
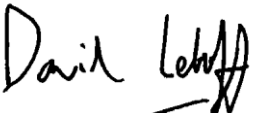



Transport for London

Equality Impact Assessment

Project	Colindale station redevelopment
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Accountable	Lead Sponsor	Richard Lyon
	 Signature	20.08.2021 Date

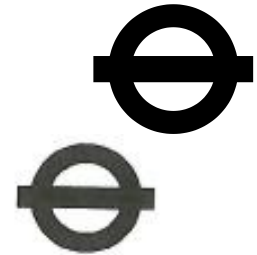
Produced By	Principal Sponsor	David Leboff
	 Signature	20.08.2021 Date

Reviewed By	Project Manager	Rick Geary
	 Signature	20.08.2021 Date

Signed off	D&I Team	Karen Venn
	Signature	Date 23.08.2021

Document History	Version	Date	Summary of changes
	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.

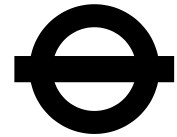


Transport for London

Programme Step-Free Access Partnership Programme
Project Colindale Station Capacity Enhancement and Step-free Access
Document reference

Equality Impact Assessment (EqIA) HR Form

		Signature	Date
Prepared by	Mei Sun Ho Project Sponsor		21/09/16
Reviewed by	Endorsement statement		
	Leyla Mustafa TfL Equality & Inclusion Team		23/09/16
	David Leboff Principal Sponsor		21/09/16
	Samantha Rolfe Project Manager		21/09/16
Approved by	I confirm that this deliverable meets the requirements of the relevant Pathway Product Description and that all consultation comments have been addressed to the satisfaction of consultees.		
	David Leboff Principal Sponsor		21/09/16
Distributed to	Mike Crabtree Lorraine Humphrey	Lead Sponsor Senior Project Manager	



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 [click here](#)

Please complete all 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

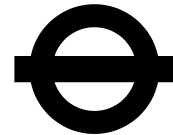
Person completing assessment: Provide the full name, position and department of the person completing the form.

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.

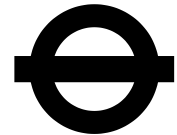
The station ticket hall building will be relocated from its current position to the west of the railway and rebuilt on a raft over the tracks. It will provide improved facilities, reduce congestion and provide step free access to and from the platforms.

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 EqlA relates specifically to the station elements of the wider proposal. A separate EqlA 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.

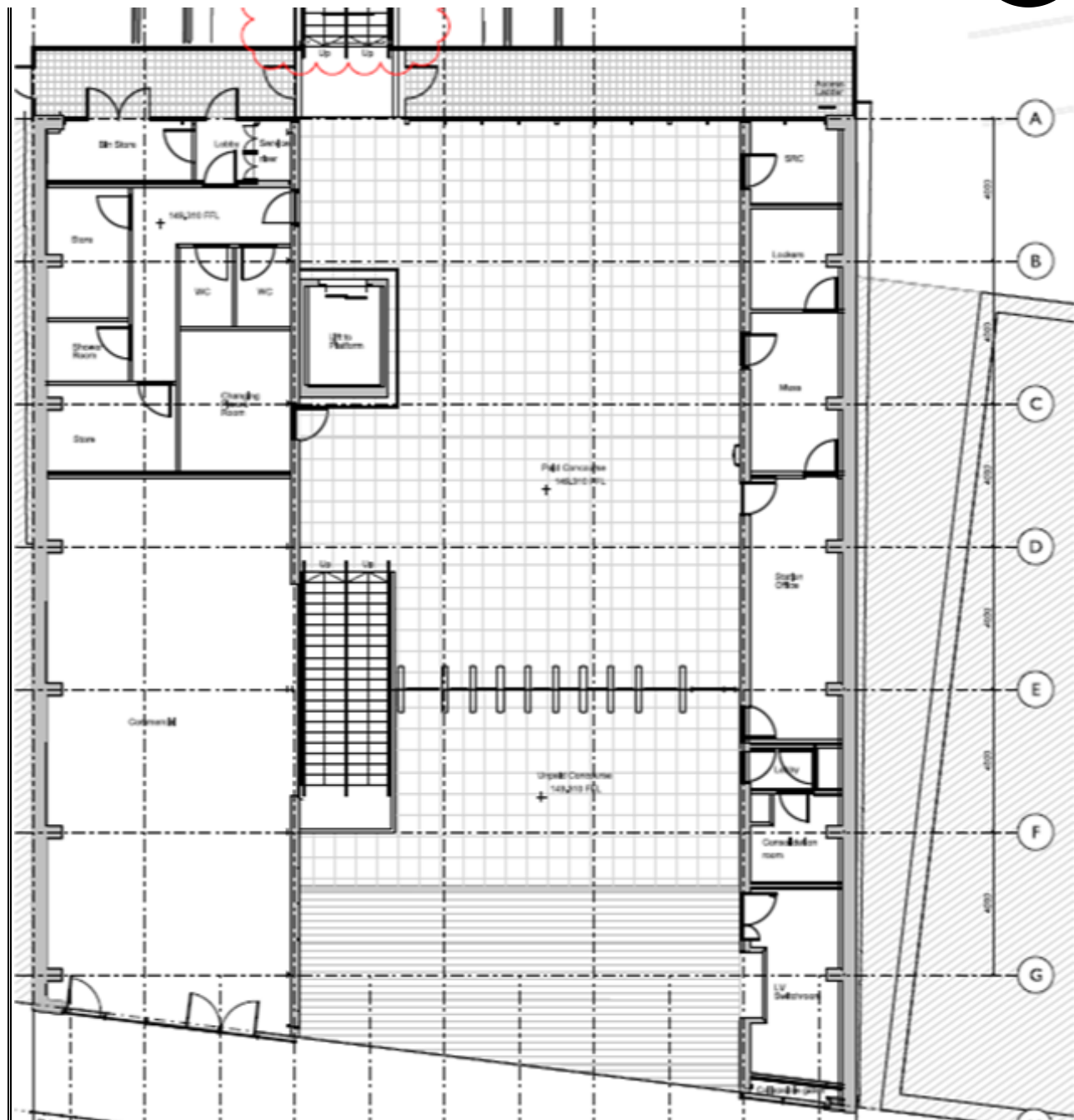
The main activities are to:

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.

