Submission	38	Facilities	MVT	Two TAIls will be previded.	$\mathbf{N}$	The TVMs are also located perpendicular to the curtain wal glazing it should be noted that these are a standard TL product and that their design and the height of the screen were consultated on extensively during their design
14.09.18 NA CC	Colindale Compliant Design Submission	39	Facilities	MVT	The minimum width recommended for at least one of the machines is 900mm to allow a wheelchair user, or someone with an assistance dog, to access the space.	The TVMs are set out of the main traffic route but confirmation of the width is required.	Wridth of 900mm is confirmed.

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Project:		Colindale Station Redevelopment			Comment Types			
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Job No.		5190188				Requires incorporation/correction during next phase of the project	ing next phase of the project	
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Date	Document Number	Document Name	No	Subject	Reference Heading	Observation	Recommendation	TfL Record of Outcome
12.10.20 NA	47	Colindale Compliant Design Submission	40	Sanitary facilities	Wheelchair accessible toilet	The accessible toilet on the plan is 5m <sup>2</sup> whils the one shown in the Stage 2 report is 2 m <sup>2</sup> -Attion Access comment. Two single ser ambulant disabled accessible WCS for staff are proposed together with a PRM Chanding Plages/Room. No dinjøk accessible WCG staff users provided	The accessible toilet on the plan is 5m <sup>2</sup> When only one toilet is made available within a willst the one shown in the Stage 2 report bluiding the should be entarged, measuring a minimum of 2m x 22m and incorporating an single stam and incorporating an will state accessible difficient was then d basin for ambulant lesers. WCS for staff are proposed together with a accessible WC for staff. NB BS 3300 - 2.2018 PRI (Chanding Tagest, measuring a cocessible WC for staff users proposed together with a accessible WC for staff. NB BS 3300 - 2.2018 PRI (Chanding Tagest, Mercessible WC for staff users provided there is only one provided, should be 2.2m long x 2.0m wide.	There is insufficient space to provide separate, fully accessible toiles for both start and customers in addition to a fully compliant Changing Places (CP) room and a baby- changing Places (CP) room and a baby- changing Places Consortium to develop the Changing Places Consortium to develop the design of a hyboth room that provides the vast majority of the functionality of a CP room but is also usable by other customers, including any disabled members of staff, indevelop disabled members
12.10.20 NA	Å	Colindale Compliant Design Submission	4	Sanitary facilities	Wheelchair accessible toilet	No wheelchair accessible tollet is provided for staff use. It is uncertain whether it will be appropriate for a member of staff to use the public tollets. Whilst other colleagues have staff tollets. Atkins Access comment. No Unisex Atkins Access comment. No Unisex MeterChair user passengers provided as wheelchair user passengers provided as recommended by LU G317A.6.2 for step	It is uncertain whether it will be appropriate for a member of staff to use the public tollets whilst other colleagues have staff tollets. Atkins Access comment Provide a unisex accessible WC for passengers. NB BS 8300 - 2 2018 recommends that Unisex Accessible WCs, where there is only one provided, should be 2.2m long x 2.0m wide.	As above.
12.10.20 NA	۲,	Colindale Compliant Design Submission	4	Sanitary facilities	Ambulant accessible toilets	The self-contained staff toilets are not suitable for annulant accessible users. Where self-contained toilets are provided, at least one should be suitable for people with ambulant mobility impairments. Atkins Access comment. Two single sex WCs for ambulant disabled staff are wCs for ambulant disabled staff are concourse separate from the offner staff facilities on the East side of the concourse	Each single-sex self-contained toliet should be suitable for people with an ambulant mobility impairment. It is also recommended that the staff wCS be located with the other staff facilities on the East side of the concourse if possible.	Whilst there is no designated accessible toilet provision for staff, there is scope for any staff provine such facilities to use the hybrid CP room.



