

**Proposed re-routing of bus route R7 in  
Chelsfield Village, Bromley**

**Equality Impact Assessment**

## Step 1: Clarifying Aims

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

The proposed scheme has been developed with the objective of improving reliability and journey times on route R7. It will help provide a good transport experience for passengers, as set out in the Mayor's Transport Strategy. Good reliable bus services are fundamental to how our customers move around the city.

### Summary of proposals and rationale for change

To improve reliability on route R7, it is proposed to reduce the journey time through withdrawal of this route on the one-way segment from Chelsfield Village, Five Bells.

#### Proposal:

- Permanently reroute the R7 from Chelsfield Village, Five Bells via Church Road. It will no longer serve bus stops on Bucks Cross Road, Maypole Road and Hewitts Road. Currently these stops are served in one direction only after the route hesitates at Chelsfield, Five Bells.

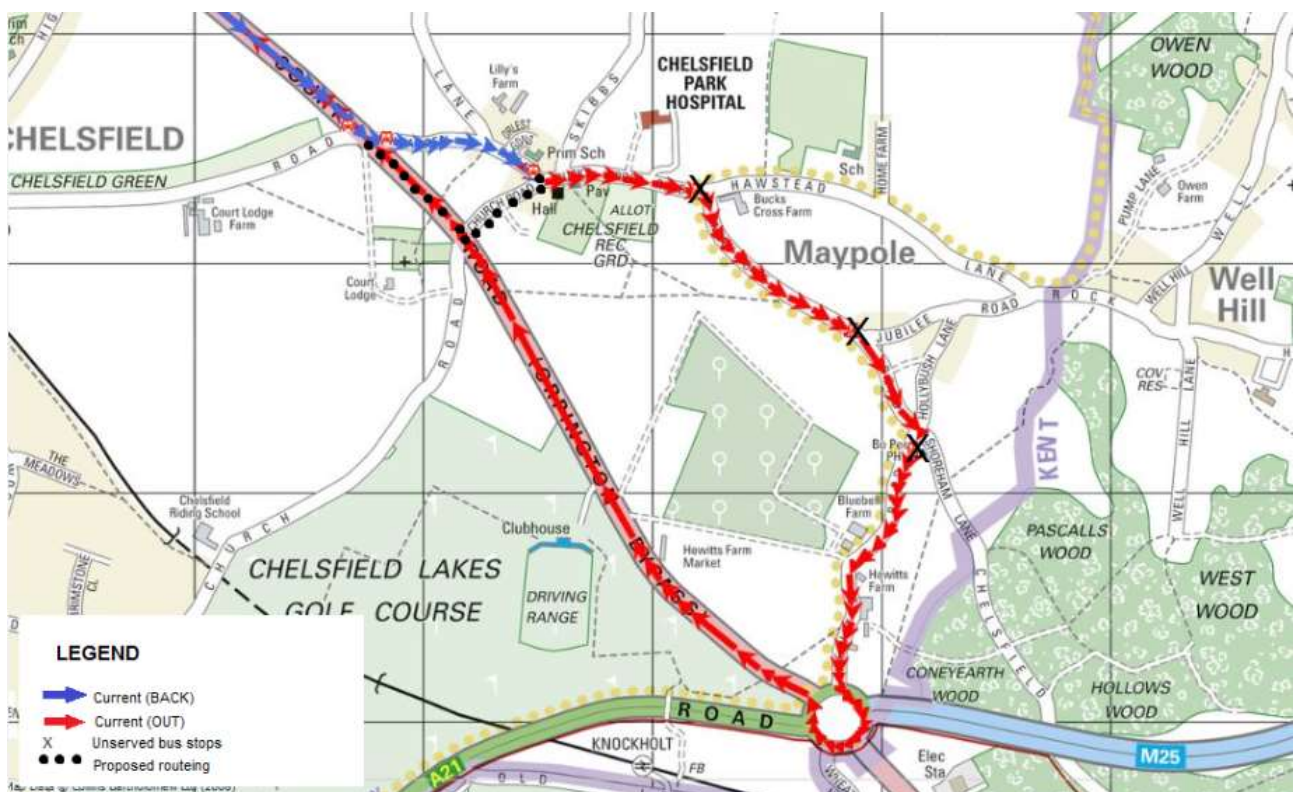


Figure 1: Proposed Route R7 changes

#### Rationale:

- The shortening of this route from end to end of approximately 6 minutes during the peak periods allow additional running time and recovery time to allow the route to run to schedule. This will improve the reliability of this route for the majority of passengers.

Where passenger numbers are quoted in this EqlA, they refer to the number of people who currently travel on a typical weekday.

### Q2. Does this work affect passengers? Please provide details of how.

Route R7 has approximately 839 trips per day on weekdays and Saturdays. Diverting it northbound via Church Road will make the route more direct between Chelsfield Village and Orpington. Journey time for around 17 trips is expected to improve by up to 6 minutes and users on the route would benefit from improved reliability due to the shorter routing.

The on time running of this route will benefit all 839 passengers which will reduce variability of this service which will in turn improve the reliability for all customers.

Three bus stops towards Chislehurst will no longer be served. Route R7 is currently the only bus service that serves these stops. This proposal will affect customers who currently board or alight at these stops. Usage data show that an average of 26 passengers (or 3% of all trips) will have an increase in walk distance between 350 and 1100 metres to access the service at Chelsfield Village, Five Bells stop.

Stop	Average trips/ day	Walk distance (m)
Bucks Cross Road	10	350
Jubilee Road	10	800
Bo Peep Public House	6	1100

*Table 1: Walking distance to nearest bus stop*

These stops are currently not accessible for elderly passengers or users with disabilities due to narrow footways on Bucks Cross Road and lack of footways on Maypole Road and Hewitts Road. In addition, bus stops have no shelter and there are no pedestrian crossing facilities along these roads.

### **Key land uses**

Bucks Cross Road bus stop is close to a number of institutions: Chelsfield Park Hospital, Brown's School and Brinds Well Day Nursery.