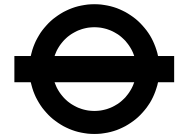
There was also a requirement by LB Barnet to design a station which acts as a landmark for residents and visitors to the area.

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.

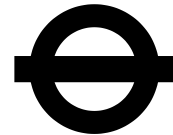
The principles of stakeholder engagement are outlined in the Project Execution Plan and will be developed in more detail as the project approaches the implementation stage.

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.

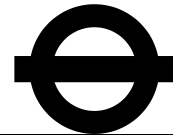
- 1) Customers: PRMs and Non-PRMs. The PRMs would have reduced journey times to other stations with SFA.
- 2) Operational staff.
- 3) Maintainers of the assets would benefit from new equipment meeting current standards.
- 3) Local council and residents of Colindale Avenue.
- 4) TfL businesses: increased 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



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

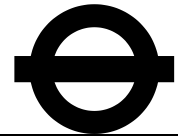
Protected Characteristic				
Age				
Demographics		London profile	Barnet profile	Ward profile
	Under 15	19.8%	20.8%	22.4%
	Over 65	11.4%	13.5%	8.2%
Impact rating please tick (✓)		Provide the evidence justifying the impact rating		
Positive Impact	✓	<p>The new ticket hall will be bright and spacious, 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 who are older, as crowding will be reduced, wayfinding will be clearer and fear of the risk of crime will be reduced.</p> <p>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 of life through access to social and other services in a reduce journey times compared to other modes.</p> <p>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 places accessible via Underground network.</p> <p>Additional positive impacts include improved ambience and security, an extra wide aisle gate, an accessible toilet within the Changing Places facility and reduced journey time for anyone approaching from east (the majority of station users for future demand) and especially for people using the lift.</p>		
No Impact				
Negative Impact		<p>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.</p> <p>However....</p>		



	<p>Any older 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 temporary loss of the station car park.</p> <p>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.</p> <p>The bus stops on Colindale Avenue should remain unaltered by this project, although there is the possibility of needing to relocate the eastbound stop on the northern side of the road on a temporary basis. Furthermore, the local authority will be an upgrade of the road layout and this could affect the position of bus facilities. They will be advised of the requirement to consider the equality impacts of any proposed changes.</p>
Good Practice	<ul style="list-style-type: none"> • Flexible working is an option that allows all employees regardless of their age to manage their working patterns and contribute to TfL retaining the skills, knowledge and experience. Please click here for more information about flexible working options at TfL. • Reasonable Adjustments is a process that provides the tools that allow employees of all ages to work in an inclusive environment by reducing their barriers. Please see this link for TfL's Reasonable Adjustment guidelines which provide more information.

Protected Characteristic Disabled People		
Demographics	London profile	TfL's profile* number of employees who have declared
	19%	211 ¹
Impact rating please tick(✓)	Provide the evidence justifying the impact rating	
Positive Impact	✓	<p>Provides access to employment opportunities and social services previously only attainable via private transport or access through long journeys via buses.</p> <p>Ability to travel through the network promotes independence to mobility impaired persons and improve mental, social and physical health previously unaccounted for.</p> <p>Additional positive impacts include an extra wide aisle gate and reduced journey time for anyone approaching from east (the majority of station users for future demand) and especially for</p>

¹ In 2016



		<p>people using the lift.</p> <p>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.</p>
No Impact		
Negative Impact		<p>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.</p> <p>However....</p> <p>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.</p> <p>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.</p>
Good Practice		<ul style="list-style-type: none"> It is recognised that disabled people face significantly more barriers to participating in work and other activities. Reasonable 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. <p>The Staff Network Group for Disability provides all employees with a forum to share ideas and suggest solutions to particular issues. Please click here to access the Staff Network Group Sharepoint site.</p>



Protected Characteristic Gender Reassignment		
Demographics	London profile	TfL's profile
	Equality and Human Rights Commission estimate London's population at 1,900 using numbers supplied by the NHS (Nov 2011).	Not known
Impact rating please tick (✓)		Provide the evidence justifying 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 style="list-style-type: none"> TfL Guidelines for Transgender employees and their managers is available by clicking here. 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. Guaranteed confidentiality is recognised as essential in allowing for a smooth transition for transgendered employees and their colleagues. 	

Protected Characteristic Gender		
Demographics	London profile	TfL's profile
	51% (Female) 49% (Male)	23.7% (Female) 76.3% (Male)
Impact rating Please tick (✓)		Provide the evidence justifying 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 style="list-style-type: none"> 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 here) provides clear guidance on flexible working and how any agreed process should be applied. Consideration can be given to part time working and job sharing. Click here for more details. The Women's Staff Network Group provides all employees with a forum to share ideas and suggest solutions to particular issues. Please click here to access the Staff Network Group Sharepoint site. 	