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Project:		Colindale Station Redevelopment			Comment Types			
12	Work Product Description:	Access Appraisal				Requires resolution/correction now - before proceeding with next stage	before proceeding with next stage	
Job No.		5190188				Requires incorporation/correction during next phase of the project	ing next phase of the project	
men	Document number	UIP3395-ATK-MAC-N025-SCH- 77_00002				Editorial comment or action suitable - does not require action	does not require action	
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Date	Document Number	Document Name	No	Subject	Reference Heading	Observation	Recommendation	TfL Record of Outcome
20.10.20 NA	Ą	Colindale Inclusive Design	43	Sanitary facilities	Ambulant accessible toilets	Ambulant The female toilet is indicated as having an accessible toilets inward opening door. Atkins Access comment: Two single sex WCS for ambulant disabled staff are proposed on the West side of the concourse separate from the other staff facilities on the East side of the concourse separate side side side side side side side sid	Alkins Access comment. Each single-sex self- contained toilet should be suitable for people with an ambulant mobility impairment.	See above.
20.10.20 NA	A1	Colindale Compliant Design Submission	44	Sanitary facilities	Baby change	No baby change facilities are provided. If a toilets is provided then accessible baby change facilities should also be provided.	No baby change facilities are provided. If a Provide accessible baby-change facilities that are toilets is provided then accessible baby accessible to men and women. change facilities should also be provided.	Baby-changing facilities are provided in the hybrid CP room described previously. See earlier comment on why this cannot be
20.10.20 NA	4	Colindale Compliant Design Submission	45			ade	The baby-change may be separate from the wherkinatic accessible to the builet if the toilet if the included within the accessible to liter if the toilet is the only one available to the public and is increased in size to 2m x 22m this recommended that a baby change facility tube provided separately from a unisex accessible WC provided for passengers. The baby change facility should be 2.0 x 2.0m min.	provided as a separate facility.
19.10.20 NA	A	Colindale Compliant Design Submission	46	Sanitary facilities	Shower	A staff shower is provided but this is not ambulant or wheelchail/user accessible.	If staff require showers then an accessible shower must be provided then it is recommended that provision is made for a wide range of potential staff requirements as retro-fitting will be difficult and costly-Atkins Access comment. An accessible shower with a WC would provide a facility for the amount discenter.	The staff shower can be retrofitted to provide fittings within for ambulant use if the requirement arises in future.
18 (	Colindale Compliar	14.09.18 Colindale Compliant Design Submission	47	Sanitary facilities	Qibla direction	It is recommended that toilets do not face Mecca. The Qibla (Direction when praying) is shown on TN2 and is not in-line with toilet positions.	None.	Neither the public toilet nor staff toilets face Mecca.