Passengers using route R7 to access Chelsfield Park Hospital would have to walk 300 metres (3-4 minutes) via Bucks Cross Road to or from the nearest alternative stop. Currently the walking distance is 100 metres and the existing footway is narrow. The new access would continue to have a narrow footway to access the Hospital from the nearest stop.

Passengers using route R7 to access Brown's School and Brinds Day Nursery will have an additional walk distance of around 350 metres (4 minutes) to or from the nearest alternative stop located on Hawstead Road. There are no footways on Hawstead Road.

Other key land uses in the vicinity of the three stops that are proposed to be removed are Bo-Peep pub, and a used car dealer. These are currently located close to Bo-Peep Public House bus stop. Passengers using the R7 to access these land uses will have an additional walk distance of around 1,100 metres (12 minutes) to and from the nearest alternative stop. There are no footways on Maypole Road.

Passengers who are eligible for Dial a Ride would be able to make use of this service.

## 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**

### **Age**

#### *Older People*

- 31% of passengers using route R7 are 'Older Person's Freedom Pass' holders.<sup>1</sup>
- 17% of the London Borough of (LB) Bromley residents are aged 65 or over.<sup>2</sup>
- 8% of bus users in London are aged 65 or over, which is lower than the population of London as whole (11 per cent).<sup>3</sup>
- The bus is a key form of transport for people aged 65 and over, with 61% saying they use the bus at least once a week (the same amount as for all Londoners).<sup>4</sup>

#### *Young People*

- 26% of passengers using route R7 are 'Bus and Tram Pass (Under 18)' or 'Pay As You Go Full Time Education Ticket' holders.<sup>5</sup>
- 29% of the LB Bromley residents are young people under 25.<sup>6</sup>
- 29% of bus users in London are young people under 25, which is lower than the population of London as a whole (32%).<sup>7</sup>

### **Disability**

- 4% of passengers using route R7 are 'Disabled Person's Freedom Pass' holders.<sup>8</sup>
- 15% of the LB Bromley residents have a disability which limits their day today activities.<sup>9</sup>
- 10% of bus users in London are disabled <sup>10</sup>, which is lower than the population of London as a whole (14%) <sup>11</sup>.
- Data on bus usage by carers is not currently available.

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<sup>1</sup> Oyster Data P9 2019.

<sup>2</sup> <https://www.ons.gov.uk/census/2011census>

<sup>3</sup> <http://content.tfl.gov.uk/tfl-bus-users-survey.pdf>

<sup>4</sup> <http://content.tfl.gov.uk/tfl-bus-users-survey.pdf>

<sup>5</sup> Oyster Data P9 2019.

<sup>6</sup> <https://www.ons.gov.uk/census/2011census>

<sup>7</sup> <http://content.tfl.gov.uk/tfl-bus-users-survey.pdf>

<sup>8</sup> Oyster Data P9 2019.

<sup>9</sup> <https://www.ons.gov.uk/census/2011census>

<sup>10</sup> <http://content.tfl.gov.uk/tfl-bus-users-survey.pdf>

<sup>11</sup> <https://www.ons.gov.uk/census/2011census>

## **Gender**

- Data on bus usage by individuals who share this protected characteristic is not currently available at any meaningful level.
- 52% cent of LB Bromley residents are women and 48% are men.<sup>12</sup>
- 57% of day bus users in London are women, which is higher than the population of London as a whole (51%).<sup>13</sup>
- 43% of day bus users in London are men, which is lower than the population of London as a whole (49%).<sup>14</sup>
- The bus is the second most frequently used type of transport (after walking) among women, with 63% using the bus at least once a week. Women are also more likely than men to be travelling with buggies and/or shopping, and to be travelling with children. Women are significantly less likely than men to say that they are 'not at all worried' about personal security while using public transport in London (14% compared with 28%). 34% cent of women say they are generally worried compared with men (27%).<sup>15</sup>

## **Gender Reassignment**

- Data on bus usage by individuals who share this protected characteristic is not currently available at any level.
- Data on LB Bromley residents who share this protected characteristic is not currently available.
- Individuals who have undergone or are undergoing gender reassignment are statistically more vulnerable to verbal and physical abuse.<sup>16</sup> One in five LGBT people in Britain (21%) have experienced a hate crime or incident due to their sexual orientation and/or gender identity in the last 12 months.<sup>17</sup> Two in five trans people (41%) have experienced a hate crime or incident, because of their gender identity in the last 12 months and one in six LGB people, who aren't trans (16%), have experienced a hate crime or incident due to their sexual orientation in the same period.<sup>18</sup>

## **Marriage/Civil Partnership**

- Data on bus usage by individuals who share this protected characteristic is not currently available at any meaningful level.
- Data on LB Bromley residents who share this protected characteristic is not currently available.

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<sup>12</sup> <https://www.ons.gov.uk/census/2011census>

<sup>13</sup> <http://content.tfl.gov.uk/tfl-bus-users-survey.pdf>

<sup>14</sup> <http://content.tfl.gov.uk/tfl-bus-users-survey.pdf>

<sup>15</sup> <http://content.tfl.gov.uk/travel-in-london-understanding-our-diverse-communities-2019.pdf>

<sup>16</sup> <https://www.stonewall.org.uk/lgbt-britain-hate-crime-and-discrimination>

<sup>17</sup> <https://www.stonewall.org.uk/lgbt-britain-hate-crime-and-discrimination>

<sup>18</sup> <https://www.stonewall.org.uk/lgbt-britain-hate-crime-and-discrimination>

## ***Pregnancy/Maternity***

- Data on bus usage by individuals who share this protected characteristic is not currently available at any meaningful level.
- Data on LB Bromley residents who share this protected characteristic is not currently available.
- Women make up fifty-seven per cent of the ridership on buses in London<sup>19</sup> and a significant number of these may be accompanied by young children or may be pregnant. Women are more likely than men to be travelling with buggies and/or shopping, and to be travelling with children.<sup>20</sup>