Protected Characteristic Marriage and Civil Partnership		
Demographics	London profile	TfL's profile
	Currently not available	Not known
Impact rating please tick (✓)	Provide the evidence justifying the impact rating	
Positive Impact		
No Impact	✓	
Negative Impact		
Good Practice	<ul style="list-style-type: none"> All the Human Resource policies and practices must reflect equal treatment of civil partnerships to married couples. Please click here for more information 	

Protected Characteristic Pregnancy and Maternity		
Demographics	London profile	TfL's profile
	Currently not available	Not known
Impact rating please tick (✓)	Provide the evidence justifying the impact rating	
Positive Impact	✓	<p>The provision of step-free access will assist all passengers who stairs are seen as a barrier. These include parents with buggies and pregnant women. It will also cover male partners caring for young children or travelling with pregnant women.</p> <p>Additional positive impacts include an extra wide aisle gate and reduced journey time for anyone approaching from east (the majority of station users for future demand) and especially for people using the lift.</p>



		A hybrid Changing Places facility is being provided that includes an accessible toilet and baby-changing facilities.
No Impact		
Negative Impact		<p>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.</p> <p>However....</p> <p>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.</p> <p>TfL is in discussion with LB Barnet and the owner of Charcot Road (located immediately to the west of the station) regarding the temporary re-provision of the two blue badge spaces within their development.</p>
Good Practice	<ul style="list-style-type: none"> 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 here. Supporting this is the Maternity and Parental Leave etc Regulations 1999. 	

Protected Characteristic Race (Ethnicity)		
Demographics	London's profile	
	TfL's profile	
	43% (BAME) 57% (White)	30.5% (BAME) 69.5% (White)
Impact rating please tick (✓)		Provide the evidence justifying 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 style="list-style-type: none"> Coaching and mentoring are tools that contribute to the development of all employees, equipping them with the knowledge, skills and confidence to improve their abilities. Please click here to access more information on learning and development opportunities. The Raising Awareness of Culture and Ethnicity (RACE) Staff Network Group provides all employees with a forum to share ideas and suggest 	



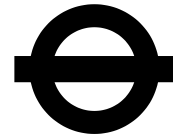
	solutions to particular issues. Please click here to access the Staff Network Group Sharepoint site.
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Protected Characteristic Religion and Belief		
Demographics	London's profile	TfL's profile
	74%	70% ²
Impact rating please tick (✓)	Provide the evidence justifying 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. Note however that there are no known places of worship in the vicinity of the station.	
No Impact		
Negative Impact		
Good Practice	<ul style="list-style-type: none"> For employees who have a faith or belief, being flexible with hours worked during religious festivals is considered good practice. Please click here to view TfL's Faith and Cultural Calendar of key events and celebrations. The Faith Staff Network Group provides all employees with a forum to share ideas and suggest solutions to particular issues. Please click here to access the Staff Network Group Sharepoint site. 	

² 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 Characteristic Sexual Orientation.		
Demographics	London's profile	TfL's profile
	3.2%	2.3%
Impact rating please tick (✓)	Provide the evidence justifying 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 style="list-style-type: none"> Highlight the benefits to productivity of an inclusive environment . The OUTbound (LGBT+) Staff Network Group provides all employees with a forum to share ideas and suggest solutions to particular issues. Please click here to access the 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.

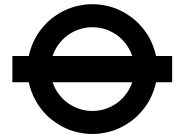
The scheme is part of the wider SFA Programme, which falls under the Mayor's Access for All strategy. The project objectives are in line with the strategic and corporate objectives to deliver an accessible transport network in London to deal with the aging and changing population.

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

TfL Management System		F1457 A1 Equality Impact Assessment (EqIA) form	
N.B: the completed form should be emailed to the Diversity and Inclusion team			
Project * Programme Strategy Policy*	Colindale Station Redevelopment		
Accountable	Job Title* Snr Development Manager	Kelly Lopez	
	Signature	Date 3/3/20	
Produced By	Job Title Property Surveyor	Sophie Brown	
	Signature	Date 3/3/20	
Reviewed By	Job Title: Snr Project Manager	James Masters	
	Signature	Date 3/3/20	
	Job Title	Kelly Lopez	
	Signature	Date 3/3/20	

Document History	Version	Date	Summary of changes
	0.1	11/02/2020	First draft
	0.2	18/2/20	Second draft
	0.3	03/03/20	First Issue

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



Site information
Location The site is located on and around Colindale Station on the Northern Line in Zone 4. The local authority is the London Borough of Barnet (LBB).
Description The scheme is known as the "Colindale Station Redevelopment" Project. The site is a combination of the existing tube station ticket hall, the airspace above the tracks which run in a cutting, the existing car park and embankment area and 10 individual houses and flats immediately adjoining the car park in third party ownership. Mayors Opinion for the Site was approved in March 2019.
Aims/Objectives This EqIA has been prepared in order to demonstrate TfL's compliance with their public sector equality duty in respect of the residential/commercial element only of the proposed scheme at Colindale station. A separate EqIA has been prepared by LU in respect of the station improvements and is complementary to this document. An EqIA has been prepared on behalf of LB Barnet to meet their PSED in respect of the properties affected by the potential CP'ing of land required for the development.



Step 1: Clarifying Aims

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

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

Overview
Transport for London (TfL) is advancing a proposal for a mixed use development on sites adjacent to Colindale Station in the London Borough of Barnet (LBB). The scheme comprises two elements, 1) a new ticket hall and 2) residential/commercial development on adjacent sites.
The station ticket hall will be relocated from its current position to the west of the railway and rebuilt on a raft over the tracks. It will provide improved facilities, reduce congestion and provide step free access to and from the platforms.
The residential and commercial development will be provided on the old ticket hall site, the existing station car park to the east of the station and on adjacent land not currently owned by TfL. A total of 313 new homes are proposed 50% of which will be affordable. The development comprises three blocks ranging in height from 28 storeys in the west down to 6 storeys in the east. Commercial space will be provided on ground and mezzanine floors facing on to Colindale Avenue.
Detailed consent for the station ticket hall, and outline consent for the residential and commercial development was granted in July 2019. Full details of the scheme are available on LB Barnet's planning portal ref 190359/OUT. A site plan is shown below.