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Project:	Colindale Station Redevelopment			Comment Types			
Work Product Description:	Access Appraisal				Requires resolution/correction now - before proceeding with next stage	before proceeding with next stage	
Job No. Document number	0190188 01P3395-ATK-MAC-N025-SCH- 77 00002				Requires incorporation/correction during next phase of the project Editorial comment or action suitable - does not require action	ing next pnase of the project does not require action	
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Date Document Number	Document Name	Ŷ	Subject	Reference Heading	Observation	Recommendation	TfL Record of Outcome
19.10.20 NA	Colindale Compliant Design Submission	48	Means of escape	Refuge	Refuges are not identified. Page 3	Confirm the location of suitable refuge areas and that a communication system will be available in this location.	The designated place of relative safety for wheelpharusuers and other customers with reduced mobility is at the southerne and of the platform. There is insufficient space to provide reeliges at the northern end under the covered section of platform.
19.10.20 NA	Colindale Compliant Design Submission	49	Means of escape	Lifts	Is the lifts suitable for PRM egress?	Consider ensuring that the lifts can be used in the event of an emergency platform evacuation.	Lifts are designed to Annex G of BS EN 9999. PRMs will evacuate using the lift, allowing egress from the platform to concourse level.
19.10.20 NA	Colindale Compliant Design Submission	20	Glare Control	Glazing	Atkins Access comment it is understood have the rooflights over the concourse have it how been omlights over the concourse have glazing to the concourse entrance is South East facing. Clare issues from low level sun may be a problem.	Atkins Access comment It is understood Atkins Access comment. It is recommended that that the rooflights over the concourse have that sure path exercise be carried out to ensure now been omitted. It is noted that the that the that the that will not cause glare problems are glazing the eonoruse entrance is South within the concourse. If filely glare problems are sound the eonoruse entrance is South within the concourse. If filely glare problems are sum may be a problem.	A glare study has not been carried out and is not considered necessary. The design has included glazing on both front and back elevations throughout the design's development. No concerns about glare were raised during the consultation process, including not by IDAG or anyone at the public consultation went. It was also not raised as an issue as part of the planning approval
20.10.20 NA	Colindale Compliant Design Submission	51	Horizontal circulation	Reflections	Atkins Access comment. The images shown for the internal vew lowards the iteratives show areas of internal glazing with a significant amount of reflections.	Atkins Access comment Ensure all glazing pedestrans can walk into are provided with high and low level manifestation and that glazing is not provided where distracting reflections on the glass can cause disorientation	Manifestation in accordance with the recommendations will be provided.
20.10.20 NA	Colindale Compliant Design Submission	52	Horizontal circulation	Visual Noise	Attins Access comment. The image for the platform shows a series of vertical batters to the wall beside the platform. This can cause probleme for people with neurological issues such as epilepsy and	Alkins Access comment. Avoid the use repetitive vertical patterns on the walls	The battens will not be provided nor any decorative freatment that will use repetitive vertical patterns on the walls.

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#### **Guidance Notes on completing Table 1.**

#### The Equality Act 2010

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

#### http://source.tfl/News/CorporateNews/11624.aspx

#### The Social Model of Disability

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

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

#### **Faith Groups**

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

#### **London Data Store**

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

#### http://data.london.gov.uk/

#### TfL Customer Research

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

#### http://source.tfl/CustomersAndService/599.aspx

#### Workforce demographics Reports

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

# F1457 A1 Equality Impact Assessment (EqIA) form

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

Project *	Leyton SFA and Capacity Enhancement
Programme	UIP3188
Strategy Policy*	(Document number use UIP3188-TFL-MAC-C083-RPT-ZZ-00001)

	Lead Sponsor	Melissa Cazzato
Accountable	Signature	Date 08/12/2020

	Principal Sponsor	Brian Staunton
Produced By	3 Stanton	
	Signature	Date 01/12/2020

	Project Manager	Zannatun Gazi
Reviewed By	Dogi Signature	Date 01/12/2020 Karen Venn
	darendens- Signature	Date

Document	Version	Date	Summary of changes
History	0.1	13/11/20	First draft
	1.0	23/11/20	First set of comments incorporated
	1.1	01/12/20	Released for signing
	1.2	16/12/20	Final comments included

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

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Page 1 of 14 To be used in conjunction with: G1060



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

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# Step 1: Clarifying Aims

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

The objective of this project is to increase the capacity of Leyton station and to provide step free access from street to platform (access to trains will be via a Manual Boarding Ramp). This is integral to enable nearby housing delivery, unlocking 7000 new homes. This will be achieved through the construction of a new entrance and ticket hall adjacent to the existing station building. Following construction of the new entrance and ticket hall, the existing ticket hall will be made safe and the existing entrance closed. The new entrance will be built to the north of the existing building on High Road Leyton.

The requirement for a new ticket hall has arisen due to congestion to the existing station entrance. In the AM peak crowds will often queue at the gateline to access the station. Due to the small size of the station the queue quickly backs up out of the station onto the narrow footway. This impedes passengers and pedestrians alike. During the PM peak the station faces a different issue. Due to the high frequency of the Central line passengers are regularly arriving onto the eastbound platform to leave the station. Crowds can form at the base of the staticase leading to enhanced crowding on the platform. This in turn can lead to non stopping of the eastbound service. To combat this, staff open the emergency stairs during the PM peak to allow faster egress. The station is also close to Brisbane Road, home of Leyton Orient FC, attracting additional crowds.