## ***Race***

- Data on bus usage by individuals who share this protected characteristic is not currently available at any meaningful level.
- 16% of LB Bromley residents are from BAME communities.<sup>21</sup>
- 84% of LB Bromley residents are White.<sup>22</sup>
- 47% of bus users in London are from BAME communities<sup>23</sup>, which is higher than the population of London as a whole (40%).<sup>24</sup>
- 53% of bus users in London are White<sup>25</sup>, which is lower than the population of London as a whole (60%).<sup>26</sup>
- BAME Londoners are less likely than White Londoners to be in employment (57% BAME compared with 64% White). They are also more likely to live in households with an average annual income below £20,000 (33% BAME compared with 25% White).<sup>27</sup>
- The bus is the second most frequently used type of transport (after walking) among BAME people, with 65% using the bus at least once a week.<sup>28</sup>

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<sup>19</sup> <http://content.tfl.gov.uk/tfl-bus-users-survey.pdf>

<sup>20</sup> <http://content.tfl.gov.uk/travel-in-london-understanding-our-diverse-communities-2019.pdf>

<sup>21</sup> <https://www.ons.gov.uk/census/2011census>

<sup>22</sup> <https://www.ons.gov.uk/census/2011census>

<sup>23</sup> <http://content.tfl.gov.uk/tfl-bus-users-survey.pdf>

<sup>24</sup> <https://www.ons.gov.uk/census/2011census>

<sup>25</sup> <http://content.tfl.gov.uk/tfl-bus-users-survey.pdf>

<sup>26</sup> <https://www.ons.gov.uk/census/2011census>

<sup>27</sup> <http://content.tfl.gov.uk/travel-in-london-understanding-our-diverse-communities-2019.pdf>

<sup>28</sup> <http://content.tfl.gov.uk/travel-in-london-understanding-our-diverse-communities-2019.pdf>

## Religion/Belief

- Data on bus usage by individuals who share this protected characteristic is not currently available at any meaningful level.
- A summary of the percentages for LB Bromley residents, who share this protected characteristic, is set out in the following table.<sup>29</sup>

Bromley	All	Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	Other Religion	No Religion	Religion not stated
Number of residents	309,392	187,656	1,580	4,987	957	7,841	736	1,138	80,303	24,194
Percentage of residents	100%	61%	1%	2%	0%	3%	0%	0%	26%	8%
London - number of residents	8,173,941	3,957,984	82,026	411,291	148,602	1,012,823	126,134	47,970	1,694,372	692,739
London - percentage of residents	100%	48%	1%	5%	2%	12%	2%	1%	21%	8%

Table 2: Summary of the percentage of residents by Religion/Belief in LB Bromley and London.

## Sexual Orientation

- Data on bus usage by individuals who share this protected characteristic is not currently available at any meaningful level.
- Data on LB Bromley residents who share this protected characteristic is not currently available.
- A summary of the percentages for London residents who share this protected characteristic is set out in the following table.<sup>30</sup>

Sexual Identity	Number (thousands)	Percent of population
Heterosexual or straight	6,342	90%
Gay or lesbian	140	2%
Bisexual	44	1%
Other	41	1%
Don't know or refuse	496	7%
<b>Total</b>	<b>7,063</b>	<b>100%</b>

Table 3: Percentage of London Residents by sexual identity.

- Lesbian, Gay, Bisexual and Trans (LGBT) people are statistically more vulnerable to verbal and physical abuse. One in five LGBT people in Britain (21%) have experienced a hate crime or incident due to their sexual orientation and/or gender identity in the last 12 months.<sup>31</sup> Two in five trans people (41%) have experienced a hate crime or incident, because of their gender identity in the last 12 months and one in six LGB people, who aren't trans (16%), have experienced a hate crime or incident due to their sexual orientation in the same period.<sup>32</sup>

<sup>29</sup> <https://www.ons.gov.uk/census/2011census>

<sup>30</sup> <https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/sexuality/datasets/sexualidentityuk>

<sup>31</sup> <https://www.stonewall.org.uk/lgbt-britain-hate-crime-and-discrimination>

<sup>32</sup> <https://www.stonewall.org.uk/lgbt-britain-hate-crime-and-discrimination>

**Other – For example; People who are on Low Incomes, Homeless, or Refugees**

- Data on bus usage by individuals who share this protected characteristic is not currently available at any meaningful level.
- On average 26% of LB Bromley residents live in lower income households (less than £20,000 per year), compared to 28% of Londoners.<sup>33</sup>
- The bus is the second most common type of transport used by Londoners on lower incomes (69% use the bus at least once a week, compared with 59% of all Londoners), but this group tends to travel less frequently than Londoners overall (2.2 trips per weekday on average compared with 2.4 among all Londoners).<sup>34</sup>
- Londoners with a lower household income are less likely to hold an Oyster card than all Londoners (49% compared with 60%), but more likely than all Londoners to have an older person’s Freedom Pass (26% compared with 15%).<sup>35</sup>
- Disabled Londoners are more likely to live in a household with an annual income of £20,000 or less than non-disabled Londoners (61% of disabled Londoners compared with 25% of non-disabled Londoners).<sup>36</sup>
- Jobseekers are concerned that a lack of transport acts as a barrier to accessing employment and one in four (25%) say that the cost of transport presents a problem getting to interviews.<sup>37</sup>
- There is substantial discrepancy between ethnic minority groups, with the proportion that have an annual household income of less than £20,000 ranging from 27% of mixed ethnicity Londoners up to 41% of black Londoners.<sup>38</sup>

There is overlap between many of the groups mentioned above, as demonstrated in the findings of the London Travel Demand Survey (2016/17), summarised in the following table. This table shows the London proportion of each group across the top, made up by each group at the side. London Travel Demand Survey (LTDS) data in this summary excludes children under five.<sup>39</sup>