Site plan





Step 2: The Evidence Base

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

Consider evidence in relation to all relevant protected characteristics;

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

Age	
1.1	The exact age profile of the existing residents within the development site is not known, although the Applicant is aware that the existing residents do include older people and may include children.
1.2	The working age population of the Local Area is 73%, which is the same proportion as that found in LBB. This is slightly lower than the London wide population of 75%.
1.3	The largest age group of working age is age 30-44, representing 24% of the Local Area population. This is also the largest age group of working age in LBB (24%) and London as a whole (25%). The second largest group is age 45-59, representing 18% of the Local Area population. Again, this is in line with that of LBB (18%) and London as a whole (17%).
1.4	The proportion of residents aged 0-15 is 23% in the Local Area, which is higher than the proportion in LBB (21%) and across London (20%). 38% of households in the Local Area have dependent children, which is higher than the LBB (33%) and London (31%) averages.
1.5	The proportion of residents aged 75+ is 4% in the Local Area, which is lower than the proportion in LBB (7%) and across London (5%).
1.6	Over the period of 2011 to 2031, the population aged 0-15 is forecast to increase by 43% in the Local Area, compared to 12% in LBB and 17% across London; the population aged 16-74 is estimated to increase by 88% in the Local Area, compared to 22% in LBB and 18% across London; and the population aged 75+ is estimated to increase by 119% in the Local Area, compared to 66% in LBB and 56% in London.

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



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

Staff	
Development and delivery of the schemes within the programme will involve TfL staff, either permanent or contracted. Some schemes will also involve staff from London boroughs or contracted services. As the Colindale scheme is on and adjacent to station premises, station staff may be impacted temporarily due to changes in access, accommodation provisions or working practices during construction of the residential/commercial development (Note there are currently no staff parking spaces). We have established a joint coordination group with LU management will work closely with them and the developer during construction to ensure safe and workable temporary facilities are in place. The core of this group is already in place and meeting fortnightly to ensure close liaison.	
Customers	
A range of customers will be impacted by the scheme both during and after construction:	
<ul style="list-style-type: none">• Customers using London Underground services to and from the station• Customers travelling through, to or from the scheme area e.g. cyclists, pedestrians, private vehicle drivers, bus passengers• Customers visiting or who own / run local businesses, services or amenities• Customers who are residents in the area• Customers who work in the area.	
Customer groups include:	
<ul style="list-style-type: none">• Commuters and other passengers using LU services for work or leisure• Private vehicle drivers including taxi, adapted dial-a-journey vehicles and private cars – journey times/ drop offs/ parking. The new development will be car free.• Cyclists – effects of highway traffic.• Pedestrians – effects on walking routes. Diversions and Improvements to public realm.• Local businesses- impact on local businesses operating close to the scheme due to changes in traffic and public realm.• During construction of this scheme it is likely that pedestrians, cyclists and vehicle users (including bus passengers) would experience increased congestion or diverted routes temporarily due to the building works	
There are two existing blue badge parking spaces for disabled car users in the public car park to the east of Colindale station. It is intended to provide replacement Blue Badge parking spaces for the station in Charnock Road to the west of the station to replace those currently provided in the station car park. Note that currently step free access is not available at the station but will be following its' upgrade.	
In accordance with the Colindale Underground Station Supplementary Planning Document (SPD) and the adopted London Plan, Blue Badge parking will be provided for a minimum of 3% of the proposed 313 residential units and space will be protected for Blue Badge parking to be increased to 5% of the proposed units in the future as identified in the Design and Access Statement (DAS). Further details of Blue Badge parking will be provided prior to the commencement of development.	





<p>Sexual Orientation</p> <p>1.13 There is no comprehensive data collected on sexual orientation in England.</p> <p>1.14 In 2009 the ONS appraised the capability of collecting robust sexual identity statistics¹. It advised that in order to gather data on sexual orientation a suite of questions would be required, where sexual identity was identified as one component of sexual orientation for which data may be collected.</p> <p>1.15 There is experimental data on sexual identity available from the ONS. This data is based on social survey data from the Annual Population Survey which collects information on self-perceived sexual identity from the household population (aged 18 and over). This is currently only available at regional level.</p> <p>1.16 The latest data for 2017 indicates 2.0% of residents in London identify as gay, lesbian or bisexual, compared to 2.0% across the UK.</p> <p>Ethnic Profile</p> <p>1.17 The 2011 Census shows that London is highly ethnically diverse. 80% of residents identify as White, 18% as Asian/Asian British, 13% as Black/African/Caribbean/Black British, and 8% as Mixed/Multiple Ethnic Groups or Other Ethnic Group.</p> <p>1.18 In the Local Area, 43% of residents identify as White, which is higher than the proportion in LBB (36%) but lower than the London average. In the Local Area 27% of residents identify as Asian/Asian British, which is lower than the proportion in LBB (34%) but higher than the London average. In the Local Area 18% of residents identify as Black/African/Caribbean/Black British, which is similar to the average in LBB (18%).</p> <p>Country of Birth</p> <p>1.19 The 2011 Census also captured country of birth. 63% of London's residents were born in the UK; 11% were born in Europe; 12% were born in the Middle East and Asia; 8% were born in Africa; and 4% were born in the Americas and Caribbean.</p> <p>1.20 Of residents in the Local Area, 50% were born in the UK, which is slightly higher than the LBB average (45%) and lower than the London average. 13% of residents in the Local Area were born in Europe, which is commensurate with the proportion in LBB (13%). Compared to LBB, a similar proportion of Local Area residents were born in Africa (12% versus 11%), and the Middle East and Asia (19% versus 22%). Compared to both LBB and London as a whole, a small proportion of residents were born in the Americas and Caribbean (2%).</p> <p>1.21 At a more granular level in the Local Area, 4% of residents were born in India and Romania respectively. In comparison, in LBB 9% of residents were born in India and 2% were born in Romania, compared to a London average of 3% and 1% respectively.</p>	
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<p>Gender</p> <p>1.7 The gender split of the Local Area is 48.2% male and 51.8% female. This is broadly in line with the gender split for LBB, which is 48.5% male and 51.5% female. This gender split is slightly more weighted towards females compared to the London gender split of 49.3% male and 50.7% female.</p> <p>Marriage and Civil Partnership</p> <p>1.8 According to the 2011 Census, 41% of residents in the Local Area are single (having never married or registered a civil partnership), with 42% married. This is largely in line with the London-wide trend where 44% of residents are single and 40% are married. In LBB, a lower proportion of residents are single, at 37%, with a higher rate of marriage at 47%.</p> <p>1.9 The proportion of residents in a civil partnership is less than 1% across the Local Area, LBB and London.</p> <p>1.10 The proportion of residents who are separated, divorced, formerly in a civil partnership, or widowed is largely the same across the three spatial scales, at 17% in the Local Area and 19% in LBB and London.</p> <p>Gender Reassignment</p> <p>1.11 There is no comprehensive data collected on gender reassignment in England and it is difficult to collect such data as people who have undergone (or are undergoing) gender reassignment may identify as male or female or may identify themselves using another term.</p> <p>1.12 In 2009, the ONS appraised the capability of collecting reliable gender reassignment statistics. It concluded that further work was needed to develop robust statistics in this area¹.</p>	
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Maternal and Infant Health