The new entrance and ticket hall will be constructed on undeveloped land adjacent to the station. Through the use of two lifts and an overbridge the route from street to the platform will be step free. Access to and from trains from the platform will be via Manual Boarding Ramp (MBR) as a result of the characteristics of the Central line fleet. In addition to this the new ticket hall will include a new gateline, new ticket machines, help points and customer information points. The new gateline will include two Wide Aisle Gates (WAGs). New signage and ticket machines in this area will be designed to be as accessible as possible to cater for all passengers. The existing gender neutral toilet will be retained.

This project will vastly improve the experience for older and disabled customers. At present the station does not provide an entrance / exit point to the network for passengers in wheelchairs as a result of the large number of stairs to the platforms. This barrier to travel will be removed by this project. The project will also benefit those who struggle with stairs, or those with small children, luggage etc. The improvements to capacity, signage, and other facilities will also benefit disabled people with other impairments as well as those with other protected characteristics. Due to the large section of society which the project will benefit a number of different journey types will be unlocked including business, leisure and wellbeing. This will have widespread benefits to the economy. In the unfortunate circumstances that one lift has to be taken out of service in the station, a level of redundancy will still be available for passengers who require step free access. If the lift in the required direction of travel is not available, a customer will be able to access the opposite platform and change at Stratford, South Woodford or Newbury Park as required.

The station attracts circa 14.4m passengers p/a (2016). Demand is expected to rise at Leyton station and by 2041 it is forecast to be 17% higher in the AM Peak and 15% higher in the PM peak compared to 2016. The growth in demand is due to the station's proximity to the Olympic Legacy area at Stratford and the proposed increase to the number of homes in area. The increased size of the ticket hall and the set back of the gateline will mean that crowding out onto the street is significantly reduced, if not eliminated.

Upgrading Leyton station will provide a boost to the local economy. The station is located in a vibrant area with shops, cafes, restaurants, schools and places of worship nearby. Leyton Mills retail park is opposite the station. Also nearby (0.6 miles) is Waltham Forest Disability Resource Centre. Whipps Cross University hospital is the nearest hospital to Leyton station, being just over 2 miles away. The map on the next page identifies some of the attractors to the local area.

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Diagram 1: Local attractors to the area around Leyton station

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

This project will impact both staff and customers. During the construction phase staff and customers may experience a degradation of the ambience within the station. However, the existing ticket hall and entrance will remain open throughout all stages of the project.

The majority of works will be taking place adjacent to the station meaning that current public areas of the station will be unaffected. During the works access to the emergency stairs will need to be removed. This means that during the PM peak crowding on the eastbound platform is likely to increase. This may result in enhanced station control with potentially additional staff required. If crowding on the eastbound platform becomes significant it will be necessary to non-stop some services until crowding clears. This is likely to result in a small number of customers either having a longer platform wait time, or those on trains being overcarried. Whilst the emergency exit on the eastbound platform is closed an alternative emergency exit will need to be provided. This will potentially be from the east end of the eastbound platform.

Ahead of the instigation of construction, and throughout the project, the Communications Strategy will be reviewed and updated to provide the best possible information at all stages of the project. In advance of the project all key stakeholders will be advised of the scope and scale of the project. This will include local councillors and groups. A local letter drop will also be arranged. Staff will be involved throughout the project and will be invited to provide their views during the design stage so that any issues and opportunities can be captured and investigated.