	BAME	Older people	Younger people	People on low incomes	Disabled people	Women
BAME		23%	46%	44%	32%	38%
Older (65+)	8%			24%	44%	14%
Younger (24 & under)	33%			30%	11%	26%
Low income (<£20,000)	33%	54%	32%		61%	31%
Disabled	8%	32%	4%	20%		10%
Women	51%	55%	49%	55%	56%	
More likely than other groups to be...	Younger	Low income and disabled	BAME	BAME, older and disabled	Low income and older	

Figure 1: Overlap of some key Groups of London Residents

<sup>33</sup> <http://content.tfl.gov.uk/travel-in-london-understanding-our-diverse-communities-2019.pdf>  
<sup>34</sup> <http://content.tfl.gov.uk/travel-in-london-understanding-our-diverse-communities-2019.pdf>  
<sup>35</sup> <http://content.tfl.gov.uk/travel-in-london-understanding-our-diverse-communities-2019.pdf>  
<sup>36</sup> <http://content.tfl.gov.uk/travel-in-london-understanding-our-diverse-communities-2019.pdf>  
<sup>37</sup> <http://content.tfl.gov.uk/travel-in-london-understanding-our-diverse-communities-2019.pdf>  
<sup>38</sup> <http://content.tfl.gov.uk/travel-in-london-understanding-our-diverse-communities-2019.pdf>  
<sup>39</sup> <http://content.tfl.gov.uk/travel-in-london-understanding-our-diverse-communities-2019.pdf>

- Londoners living in lower income households (below £20,000) are more likely to be:
  - Older people (24% are aged 65+<sup>40</sup>, whereas people in this age group make up 11% of the total London population<sup>41</sup>). This group of people are less likely to use technology but are more likely to own a Freedom Pass.
  - Disabled people (20%<sup>42</sup>, compared with 14% of all Londoners<sup>43</sup>).
  - Women (55%<sup>44</sup>, compared with 51% of all Londoners<sup>45</sup>).
  - BAME people (44%<sup>46</sup>, compared with 40% of all Londoners<sup>47</sup>).

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<sup>40</sup> <http://content.tfl.gov.uk/travel-in-london-understanding-our-diverse-communities-2019.pdf>

<sup>41</sup> <https://www.ons.gov.uk/census/2011census>

<sup>42</sup> <http://content.tfl.gov.uk/travel-in-london-understanding-our-diverse-communities-2019.pdf>

<sup>43</sup> <https://www.ons.gov.uk/census/2011census>

<sup>44</sup> <http://content.tfl.gov.uk/travel-in-london-understanding-our-diverse-communities-2019.pdf>

<sup>45</sup> <https://www.ons.gov.uk/census/2011census>

<sup>46</sup> <http://content.tfl.gov.uk/travel-in-london-understanding-our-diverse-communities-2019.pdf>

<sup>47</sup> <https://www.ons.gov.uk/census/2011census>

## Step 3: Impact

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

Protected Characteristic		Explain the potential negative impact
Age	Y	<p><b>Older People</b></p> <p>19% of trips from the 3 affected stops are currently completed by older people. Older people will not be able to access three previously served stops on route R7.</p> <ul style="list-style-type: none"> <li>• Passengers using the bus stop on Buck Cross Road will have an additional walk distance of up to 350 metres to or from the nearest alternative bus stop.</li> <li>• Passengers using the bus stop on Maypole Road will have an additional walk distance of around 800 metres to or from the nearest alternative bus stop.</li> <li>• Passengers using the bus stop on Hewitts Road will have an additional walk of around 1100 metres to or from the nearest alternative bus stop.</li> </ul> <p>The proposed changes will have a disproportionately negative impact on older people for those that are required to access the three stops proposed to be withdrawn as these passengers will be required to walk on roads with no footpath to access the next closest bus stop. The disproportionately negative impact is increased due to the need of older people to access hospital services at a higher frequency than other groups.</p> <p><b>Young People</b></p> <p>19% of trips from the 3 affected stops are currently completed by young people. Passengers travelling to Brown's School and Brinds Well Day Nursery, as well as various other schools along the route will not be able to access three previously served stops on route R7.</p> <ul style="list-style-type: none"> <li>• Passengers using the bus stop on Buck Cross Road will have an additional walk distance of up to 350 metres to or from the nearest alternative bus stop.</li> <li>• Passengers using the bus stop on Maypole Road will have an additional walk distance of around 800 metres to or from the nearest alternative bus stop.</li> <li>• Passengers using the bus stop on Hewitts Road will have an additional walk of around 1100 metres to or from the nearest alternative bus stop.</li> </ul>

		<p>Many of the above factors will be exacerbated at night-time and in the hours of darkness, and may reduce the participation of young people in society, as a result of reduced access to cultural sites, hospitals, places of worship, schools, workplaces, etc.</p> <p>A very small number of people with this protected characteristic may experience greater concern if they have to use a stop further away from the ultimate origin/destination than now.</p>
<p><b>Disability including carers</b></p>	<p>Y</p>	<p>7% of trips from the 3 affected stops are currently completed by people with disabilities. Passengers with disabilities including carers will not be able to access three previously served stops on route R7.</p> <ul style="list-style-type: none"> <li>• Passengers using the bus stop on Buck Cross Road will have an additional walk distance of up to 350 metres to or from the nearest alternative bus stop.</li> <li>• Passengers using the bus stop on Maypole Road will have an additional walk distance of around 800 metres to or from the nearest alternative bus stop.</li> <li>• Passengers using the bus stop on Hewitts Road will have an additional walk of around 1100 metres to or from the nearest alternative bus stop.</li> </ul> <p>It is recognised that the term disability is a broad one and includes people with physical, sensory or cognitive impairments. Many disabled people have mobility impairments, and some are wheelchair users. For example; manual wheelchair users need sufficient space to be able to propel their chair, people who walk with sticks or crutches also need more space than a non-disabled walker. Disability can affect locomotion, seeing, hearing, reaching, stretching, dexterity, and cognitive functions, but these categories are not exhaustive, or mutually exclusive; many disabled people, particularly older people, may have more than one impairment. For example, standing can be difficult and painful for some disabled people, particularly those with arthritis, rheumatism and back problems; and uneven walking surfaces, gaps between paving slabs etc., can cause difficulties for people using sticks and crutches, visually impaired cane users and wheelchair users.</p> <p>The proposed changes will have a disproportionately negative impact on people with a disability for those that are required to access the three stops proposed to being withdrawn as these passengers will be required to travel on roads with no footpaths and limited accessibility. The disproportionately negative impact is increased due to the need of people with a disability to access hospital services at a higher frequency than other groups. These passengers may also:</p> <ul style="list-style-type: none"> <li>• Take more time to reach their intended destination because of need to travel further to the bus stop: <ul style="list-style-type: none"> <li>○ This will impose a particular disadvantage on wheelchair users, who may face difficulties travelling to these bus stops</li> </ul> </li> </ul>