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

1.32 The infant mortality rate (the number of infant deaths within one year, per 1,000 live births) for LBB is 2.2, which is lower than the average rate across London of 3.3.

Employment

1.33 Levels of employment in the Local Area are comparatively low compared to the borough and London as a whole. The Local Area has a rate of 68% of economically active residents, compared to LBB (71%) and London (72%).

1.34 The 2011 Census provides data on those who are economically active but unemployed. This describes individuals who are currently out of work but are actively seeking employment. The unemployment rate is higher in the Local Area, at 8% (it is 4% in LBB and 5% across London).

1.35 The Claimant Count data is available for November 2019 and identifies that 3.2 people per 100,000 in the Local Area are claiming Jobseeker's Allowance / Universal Credit for the principle reason of being unemployed, compared to 3.0 per 100,000 across London and 2.5 per 100,000 in the local borough. At each spatial scale, residents aged 25 and above represent the majority of those claiming these benefits.

1.36 The Census identifies the highest level of qualification achieved by residents. In the Local Area, 28% of residents have achieved further or higher education, which is far lower than the LBB and London averages (40% and 38% respectively). Attainment of GCSEs and A-levels by residents in the Local Area is commensurate with residents across LBB and London (around 22%). A higher proportion of residents have attained 'other' qualifications (15%), compared to the LBB and London averages (11% and 10% respectively).

1.37 People with some particular Protected Characteristics may be disproportionately represented in terms of barriers to accessing work, skills and qualifications. These barriers can result from issues relating to language, cultural factors, family requirements and the need for flexible and/or part-time work. Young people, older people, family carers and ethnic minorities tend to have disproportionate challenges accessing employment because of these factors.

1.38 Black and Minority Ethnic (BAME) people account for a disproportionately high share of London's job seekers – two thirds of all job seekers are from ethnic minorities (whereas BAME account for 40% of London's overall population).

Language

1.22 The 2011 Census defines an individual's 'main language' as 'a person's first or preferred language'.

1.23 In the Local Area, 66% of residents speak English as their main language, which is lower than the proportion in LBB (77%) and London as a whole (78%). A slightly higher proportion of Local Area residents speak an EU language (12%) compared to in LBB (9%) and London (8%). A higher proportion of Local Area residents speak an Asian language (16%) compared to residents in LBB and London (both with an average of 10%).

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

Religion and Belief

1.25 According to the 2011 Census, 80% of the Local Area's residents proactively identify themselves as belonging to a religion, which is higher than in LBB (76%) and London as a whole (71%).

1.26 In the Local Area, 48% of residents consider themselves Christian, which is the same proportion across London and higher than in LBB (41%). 9% of residents consider themselves Hindu and 19% Muslim, which are both higher proportions than the averages for LBB (6% and 5% respectively) and London (10% and 12% respectively). The Jewish population of the Local Area is 1% of residents, which is commensurate with the London average (2%) but much lower than the LBB average of 13%.

Health and Disability

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

1.28 Residents in the Local Area reported similar health assessments as those across LBB and London, with 11% identifying 'fair' health, 3-4% identifying 'bad' health, and 1% identifying 'very bad' health.

1.29 Residents in the Local Area reported similar long-term health problems or disabilities as those across LBB and London, with 14% identifying that day-to-day activities are limited a little or a lot.

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



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



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





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



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





Title: Equality Impact Assessment (EqIA) form
Document No.: F1487
Issue No.: A1

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

Title: Equality Impact Assessment (EqIA) form
Document No.: F1487
Issue No.: A1

		possible. The exact strategy for service continuity is still to be determined but is likely to include replacement bus services.
Gender	Y/N	No impact
Gender reassignment	Y/N	No impact
Marriage/civil partnership	Y/N	No impact
Other – e.g. refugees, low income, homeless people	Y/N	Provision of 50% affordable improves opportunities for those on lower incomes to access higher quality accommodation
Pregnancy/maternity	Y	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 pedestrian street and the increase of active frontages, benefiting those who are less able-bodied or who have mobility restrictions.