When the project is completed customers and staff will experience an improved customer environment which will be more spacious and will allow step free access to platforms. New staircases will land near to the centre of the platforms rather than near the western end meaning that crowding is likely to be reduced and boarding / alighting less skewed. New signage will provide improved wayfinding whilst new ticket machines will make purchasing a ticket easier. The larger footprint of the new ticket hall will reduce on-street crowding, benefitting customers, staff and the local community. The new infrastructure will make Leyton station available as an access and egress point to the network for step free journeys. The improved lighting and ambience of the station will have an impact on deterring crime. As a result of this the station will support leisure and business journeys to and from the area, benefitting many who previously either had to find an alternative access point or an alternative journey method.

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This project scope does not include any works outside of the station boundary, such as changes to the urban realm. However, discussions will be held with LBWF and other areas of TfL to discuss other changes which could be made nearby which would further enhance the project, such as potential changes to streetscapes, provision of cycle racks and provision of seating. Any changes will need to be carefully planned to take account of the limited space available in the immediate area of the station.

At present there is no taxi office or taxi waiting point within half a mile of the station and the constrained nature of the highway near the station makes it difficult to see how this could change. However the nearby Leyton Mills retail park provides an opportunity for drop off and pick up. A cycle parking hub is located 60 yards north of the station and will continue to be available throughout and after the works.

### Step 2: The Evidence Base

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

Consider evidence in relation to all relevant protected characteristics;

- Age	- Other – refugees, low income, homeless people
- Disability including carers <sup>1</sup>	- Pregnancy/maternity
- Gender	- Race
- Gender reassignment	- Religion or belief

- Marriage/civil partnership - Sexual orientation

Summary information taken from Travel in London: understanding our diverse communities. Some key information on how groups may be affected by this project follows:

- Alongside cost, barriers to greater public transport use most commonly mentioned by BAME Londoners are overcrowding (64 per cent), slow journeys (50 per cent), unreliable services (43 per cent), concerns about antisocial behaviour (40 per cent) and dirty environments on the bus or train (39 per cent). The project at Leyton is likely to lead to a reduction in crowding at the station after completion. This will be both in the ticket hall platform and on the platforms (as the centre landing stairs are likely to lead to more dispersal of crowds on the platform)
- Women are more likely than men to be travelling with buggies and/or shopping, and this can affect transport choices. By providing lifts at Leyton station we will be opening up the station to those with buggies / prams and / or shopping. Whereas access to the platform would have been very difficult and / or impossible this will no longer be the case.
- We conducted a survey in 2014 to further understand some of the key issues faced by disabled people travelling on the network. The results show that the majority of disabled Londoners (61 per cent) would travel more often than they currently do if they did not experience barriers such as accessibility or cost constraints. Providing a step free route at Leyton will therefore provide an access point to the network.
- Additional journeys that would be made more often without these barriers would be for leisure and social activities such as visiting friends and family (49 per cent), entertainment and exercise (41 per cent), social activities such as going to the pub or to a restaurant (40 per cent) and shopping (34 per cent).
- We recognise that there may be barriers to transport faced by some transgender women and men. However, we do not yet have sufficient data to provide a detailed analysis.

Specifically, in relation to the Leyton Area;

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

- The local area is diverse and has a young population. The diverse nature of the area means that the Communications Strategy will be key to communicate the changes to the station.
- There are a number of facilities in the area which may attract additional customers. New Spitalfields Market is nearby and although not open to members of the public is likely to attract workers to the station. Leyton Mills retail park is opposite the station and also attracts customers. Leyton has a large number of pubs and restaurants (including Turkish, Portuguese, Polish, Indian, Mauritian, Somali and Cypriot).
- The area local to the station has a number of schools and colleges including Chobham Academy, Newport Primary School, Downsell Primary School and Colegrave Primary School.
- The station is close to Leyton Orient FC. The Brisbane Road stadium has a capacity of 9,721.
- The station is near to a number of places of worship, the nearest being the Adonai Ambassadors Assembly to the north and Masjid and Madrasah Al-Tawhid to the south. Each are within a few minutes walk from the station.