		<p>due to lack of infrastructure and accessibility.</p> <p>Many of the above factors will be exacerbated at night-time and in the hours of darkness, and may reduce the participation of people with disabilities in society, as a result of reduced access to cultural sites, hospitals, places of worship, schools, workplaces, etc.</p> <p>A very small number of people with this protected characteristic may experience greater concern if they have to use a stop further away from the ultimate origin/destination than now.</p>
<b>Gender</b>	<b>Y</b>	<p>Passengers of any gender will not be able to access three previously served stops on route R7.</p> <ul style="list-style-type: none"> <li>• Passengers using the bus stop on Buck Cross Road will have an additional walk distance of up to 350 metres to or from the nearest alternative bus stop.</li> <li>• Passengers using the bus stop on Maypole Road will have an additional walk distance of around 800 metres to or from the nearest alternative bus stop.</li> <li>• Passengers using the bus stop on Hewitts Road will have an additional walk of around 1100 metres to or from the nearest alternative bus stop.</li> </ul> <p>The proposed changes will have a disproportionately negative impact on women. For example, they may:</p> <ul style="list-style-type: none"> <li>• Face greater safety concerns because of the need to travel to, and wait at a bus stop (particularly late at night or where it is dark and isolated). Women are significantly less likely than men to say that they are ‘not at all worried’ about personal security while using public transport in London (14% compared with 28%). 34% cent of women say they are generally worried compared with men (27%).<sup>48</sup> Furthermore, a significantly greater proportion of women had experienced a specific worrying incident in the past three months (37% compared with 28% of men).<sup>49</sup></li> </ul> <p>Many of the above factors will be exacerbated at night-time and in the hours of darkness, and may reduce the participation of women in society, as a result of reduced access to cultural sites, hospitals, places of worship, schools, workplaces, etc.</p> <p>TfL, British Transport Police, Metropolitan Police Service and City of London Police introduced a campaign, called Project Guardian, to encourage people to report unwanted sexual behaviour when using public transport. Since its launch in 2013, the number of annual reports has doubled.</p> <p>A very small number of people with this protected characteristic may experience greater concern if they have to use a stop further away</p>

<sup>48</sup> <http://content.tfl.gov.uk/travel-in-london-understanding-our-diverse-communities-2019.pdf>

<sup>49</sup> <http://content.tfl.gov.uk/travel-in-london-understanding-our-diverse-communities-2019.pdf>

		from the ultimate origin/destination than now.
<b>Gender reassignment</b>	<b>Y</b>	<p>Passengers with gender reassignment will not be able to access three previously served stops on route R7.</p> <ul style="list-style-type: none"> <li>• Passengers using the bus stop on Buck Cross Road will have an additional walk distance of up to 350 metres to or from the nearest alternative bus stop.</li> <li>• Passengers using the bus stop on Maypole Road will have an additional walk distance of around 800 metres to or from the nearest alternative bus stop.</li> <li>• Passengers using the bus stop on Hewitts Road will have an additional walk of around 1100 metres to or from the nearest alternative bus stop.</li> </ul> <p>The proposed changes will have a disproportionately negative impact on individuals who are undergoing or have undergone gender reassignment. For example, they may:</p> <ul style="list-style-type: none"> <li>• Face greater safety concerns because of the need to travel to, and wait at, a second bus stop (particularly late at night or where it is dark and isolated).</li> </ul> <p>Many of the above factors will be exacerbated at night-time and in the hours of darkness, and may reduce the participation of people who share this protected characteristic in society, as a result of reduced access to cultural sites, hospitals, places of worship, schools, workplaces, etc.</p> <p>A very small number of people with this protected characteristic may experience greater concern if they have to use a stop further away from the ultimate origin/destination than now.</p>
<b>Marriage/ Civil Partnership</b>	<b>N</b>	<ul style="list-style-type: none"> <li>• Passengers using the bus stop on Buck Cross Road will have an additional walk distance of up to 350 metres to or from the nearest alternative bus stop.</li> <li>• Passengers using the bus stop on Maypole Road will have an additional walk distance of around 800 metres to or from the nearest alternative bus stop.</li> <li>• Passengers using the bus stop on Hewitts Road will have an additional walk of around 1100 metres to or from the nearest alternative bus stop.</li> </ul> <p>TfL does not anticipate that the proposals will have a disproportionate negative impact on individuals that share the protected characteristic of being married/in a civil partnership.</p>
<b>Pregnancy/ Maternity</b>	<b>Y</b>	Passengers who are pregnant will not be able to access three previously served stops on route R7.