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Page 15 of 24

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Page 15 of 24



Step 4: Consultation

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

List the groups you intend to consult with or have consulted and reference any previous relevant consultation? ²	If consultation has taken place what issues were raised in relation to one or more of the protected characteristics?
General	<p>The stakeholder consultation methods used were focused on the community consultation process and were not aimed at any specific group. The consultation was far reaching and inclusive seeking the views of a wide cross-section of the local community and ensuring engagement activities are fully accessible to all members of the community who wanted to take part. Effort was made to reach those residents who are most likely to be affected by the development.</p> <p>The project team conducted a thorough and inclusive programme of consultation to give local people the opportunity to feed into and to shape the proposals where appropriate. Direct engagement took place with neighbouring residents, community groups, stakeholders and elected representatives.</p> <p>The consultation was open between 23 November and 21 December 2018.</p> <p>In order to ensure that residents, local representatives and all other interested parties had the opportunity to engage in the pre-application consultation, a number of avenues for feedback were provided, including:</p> <ul style="list-style-type: none"><input type="checkbox"/> A leaflet advertising the exhibition delivered to approximately 11,725 residential homes and 180 local businesses<input type="checkbox"/> A digital mail out to 16,263 station users<input type="checkbox"/> A dedicated consultation portal available online at: https://consultations.tfl.gov.uk/tube/colindale-station-redevelopment/<input type="checkbox"/> An advert for the exhibition in the Barnet Borough Times<input type="checkbox"/> Letters to political representatives, key stakeholders and local community groups<input type="checkbox"/> Briefings on the proposals to the political stakeholders<input type="checkbox"/> Two days of public consultation at exhibitions held on a week day and weekend day, running into the evening<input type="checkbox"/> A consultation feedback form handed out at the exhibition events and available online<input type="checkbox"/> A dedicated telephone number and email address for further enquiries <p>Online consultation</p>

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



	<p>Local station users and residents had the opportunity to engage with the proposals via TfL's online consultation portal, which was open to all those who were interested in the proposals.</p> <p>Mail out An email was sent to 16,263 people outlining the proposals for the Colindale Station redevelopment, providing information on the public exhibition, a link to the consultation website and the consultation email address.</p> <p>Public Exhibition A two-day public exhibition took place to provide local residents and stakeholders with the opportunity to view, discuss and comment upon the proposed redevelopment of Colindale Station. The principle of an accessible and inclusive consultation underpinned the project team's approach to organising the event.</p> <p>Ahead of the exhibition, invitation leaflets were hand-delivered to 11,725 residential addresses and 180 businesses addresses around Colindale. 12,000 invitation leaflets were printed and additional copies were available at the exhibition. The delivery area was chosen to ensure that neighbours, including those living and working nearby, were invited to attend the public exhibition.</p> <p>Individual email invitations were also issued to key councillors and community groups and individuals.</p> <p>An advertisement for the public exhibition was posted in The Barnet Borough Times on Thursday, 22nd November and Thursday 20th November 2018</p>
Feedback	<p>In total, 242 feedback forms were completed, 61 at the public exhibition and 181 online or via post.</p> <p>A review of the feedback demonstrates that TfL's initial concept proposals were well-received by those who provided feedback. On the whole, local residents engaged with the consultation process and wanted to learn more about the proposals. The majority of respondents supported the principle of redevelopment and the improvements that it will offer to the area.</p>



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

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

Colindale Station Redevelopment Design Team

Key contacts within LU are:
 David Leboroff – Principal Sponsor
 Amy Whitehead – Project Manager
 Stephen Holland – Senior Engineer, Infrastructure Protection
 Claire Taylor – Senior Project Manager

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

Step 5: Informed Decision-Making

Q8. In light of the assessment now made, what do you propose to do next?
 Please select one of the options below and provide a rationale (for most EqIAs this will be box 1). Please remember to review this as and when the piece of work changes

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





Title: Equality Impact Assessment (EgIA) form
Document No.: F1467
Issue No.: A1

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Step 6: Action Planning

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

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

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Page 21 of 24

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Appendix B – Inclusive Design tracker

Project:	Colindale Station Redevelopment Access Appraisal	Comment Types						
Work Product Description:	5190188	Requires resolution/correction now - before proceeding with next stage						
Job No.	UIP3395-ATK-IMAC-M025-SCH-ZZ-00002	Requires incorporation/correction during next phase of the project						
Document number	Steven Maslin	Editorial comment or action suitable - does not require action						
Reviewer		Resolved but not in accordance with best practice recommendations						
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								
Date	Document Number	Document Name	No	Subject	Reference Heading	Observation	Recommendation	TfL Record of Outcome
20.10.20 NA		Colindale Compliant Design Submission	1	Consultation	Consultation	There is no information regarding consultation with any Protected Characteristic Groups (PCGs)	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 about the changing places room. A large scale public consultation event was held in autumn 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 feedback
14.09.18 NA		Colindale Compliant Design Submission	2	Construction	During construction	The work may cause disruption during construction. General impacts will include: congestion, noise, air quality and road safety. Phasing has limited the disruption to rail users by maintaining links to the platforms but no consideration has currently been given to surrounding residents, schools, commercial, retail etc. which may be impacted	Construction phasing and requirements will need to be determined through consultation - general and specific with local communities, businesses and organisations to determine least disruption for the most vulnerable residents, including older people, those at home during the day and disabled people.	A Constructability report has been produced at this stage. The requirements for consultations will be addressed by the Contractor and incorporated into the Construction Management Plan. A Construction Phase Plan is to be developed by the contractor to demonstrate how congestion, noise, air quality and road safety is being managed during the construction phase. Note that a section 61 agreement is being sought at this stage. Bus replacement services will be provided for weekend closures - these should be accessible. A Communications Plan will be developed by TfL and the Contractor to ensure that all stakeholders, including more vulnerable station users, are aware of the project and informed in good time about travel options, especially during the circa sixteen week station closure required.
			3				Any pedestrian re-routing will need to be planned, widely publicised and carefully considered to ensure that it remains accessible for all users.	As above. Changes to the means of access to/egress from the station and any alterations to the urban realm, including pedestrian crossings, bus stops and pavements, will be clearly communicated and signed.