### Step 3: Impact

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

Protected Characteristic		Explain the potential negative impact
Age	Y	In the short-term older people may be impacted by the station works. The works may lead to some temporary changes to station operation which may be a barrier to travel. Construction works may be noisy at points which could deter travel. Closure of the existing emergency stairs as an egress route from the eastbound platform onto High Road may lead to increased crowding. Due to limited space within the new ticket hall it will not be possible to install seating, however waiting rooms are available on each platform. Furthermore, it will not be possible to install new toilet facilities at the station. Gender neutral toilet facilities will remain available on the station.
Disability including carers	Y	Changes to station operation and additional noise may be a barrier to travel whilst construction works are taking place. Due to limited space within the new ticket hall it will not be possible to install seating. However, waiting rooms are present on each platform. Accessible toilet facilities will not be installed as part of the project. This is due to the constricted nature of the site available. Gender neutral facilities will be available.
Gender	N	n/a
Gender reassignment	N	n/a
Marriage/civil partnership	N	n/a

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Other – e.g. refugees, low income, homeless people	Y	Likely increase in ticket machines which do not accept cash may mean that low income groups and others who depend on cash transactions may rely upon fewer ticket machines or nearby TicketStops to purchase tickets. (It should be noted at this point that the plan is still for the station to accept cash transactions. Any change to this would be after a full investigation into the impacts of going cashless at a network level).
Pregnancy/maternity	Y	Additional noise and crowding during the construction phase may have a negative impact.
Race	N	
Religion or belief	Y	There are around 6 places of worship (of various religions and denominations) near the station. Although not planned, any disruption to travel or station access caused by the project could impact upon the attendance of some members of the congregation.
Sexual orientation	N	

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

Protected Characteristic		Explain the potential positive impact
Age	Y	New entrance and ticket hall will be bright and spacious. Natural lighting will be used wherever possible. Sight lines will also be clear and signage will be improved. This will have a positive impact on our customers who are older as crowding will be reduced, wayfinding will be clearer and fear of the risk of crime will be reduced. The new ticket machines provided within the ticket hall will be accessible and will aim to make transactions as simple as possible. Lighting installed in the new ticket hall will be to a high standard and will be designed to provide a level amount of lighting throughout the ticket hall, eradicating any dark spots. The new lifts down to the platforms will have a positive impact as those who struggle with stairs or have hidden disabilities will now have a step free route available. As part of the design process for the new ticket hall a full signage scheme will be designed and wayfinding will be assessed ahead of the new areas of the station going live. Hearing loops will be installed in the new ticket hall to assist

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		those customers who may be hard of hearing. New terrazzo flooring will meet all applicable standards referring to slip adherence, glare and levels, making the risk of slips, trips and falls as low as reasonably practicable. New stairs between street level and platform level are also being installed as part of the project (with the existing stairways being retained for use as emergency exit routes). The two new sets of stairs will fulfil all standards regarding number of stairs, step height, stair nosings and double height handrails. This is a major improvement on the condition of the existing stairs.
Disability including carers	Y	Ticket machines provided as part of the station upgrade will be accessible and straightforward to use. Lighting within the ticket hall will be to a high standard and will adhere to lux levels stated within standards. Where possible, natural light provision will be included in the design. The new lifts at the station will provide step free access to the platforms with access to the trains via MBR. This will allow some customers to travel to or from Leyton where this was not previously possible. More spacious ticket hall and two WAGs will make access and egress easier. As part of the design process for the new ticket hall a full signage scheme will be designed and wayfinding will be assessed ahead of the new areas of the station going live. Hearing loops will be installed within the new ticket hall to provide additional help to those customers who have hearing issues. Terrazzo flooring will meet all applicable standards referring to slip adherence, glare and levels. This should reduce the risk of accidents to alarp. New stairs between street level and platform level are also being installed as part of the project (with the existing stairways being retained for use as emergency exit routes). The two new sets of stairs will fulfil all standards regarding number of stairs, step height, stair nosings and double height handrails. This is a major improvement on the condition of the existing stairs.
Gender	Y	Improved lighting and sightlines in the new ticket hall will reduce fear of the risk of crime. The lighting will be designed to ensure that no dark spots are present within the station. As it is statistically more likely that women will be travelling with buggies / prams, children and heavy shopping, the provision of lifts will make access to and from the platforms easier and safer. WAGs will allow easier access for buggies and prams.
Gender reassignment	Y	Customers who have undergone or are undergoing gender reassignment may be more likely to be the target of hate crime. The improved sightlines, lighting and ambience should reduce the fear of crime as well as levels of actual offences. A thoroughly reviewed lighting design will ensure that there are no dark spots present on the station.