		<ul style="list-style-type: none"> <li>• Passengers using the bus stop on Buck Cross Road will have an additional walk distance of up to 350 metres to or from the nearest alternative bus stop.</li> <li>• Passengers using the bus stop on Maypole Road will have an additional walk distance of around 800 metres to or from the nearest alternative bus stop.</li> <li>• Passengers using the bus stop on Hewitts Road will have an additional walk of around 1100 metres to or from the nearest alternative bus stop.</li> </ul> <p>The proposed changes will have a disproportionately negative impact on pregnant women and mothers with young children. For example, they may:</p> <ul style="list-style-type: none"> <li>• Take longer to reach their intended destination because of longer distance to travel to access the nearest bus stop on roads with no footpaths.</li> <li>• Face particular disadvantages as a result of the need to interchange in the course of their journey: <ul style="list-style-type: none"> <li>○ The need to travel to a bus stop may be demanding or difficult for pregnant women and women with buggies/babies. Women are more likely than men to be travelling with buggies and/or shopping, and to be travelling with children.<sup>50</sup> The bus is perceived to be more child-friendly and educational than other types of transport such as the Tube.<sup>51</sup></li> <li>○ Mothers with buggies may rely particularly heavily on buses as providers of step free transport around London.</li> </ul> </li> </ul> <p>Many of the above factors will be exacerbated at night-time and in the hours of darkness, and may reduce the participation of people who share this protected characteristic in society, as a result of reduced access to cultural sites, hospitals, places of worship, schools, workplaces, etc.</p> <p>A very small number of people with this protected characteristic may experience greater concern if they have to use a stop further away from the ultimate origin/destination than now.</p>
<b>Race</b>	<b>Y</b>	<p>Passengers of any race will not be able to access three previously served stops on route R7.</p> <ul style="list-style-type: none"> <li>• Passengers using the bus stop on Buck Cross Road will have an additional walk distance of up to 350 metres to or from the nearest alternative bus stop.</li> <li>• Passengers using the bus stop on Maypole Road will have an additional walk distance of around 800 metres to or from the nearest alternative bus stop.</li> <li>• Passengers using the bus stop on Hewitts Road will have an</li> </ul>

<sup>50</sup> <http://content.tfl.gov.uk/travel-in-london-understanding-our-diverse-communities-2019.pdf>

<sup>51</sup> <http://content.tfl.gov.uk/travel-in-london-understanding-our-diverse-communities-2019.pdf>

		<p>additional walk of around 1100 metres to or from the nearest alternative bus stop.</p> <p>LB Bromley has 16% of BAME residents in London.</p> <p>The proposed changes will have a disproportionately negative impact on minority ethnic groups, and in particular members of BAME communities. For example, they may:</p> <ul style="list-style-type: none"> <li>• Take longer to reach their intended destination because of longer walking distance to access the nearest bus stop. 31% of BAME Londoners indicate slow journey times as a barrier to greater public transport use.<sup>52</sup></li> <li>• Face greater safety concerns because of the need to travel to, and wait at, a bus stop (particularly late at night or where it is dark and isolated). BAME Londoners are significantly less likely than White Londoners to say that they are ‘not at all worried’ about personal security while using London’s public transport (16% BAME compared with 23% White). Also 33% cent of BAME Londoners say they are generally worried compared with 29% White Londoners. The level of worry rises to 40 per cent among Asian Londoners.<sup>53</sup> BAME Londoners are also considerably more likely than white Londoners to have felt worried about their personal security in the past three months while using public transport (37 per cent have experienced a specific worrying incident, compared with 30% of White Londoners. This increases to 43% of mixed ethnicity Londoners).<sup>54</sup> BAME Londoners are more at risk of being killed or seriously injured on London’s roads, with children in this group being on average 1.5 times more likely to be affected than non-BAME children. BAME Londoners are less likely than white Londoners to say that they feel safe from accidents when walking around London during the day (22% BAME feel ‘very safe’ compared with 30% White).<sup>55</sup></li> </ul> <p>Many of the above factors will be exacerbated at night-time and in the hours of darkness, and may reduce the participation of people who share this protected characteristic in society, as a result of reduced access to cultural sites, hospitals, places of worship, schools, workplaces, etc.</p> <p>A very small number of people with this protected characteristic may experience greater concern if they have to use a stop further away from the ultimate origin/destination than now.</p>
<b>Religion or Belief</b>	<b>Y</b>	<p>Passengers of any religion or belief will not be able to access three previously served stops on route R7.</p> <ul style="list-style-type: none"> <li>• Passengers using the bus stop on Buck Cross Road will have an additional walk distance of up to 350 metres to or from the nearest alternative bus stop.</li> <li>• Passengers using the bus stop on Maypole Road will have an</li> </ul>

<sup>52</sup> <http://content.tfl.gov.uk/travel-in-london-understanding-our-diverse-communities-2019.pdf>

<sup>53</sup> <http://content.tfl.gov.uk/travel-in-london-understanding-our-diverse-communities-2019.pdf>

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<sup>55</sup> <http://content.tfl.gov.uk/travel-in-london-understanding-our-diverse-communities-2019.pdf>

		<p>additional walk distance of around 800 metres to or from the nearest alternative bus stop.</p> <ul style="list-style-type: none"> <li>• Passengers using the bus stop on Hewitts Road will have an additional walk of around 1100 metres to or from the nearest alternative bus stop.</li> </ul> <p>LB Bromley has 61% Christian residents, 3% Muslim residents, 2% Hindu residents.</p> <p>The proposed changes will have a disproportionately negative impact on individuals that share the protected characteristic of religion or belief. For example, they may</p> <ul style="list-style-type: none"> <li>• Take longer to reach their intended destination because of longer distance to access bus stop</li> <li>• Face greater safety concerns because of the need to travel to, and wait at, a second bus stop (particularly late at night or where it is dark and isolated).</li> </ul> <p>Many of the above factors will be exacerbated at night-time and in the hours of darkness, and may reduce the participation of people who share this protected characteristic in society, as a result of reduced access to cultural sites, hospitals, places of worship, schools, workplaces, etc.</p> <p>A very small number of people with this protected characteristic may experience greater concern if they have to use a stop further away from the ultimate origin/destination than now.</p>
<p><b>Sexual orientation</b></p>	<p>Y</p>	<p>Passengers of any sexual orientation will not be able to access three previously served stops on route R7.</p> <ul style="list-style-type: none"> <li>• Passengers using the bus stop on Buck Cross Road will have an additional walk distance of up to 350 metres to or from the nearest alternative bus stop.</li> <li>• Passengers using the bus stop on Maypole Road will have an additional walk distance of around 800 metres to or from the nearest alternative bus stop.</li> <li>• Passengers using the bus stop on Hewitts Road will have an additional walk of around 1100 metres to or from the nearest alternative bus stop.</li> </ul> <p>The proposed changes will have a disproportionately negative impact on Lesbian, Gay, Bisexual and Trans (LGBT) people. For example, they may:</p> <ul style="list-style-type: none"> <li>• Take longer to reach their intended destination because of longer distance to access bus stop.</li> <li>• Face greater safety concerns because of the need to travel to, and wait at, a bus stop (particularly late at night or where it is dark and isolated). LGB Londoners are significantly more likely than heterosexual Londoners to have experienced unwanted sexual</li> </ul>