Project:		Colindale Station Redevelopment			Comment Types			
Work Product Description:		Access Appraisal			Requires resolution/correction now - before proceeding with next stage			
Job No.		5190188			Requires incorporation/correction during next phase of the project			
Document number		UIP3395-ATK-MAC-N025-SCH-			Editorial comment or action suitable - does not require action			
Reviewer		ZZ.00002			Resolved but not in accordance with best practice recommendations			
		Steven Maslin			Access Consultant Comments shown in red text. Changes to previous text struck through			
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20.10.20/NA		Colindale Compliant Design Submission	4	Transport connections	Bus	Bus stop CB is directly outside the station, with buses heading towards Edgware. The bus stop CA, going in the other direction, towards Kingsbury and Sudbury town is approximately 80m, on the opposite side of the road to station	Atkins Access comment. It is recommended that clearly visible and understandable onward travel signage is provided	Signage strategy developed by TfL. Information regarding onward travel is provided above the station ext. 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	5	Transport connections	Taxi/car drop-off & pick-up	No pick-up drop-off facilities are provided. To maintain connectivity and use of the services, some people will require dropping/picking up close to the station entrance.	It is recommended that accessible drop off points have a total available width of at least 4040 Atkins Access compliant 9000 x 3600mm to allow for the use of side ramps. This can overlap onto the path.	There is insufficient road space to provide pick up / drop off facilities on Colindale Avenue in the vicinity of the station. The potential for including them within the scope of an adjacent TfL development scheme will be considered by that project. It should be noted that no such facilities exist at present.
			6				Identify where level access to the pavement is provided.	As above.
			7				Consider providing protection from the elements to pick-up/drop-off points	As above.
			8				Pick-up areas should also provide seating with a barrier	As above.



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Reviewer	Steven Maslin				Resolved but not in accordance with best practice recommendations			
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20.10.20/NA	Colindale Compliant Design Submission		9	Car park	Accessible parking	The existing station has a car park with 25 spaces including two wheelchair accessible parking bays. These are being replaced by the residential development but will any space be retained for rail users, particularly those requiring an accessible parking bay? It has been stated that these accessible car parking spaces lost will be replaced by two Blue Badge spaces for the station at Charcot Road. It is not clear who will be providing and maintaining these spaces, whether they will be dedicated to wheelchair users using the station and their location on Charcot Road. The pedestrian travel distance from the existing car park entrance to the station entrance appears to be 64m approx. The pedestrian travel distance from potential blue badge parking spaces in Charcot Road would appear to be similar if located close to the junction with 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 should be dedicated 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 by non blue badge 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 re-provided on a temporary basis by the project on Charcot Road. Information about blue badge spaces at nearby stations will be provided by TfL as part of the wider communication strategy for the station works. TfL is currently in active discussions with the owners of Charcot Road with a view of re-providing the blue badge parking on a temporary basis. Information relating to the blue badge space provision will be provided as part of the wider communication plan.
12.10.20/NA	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 cycle storage facilities (i.e. Sheffield stands) outside the station entrance. Consideration will be given to the potential provision of other types of cycle racks as part of the urban realm improvements that form part of the adjacent TfL development scheme.



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12.10.20\NA		Colindale Compliant Design Submission	11	Horizontal circulation	Corridors	Atkins Access comment: No width is given for the corridor to the Accessible WCs or to the lobby to the Consolidation Room	A corridor should ideally be a minimum of 1800mm wide. If it is less then passing places should be provided and no corridor should be less than 1200mm. Atkins Access comment Atkins Access comment. A 1500mm turning area must be provided within each corridor/lobby and outside	A minimum of 1200mm width is provided for all 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	12	Horizontal circulation	Doors	The two doors leading from the corridor into the locker room and from the corridor 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	13	Horizontal circulation	Corridors	The accessible toilet door opens into the circulation space and is a potential hazard	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 with the minimum dimensions required for it to be deemed accessible. Atkins Access comment. Secure Lobby not identified on current layout	A lobby should have a clear length of 1570mm between the end of the door swing and the beginning of the next door opening. Atkins Access comment. Secure Lobby to be identified	Secure lobby length has been extended to the maximum available.
14.09.18\NA		Colindale Compliant Design Submission	15	Horizontal circulation	Routes	The station is open providing space for all users.	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 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 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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20.10.20 NA		Colindale Compliant Design Submission	18	Vertical circulation	Ramps	It is stated that there will be ramped access from the street level 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		Colindale Compliant Design Submission	19	Vertical circulation	Lighting	Lighting levels are not provided. A minimum of 400-200 lux should be provided to stairs.	Do stairs and ramps have a minimum lighting level of 400-200 lux.	All lighting has been designed to meet LU and BS standards.
14.09.18 NA		Colindale Compliant Design Submission	20	Vertical circulation	Stairs	The stairs are 2.4m wide. Minimum recommended is 1600mm.	None.	No further action.
20.10.20 NA		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 stair flights which would adversely impact on run-off distances at platform level and thereby presenting operational difficulties.
20.10.20 NA		Colindale Compliant Design Submission	22	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		Colindale Compliant Design Submission	23	Vertical circulation	Lifts	It is unclear whether the preferred through-lift layout is provided.	Confirm whether the lift is a through-lift.	The lift is a through-lift
14.09.18 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		Colindale Compliant Design Submission	25	Vertical circulation	Lifts	Lifts are located close to the main stairs.	None.	No further action