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Marriage/civil partnership	Y	Customers who have formed civil partnerships may be more likely to be the target of hate crime. The improved sightlines, lighting and ambience should reduce the fear of crime as well as levels of actual offences. A thoroughly reviewed lighting design will ensure that there are no dark spots present on the station.
Other – e.g. refugees, low income, homeless people	N	N/A
Pregnancy/maternity	Y	New entrance and ticket hall will be bright and spacious. Sight lines will also be clear and signage will be improved. This will have a positive impact upon this group as crowding will be reduced. The new WAGs and lifts down to the platforms will have a positive impact also.
Race	Y	Ticket machines provided for the upgrade will be accessible and will provide an option to carry out transactions using a number of different languages. New entrance and ticket hall will be bright and spacious. Sight lines will also be clear and signage will be improved. This will have a positive impact as crowding will be reduced, wayfinding will be clearer and fear of the risk of crime will be reduced. A high standard of lighting design will ensure that there are no dark spots present on the station.
Religion or belief	Y	Customers travelling to nearby places of worship will benefit from an improved travel experience as a result of the new entrance and ticket hall. Those who struggle with stairs will benefit from the stations new step free status. Improved lighting and sightlines in the new ticket hall will reduce fear of the risk of crime. The lighting will be designed to ensure that no dark spots are present within the station.
Sexual orientation	Y	The sexual orientation of customers may make them a target of hate crime. The improved sightlines, lighting and ambience should reduce the fear of crime as well as levels of actual offences. The lighting will be designed to ensure that no dark spots are present within the station.

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## **Step 4: Consultation**

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

List the groups you intend to consult with or have consulted and reference any previous relevant consultation? <sup>2</sup>	If consultation has taken place what issues were raised in relation to one or more of the protected characteristics?
Customer engagement	Engagement will take place to outline the scope of the works and the impacts that this may have upon customers. Alternative options available to customers will be highlighted. Further information in 'Action Planning' section below.
Local Engagement	Engagement will be held with local groups and organisations including charities who will be impacted by this project. These groups will be identified during initial consultation and also as the communications plan is developed. At this point this document will be updated to clarify these groups.
Public engagement	Members of the public will be consulted by various means including email and letters. No decision has been taken on Public Consultation meetings at this point. A decision will be made during the development of the Comms Strategy.
IDAG, London Travel Watch.	Consultation with these groups is planned and will be carried out during the detailed design stage. This document will be updated to reflect this.

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<sup>&</sup>lt;sup>2</sup> This could include our staff networks, the Independent Disability Advisory Group, the Valuing People Group, local minority groups etc.

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

There will be several key stakeholders involved with the successful delivery of this project.

- LBWF will be invited to provide their thoughts throughout the design phase. Planning permission will be sought for the new entrance.
- Meetings will be held with Operational teams to assess how stations will be run during construction to mitigate impacts as far as possible. The Operational readiness, contingency planning and closure planning teams will support the implementation of operational plans. The Operational team will also be invited to provide their thoughts of the design of the station during the detailed design process.
- The Travel Demand Management team have been engaged and have assigned a project manager to lead on delivery of the integrated communications plan which will include stakeholder and customer engagement, messaging and travel demand management.
- Liaison will take place with IDAG to discuss design of the new ticket hall and lifts with feedback being considered for inclusion in the final design
- The Accessibility Programme have experience of installing SFA schemes into stations. The lessons learned in the past will provide valuable information and lessons learned.
- TfL Surface / LBWF If works disrupt access to the station at any point a plan will need to be ready to implement which will stop the outside of the station becoming overcrowded any impinging upon the journeys of local residents who do not intend to access the station.
- Accessibility forums and local charities / interest groups. Groups have yet to be identified but will be added to this document when identification has taken place.