		<p>behaviour or hate crime while using public transport in London (16% said they had personally experienced unwanted sexual behaviour compared with 10% of heterosexual Londoners).<sup>56</sup> Significantly greater proportions of LGB Londoners than heterosexual Londoners were subjected to sexual comments (45% compared with 34%) or sexual gestures (29% compared with 19%).<sup>57</sup> LGBT people are statistically more vulnerable to verbal and physical abuse.<sup>58</sup></p> <p>Many of the above factors will be exacerbated at night-time and in the hours of darkness, and may reduce the participation of people who share this protected characteristic in society, as a result of reduced access to cultural sites, hospitals, places of worship, schools, workplaces, etc.</p> <p>A very small number of people with this protected characteristic may experience greater concern if they have to use a stop further away from the ultimate origin/destination than now.</p>
<p><b>Other – For example; People who are on Low Incomes, Homeless, or Refugees</b></p>	<p>Y</p>	<ul style="list-style-type: none"> <li>• Passengers using the bus stop on Buck Cross Road will have an additional walk distance of up to 350 metres to or from the nearest alternative bus stop.</li> <li>• Passengers using the bus stop on Maypole Road will have an additional walk distance of around 800 metres to or from the nearest alternative bus stop.</li> <li>• Passengers using the bus stop on Hewitts Road will have an additional walk of around 1100 metres to or from the nearest alternative bus stop.</li> </ul> <p>The proposed changes will have a disproportionately negative impact on people who share this characteristic. For example, they may:</p> <ul style="list-style-type: none"> <li>• Face greater safety concerns because of the need to travel to, and wait at, a bus stop (particularly late at night or where it is dark and isolated).</li> <li>• Face greater concerns about lack of access to information. Online Londoners living in DE households (social grade D refers to semi- and un-skilled manual workers and E refers to state pensioners, casual/lowest grade workers and unemployed Londoners) are less likely than all online Londoners to access the internet ‘on the move’ (69% compared with 81%) or at work (37% compared with 66%). They are also less likely to use a smartphone (76% compared with 84%).<sup>59</sup></li> </ul> <p>Given that Londoners living in lower income households are more likely to be; Older (65+), Disabled, Women, BAME, and that there is overlap between many of these groups, the likely impacts have already been covered for each one.</p>

<sup>56</sup> <http://content.tfl.gov.uk/travel-in-london-understanding-our-diverse-communities-2019.pdf>

<sup>57</sup> <http://content.tfl.gov.uk/travel-in-london-understanding-our-diverse-communities-2019.pdf>

<sup>58</sup> <https://www.stonewall.org.uk/lgbt-britain-hate-crime-and-discrimination>

<sup>59</sup> <http://content.tfl.gov.uk/travel-in-london-understanding-our-diverse-communities-2019.pdf>

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**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
<b>Age</b>	Y	<p><b>Older People</b>            Passengers on the rest of the route will benefit from improved journey times and reliability of route R7. This will result in shorter wait time at bus stops, and a service that will have less variability thereby improving the participation of older people in society, with improved access to cultural sites, hospitals, places of worship, schools, workplaces, etc.</p> <p><b>Young People</b>            Passengers on the rest of the route will benefit from improved journey times and reliability of route R7. This will result in shorter wait time at bus stops, and a service that will have less variability, thereby improving the participation of young people in society, with improved access to cultural sites, hospitals, places of worship, schools, workplaces, etc.</p>
<b>Disability including carers</b>	Y	<p>Passengers on the rest of the route will benefit from improved journey times and reliability of route R7. This will result in shorter wait time at bus stops, and a service that will have less variability, thereby improving the participation of people with disabilities in society, with improved access to cultural sites, hospitals, places of worship, schools, workplaces, etc.</p>
<b>Gender</b>	Y	<p>Passengers on the rest of the route will benefit from improved journey times and reliability of route R7. This will result in shorter wait time at bus stops, and a service that will have less variability, thereby improving the participation of both genders in society, with improved access to cultural sites, hospitals, places of worship, schools, workplaces, etc.</p> <p>Women are more likely than men to be travelling with buggies and/or shopping, and to be travelling with children.<sup>60</sup> Women are significantly less likely than men to say that they are ‘not at all worried’ about personal security while using public transport in London (14% compared with 28%). 34% of women say they are generally worried compared with men (27%).<sup>61</sup> Furthermore, a significantly greater proportion of women had experienced a specific worrying incident in the past three months (37% compared with 28% of men).<sup>62</sup></p>
<b>Gender Reassignment</b>	Y	<p>Passengers on the rest of the route will benefit from improved journey times and reliability of route R7. This will result in shorter wait time at bus stops, and a service that will have less variability, thereby improving the participation of people with gender</p>