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14.09.18\NA		Colindale Compliant Design Submission	26	Vertical circulation	Lifts	No seats are identified near the lift.	Lifts should be located adjacent to sheltered seating areas.	Alternative seating options opposite the lift at platform level and perch seating have been explored and discounted owing to other compelling 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 concourse level that is sufficiently close to the lift to be of use.
14.09.18\NA		Colindale Compliant Design Submission	27	Vertical circulation	Lifts	Lift landings are in excess of the 1500mm x 1500mm requirement with a minimum of 1800mm approach route.	None.	No further action.
14.09.18\NA		Colindale Compliant Design Submission	28	Vertical circulation	Lifts	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.	Will this layout cause a conflict?	This solution has been studied in detail and should not cause any conflict.
14.09.18\NA		Colindale Compliant Design Submission	29	Vertical circulation	Lifts	No details of lift finishes are provided.	Lift doors should tonally contrast with the surrounding wall.	The lift doors will contrast with the cladding on the surrounding walls, formed of stainless steel in bronze.
NA		Colindale Compliant Design Submission	30				Lifts should be in accordance with BS8300-2 and BS EN 81-70	The lift will meet all relevant LU and BS standards.
20.10.20\NA		Colindale Compliant Design Submission	31	Facilities	Seating	No information is provided regarding the seating detail or layout within the concourse.	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.	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.
20.10.20\NA		Colindale Compliant Design Submission	32					
20.10.20\NA		Colindale Compliant Design Submission	33					



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20.10.20/NA		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		Colindale Compliant Design Submission	35	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 visible and adjacent to seating.	PHP's 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		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		GA Ground Colindale Compliant Design Submission plan Option 5	37	Facilities	TVM	Ticket vending machines (TVMs) are proposed to the left hand side of the ticket barriers. 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		Colindale Compliant Design Submission	38	Facilities	TVM	Two TVMs will be provided.		The TVMs are also located perpendicular to the curtain wall glazing. It should be noted that these are a standard TfL product and that their design and the height of the screen were consulted on extensively during their design development.
14.09.18/NA		Colindale Compliant Design Submission	39	Facilities	TVM	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.	Width of 900mm is confirmed.



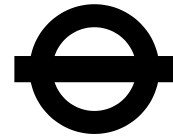
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12.10.2019A		Colindale Compliant Design Submission	40	Sanitary facilities	Wheelchair accessible toilet	The accessible toilet on the plan is 5m ² whilst the one shown in the Stage 2 report is 4.5m ² – Atkins Access comment. Two single sex ambulant disabled accessible WCs for staff are proposed together with a PRM Changing Places room. No unisex accessible WC for staff use is provided	When only one toilet is made available within a building it should be enlarged, measuring a minimum of 2m x 2.2m and incorporating an additional wash hand basin for ambulant users. Atkins Access comment. Provide a unisex accessible WC for staff. 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.	There is insufficient space to provide separate, fully accessible toilets for both staff and customers in addition to a fully compliant Changing Places (CP) room and a baby-changing facility. TfL has been working closely with the Changing Places Consortium to develop the design of a hybrid 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, independent wheelchair users and parents with young children. This room has been included within
12.10.2019A		Colindale Compliant Design Submission	41	Sanitary facilities	Wheelchair accessible toilet	No wheelchair accessible toilet is provided for staff use. It is uncertain whether it will be appropriate for a member of staff to use the public toilets whilst other colleagues have staff toilets. 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.	It is uncertain whether it will be appropriate for a member of staff to use the public toilets whilst other colleagues have staff toilets. 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.
12.10.2019A		Colindale Compliant Design Submission	42	Sanitary facilities	Ambulant accessible toilets	The self-contained staff toilets are not suitable for ambulant 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 proposed on the West side of the concourse separate from the other staff facilities on the East side of the concourse	Each single-sex self-contained toilet 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 who require such facilities to use the hybrid CP room.



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20.10.20	NA	Colindale Inclusive Design	Sanitary facilities	43	<p>The female toilet is indicated as having an 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 together with a FRM Changing Places Room, also on the West side of the concourse.</p>	<p>Atkins Access comment. Each single-sex self-contained toilet should be suitable for people with an ambulant mobility impairment.</p>
20.10.20	NA	Colindale Compliant Design Submission	Sanitary facilities	44	<p>No baby change facilities are provided. If a toilet is provided then accessible baby change facilities should also be provided.</p>	<p>Provide accessible baby-change facilities that are accessible to men and women.</p>
20.10.20	NA	Colindale Compliant Design Submission	45		<p>The baby-change may be separate from the wheelchair accessible toilet but may also be included within the accessible toilet if the toilet is the only one available to the public and is increased in size to 2m x 2.2m. It is recommended that a baby change facility to be provided separately from a unisex accessible WC provided for passengers. The baby change facility should be 2.0 x 2.0m min.</p>	<p>Baby-changing facilities are provided in the hybrid CP room described previously. See earlier comment on why this cannot be provided as a separate facility.</p>
19.10.20	NA	Colindale Compliant Design Submission	46	Shower	<p>A staff shower is provided but this is not ambulant or wheelchair user accessible.</p>	<p>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 ambulant disabled.</p>
14.09.18	Colindale Compliant Design Submission		47	Qibla direction	<p>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.</p>	<p>Neither the public toilet nor staff toilets face Mecca.</p>



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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 wheelchair users and other customers with reduced mobility is at the southern end of the platform. There is insufficient space to provide refuges 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	50	Glare Control	Glazing	Atkins Access comment. It is understood that the rooflights over the concourse have now been omitted. It is noted that the glazing to the concourse entrance is South East facing. Glare issues from low level sun may be a problem.	Atkins Access comment. It is recommended that a sun path exercise be carried out to ensure that low level sun will not cause glare problems within the concourse. If likely glare problems are identified alternative glazing wall solutions should be considered.	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 event. 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 view towards the ticket barriers show areas of internal glazing with a significant amount of reflections.	Atkins Access comment. Ensure all glazing pedestrians 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	Atkins Access comment. The image for the platform shows a series of vertical battens to the wall beside the platform. This can cause problems for people with neurological issues such as epilepsy and	Atkins Access comment. Avoid the use repetitive vertical patterns on the walls	The battens will not be provided nor any decorative treatment that will use repetitive vertical patterns on the walls.



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.