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# **Step 5: Informed Decision-Making**

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

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

<ol> <li>Change the work to mitigate against potential negative impacts found</li> </ol>	<ul> <li>When the works are complete, there is not expected to be any negative impacts for customers or staff. The station will be larger, safer and available for step free travel.</li> <li>However, during the construction period there will undoubtedly be negative impacts and it is important that these are mitigated against as far as possible. Planning for the construction phase of the project are at a very early stage so more mitigations will be agreed upon as planning progresses, however key mitigations have been identified thus far.</li> <li>Staff – ensure that the staff working environment remains safe and pleasant. Liaise with staff on issues that could cause issues both in the operation of the station and also upon staff welfare. Phase construction where possible to have minimal impact upon staff.</li> <li>Customers – ensure existing ticket hall remains open throughout the project and service is maintained. Produce detailed communications so that customers understand the reasons behind the construction works. Ensure that any movement of materials through the existing station does not take place during the traffic day.</li> <li>Local residents – as far as possible ensure that noisy works are not scheduled for inconvenient times.</li> </ul>	
2. Continue the work as is because no potential negative impacts found	through letter drops and other means.	
3. Justify and continue the work despite negative impacts (please provide justification)		
4. Stop the work because discrimination is unjustifiable and no obvious ways to mitigate		

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# **Step 6: Action Planning**

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

Action	Due	Owner
<ul> <li>Outline operational and customer impacts and required mitigations. This includes understanding 'in station' and surface impacts through;         <ul> <li>Site-visits to the stations</li> <li>Walking the pedestrian route to understand the impacts and mitigations for customers – particularly those with accessibility needs.</li> </ul> </li> </ul>	Тbс	Ben Plucknett / Michael Barrett (tbc)
<ul> <li>Detailed integrated communications and mitigation plan. This includes Stakeholder, Staff and Customer mitigations. This will include consideration of; Accessible comms and ways to engage with local communities – using social media platforms and other organisations to inform of changes and alternative routes and on train announcements. Plans must include information on alternative stations and local bus routes for customers who may not wish to use the station during the upgrade works.</li> </ul>	Tbc	Ben Plucknett (tbc)
Detailed Operational Readiness Plans     This will include operational plans to help     mitigate impacts and confirmation of     potential additional SRT staff.	Tbc	Ellie Parfrey Taylor/ Ronan Gilbert (tbc)
• <b>Communication with key stakeholders</b> This will include discussion of the best way to release information on the works and any changes to the customer experience.	Tbc	Andrew Hatch / Ellie Parfrey Taylor (tbc)
Customer communication and mitigation plan to commence This includes all customer channels including social media, employee communications, operational communications and operational mitigations – will this also include information on site so that customers can access information during their journeys.	Tbc	Ben Plucknett / Ellie Parfrey Taylor (tbc)

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# Step 7: Sign off

Signed Off By	EQIA Author	Name – Brian Staunton Job Title – Principal Sponsor
	<del>Bellumen</del> Signature	Date – 01/12/2020
	EQIA Superuser	Name Karen Venn Job Title D&I Specialist
	dorengens_	
	Signature	Date 08.10.20
	Senior accountable person	Name – Melissa Cazzato Job Title – Lead Sponsor
	MOTO	
	Signature	Date – 08/12/2020
	Diversity & Inclusion Team Representative	Name – FE McAndrew Job Title – Diversity and Inclusion Lead
	FE McAndrew	10-12-20
	Signature	Date



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