<sup>60</sup> <http://content.tfl.gov.uk/travel-in-london-understanding-our-diverse-communities-2019.pdf>  
<sup>61</sup> <http://content.tfl.gov.uk/travel-in-london-understanding-our-diverse-communities-2019.pdf>  
<sup>62</sup> <http://content.tfl.gov.uk/travel-in-london-understanding-our-diverse-communities-2019.pdf>

		reassignment in society, with improved access to cultural sites, hospitals, places of worship, schools, workplaces, etc..
<b>Marriage/ Civil Partnership</b>	<b>N</b>	TfL does not anticipate that the proposals will have a disproportionate positive impact on individuals that share the protected characteristic of being married/in a civil partnership.
<b>Pregnancy/ Maternity</b>	<b>Y</b>	Passengers on the rest of the route will benefit from improved journey times and reliability of route R7. This will result in shorter wait time at bus stops, and a service that will have less variability, thereby improving the participation of pregnant/ maternity people in society, with improved access to cultural sites, hospitals, places of worship, schools, workplaces, etc.
<b>Race</b>	<b>Y</b>	<p>BAME Londoners are significantly less likely than white Londoners to say that they are ‘not at all worried’ about personal security while using London’s public transport (16% BAME compared with 23% White). Also 33% of BAME Londoners say they are generally worried compared with 29% of White Londoners. The level of worry rises to 40% among Asian Londoners.<sup>63</sup> BAME Londoners are also considerably more likely than white Londoners to have felt worried about their personal security in the past three months while using public transport (37% have experienced a specific worrying incident, compared with 30% of White Londoners. This increases to 43% of mixed ethnicity Londoners).<sup>64</sup> BAME Londoners are more at risk of being killed or seriously injured on London’s roads, with children in this group being on average 1.5 times more likely to be affected than non-BAME children. BAME Londoners are less likely than white Londoners to say that they feel safe from accidents when walking around London during the day (22% BAME feel ‘very safe’ compared with 30% White).<sup>65</sup></p> <p>Passengers on the rest of the route will benefit from improved journey times and reliability of route R7. This will result in shorter wait time at bus stops, and a service that will have less variability, thereby improving the participation of people all races in society, with improved access to cultural sites, hospitals, places of worship, schools, workplaces, etc.</p>
<b>Religion or Belief</b>	<b>Y</b>	Passengers on the rest of the route will benefit from improved journey times and reliability of route R7. This will result in shorter wait time at bus stops, and a service that will have less variability, thereby improving the participation of people from all religions and beliefs in society, with improved access to cultural sites, hospitals, places of worship, schools, workplaces, etc.
<b>Sexual orientation</b>	<b>Y</b>	Passengers on the rest of the route will benefit from improved journey times and reliability of route R7. This will result in shorter wait time at bus stops, and a service that will have less variability, thereby improving the participation of people with any sexual orientation in society, with improved access to cultural sites,

<sup>63</sup> <http://content.tfl.gov.uk/travel-in-london-understanding-our-diverse-communities-2019.pdf>

<sup>64</sup> <http://content.tfl.gov.uk/travel-in-london-understanding-our-diverse-communities-2019.pdf>

<sup>65</sup> <http://content.tfl.gov.uk/travel-in-london-understanding-our-diverse-communities-2019.pdf>

		<p>hospitals, places of worship, schools, workplaces, etc.</p> <p>LGB Londoners are significantly more likely than heterosexual Londoners to have experienced unwanted sexual behaviour or hate crime while using public transport in London (16% said they had personally experienced unwanted sexual behaviour compared with 10% of heterosexual Londoners).<sup>66</sup> Significantly greater proportions of LGB Londoners than heterosexual Londoners were subjected to sexual comments (45% compared with 34%) or sexual gestures (29% compared with 19%).<sup>67</sup> LGBT people are statistically more vulnerable to verbal and physical abuse.<sup>68</sup></p>
<p><b>Other – For example; People who are on low incomes, Homeless, or Refugees</b></p>	<p>Y</p>	<p>Passengers on the rest of the route will benefit from improved journey times and reliability of route R7. This will result in shorter wait time at bus stops, and a service that will have less variability, thereby improving the participation of people in society, with improved access to cultural sites, hospitals, places of worship, schools, workplaces, etc.</p> <p>Given that Londoners living in lower income households are more likely to be; Older (65+), Disabled, Women, BAME, and that there is overlap between many of these groups, the likely impacts have already been covered in detail.</p>

<sup>66</sup> <http://content.tfl.gov.uk/travel-in-london-understanding-our-diverse-communities-2019.pdf>

<sup>67</sup> <http://content.tfl.gov.uk/travel-in-london-understanding-our-diverse-communities-2019.pdf>

<sup>68</sup> <https://www.stonewall.org.uk/lgbt-britain-hate-crime-and-discrimination>

## Step 4: Consultation

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

<b>List the groups you intend to consult with or have consulted and reference any previous relevant consultation?<sup>69</sup></b>	<b>If consultation has taken place what issues were raised in relation to one or more of the protected characteristics?</b>
Known stakeholders, registered users of the affected routes, households and businesses along the affected part of the route, local ward councillors and Bromley council officers.	The proposal meant that customers would <ul style="list-style-type: none"><li>• Need to revert to car use</li><li>• The impact on local businesses would be negative</li><li>• Isolated residents would lose their only link to the public transport network and residents would need to walk further to catch the bus along unlit, narrow country lanes with no streetlighting.</li></ul>

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<sup>69</sup> This could include our staff networks, the Independent Disability Advisory Group, the Valuing People Group, local minority groups etc.

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

No consultation has occurred with other project teams to deliver this piece of work.

## 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.

<b>1. Change the work to mitigate against potential negative impacts found</b>	
<b>2. Continue the work as is because no potential negative impacts found</b>	
<b>3. Justify and continue the work despite negative impacts (please provide justification)</b>	<p>No alternative option has been identified. This proposal will provide benefits for the majority of customers on this route through improved reliability. Although there will be some customers who will no longer be within 400m of the bus network, out of the 26 daily customers affected, 16 will be over 400m from the next closest bus stop.</p> <p>Passengers who are eligible for Dial a Ride would be able to make use of this service.</p>
<b>4. Stop the work because discrimination is unjustifiable and no obvious ways to mitigate</b>	