

Appendix 4 - Equalities Impact Assessment:

Full Assessment

Before completing this form you should have completed an Equalities Screening Tool and had sign off from your Head of Service and the Fairness and Equality Team.

This Equality Impact Assessment should be completed where the Screening Tool identifies a potentially negative impact on one or more specific groups but it can also be used to highlight positive impacts.

Summary of proposal

Name of proposal	Installation of 102 secure bike hangars
Reference number (if applicable)	
Service Area	Climate Change and Transport
Date assessment completed	6 December 2022

Before completing the EQIA please read the guidance and FAQs. For further help and advice please contact equalities@islington.gov.uk.

1. Please provide a summary of the proposal.

Please provide:

- Context on how the service currently operates (if relevant) and the scope of suggested changes
- The intended beneficiaries and outcomes of the proposal
- Reference to any savings or income generation

Islington council is committed to making cycling more attractive for residents and visitors. For many Islington residents a lack of secure, accessible and dry cycle parking prevents them from making regular trips by bike. The council proposes to install 102 secure bike hangars at 94 locations, as part of the council's commitment to significantly expand bike hangar provision borough wide. The aim of the bike hangar programme is to provide secure, covered and lockable cycle parking facilities for residents to store their bike.

At present, Islington has 408 bike hangars across the borough, which provide 2,448 spaces. There are approximately 3,630 residents on the bike hangar waiting list. The council's approach is to identify sites which have high demand (which is derived from the numbers of applications received in the area around a given location) and put proposals forward for those sites to ensure a high occupancy rate.

The council is taking a bold step to reduce vehicle dominance in the borough by reallocating road space away from private motor vehicles to cycle infrastructure provision. This will help make the borough greener, healthier and a more attractive place to live.

Our bike hangar user survey demonstrates that the provision of secure bike hangars will not only increase cycling levels in the borough and promote active travel, but it will also support the council's objective of achieving net zero carbon emissions in Islington by 2030 by reducing the use of motor vehicles. It will also contribute to the delivery of a Fairer Islington by: making it easier and safer for people to travel by bicycle; supporting people to live healthier lives; and enabling residents to remain socially active and connected to their community.

The proposed bike hangar locations and number of units planned for each location are listed in Table 1. The proposed locations are borough-wide, and are based on demand from residents who have registered an interest for a bike hangar parking space.

Please provide:

- Context on how the service currently operates (if relevant) and the scope of suggested changes
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Table 1 – Proposed bike hangar locations

No. of Locations	Proposed Location	Ward	No. of installations
1	Ambler Road (2)	Arsenal	1
2	Avenell Road (1)	Arsenal	1
3	Avenell Road (2)	Arsenal	1
4	Blackstock Road (1)	Arsenal	1
5	Blackstock Road (2)	Arsenal	1
6	Caedmon Road	Arsenal	1
7	Dunford Road	Arsenal	1
8	Jackson Road	Arsenal	1
9	Barnsbury Road (1)	Barnsbury	1
10	Barnsbury Road (2)	Barnsbury	1
11	Barnsbury Street	Barnsbury	1
12	Bridgeman Road	Barnsbury	1
13	Offord Road (1)	Barnsbury	1
14	Offord Road (2)	Barnsbury	1
15	Epworth Street	Bunhill	1
16	Northchurch Road	Canonbury	1
17	Cleveland Road	Canonbury	1
18	Downham Road	Canonbury	2
19	Elmore Street	Canonbury	1
20	Amwell Street	Clerkenwell	1
21	Claremont Square	Clerkenwell	1
22	Myddelton Street	Clerkenwell	1
23	Great Percy Street	Clerkenwell	1
24	Myddelton Square	Clerkenwell	1

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- Reference to any savings or income generation

25	Ambler Road (1)	Finsbury Park	1
26	Medina Road	Finsbury Park	1
27	Monsell Road	Finsbury Park	1
28	Ardilaun Road	Highbury	1
29	Battledean Road	Highbury	1
30	Fieldway Crescent	Highbury	1
31	Framfield Road	Highbury	1
32	Highbury Place	Highbury	2
33	Horsell Road (1)	Highbury	1
34	Horsell Road (2)	Highbury	1
35	Sotheby Road	Highbury	1
36	Calabria Road	Highbury	2
37	Aubert Park	Highbury	2
38	Wyatt Road	Highbury	1
39	Drayton Park	Highbury	1
40	Leigh Road	Highbury	1
41	Wartlersville Road	Hillrise	1
42	Courtauld Road	Hillrise	1
43	Fairbridge Road	Hillrise	1
44	Gladsmuir Road	Hillrise	1
45	Harberton Road	Hillrise	1
46	Hazellville Road	Hillrise	1
47	Mulkern Road	Hillrise	1
48	Hatchard Road	Hillrise	1
49	Marlborough Road	Hillrise	2
50	Freegrove Road	Holloway	1
51	Hillmarton Road	Holloway	1
52	Cardozo Road	Holloway	1

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53	Hungerford Road	Holloway	1
54	North Road	Holloway	1
55	Despard Road	Junction	2
56	St John's Villas	Junction	2
57	Hargrave Road	Junction	1
58	Highgate Hill	Junction	1
59	Junction Road	Junction	1
60	Dartmouth Park Hill	Junction	1
61	Ellington Street	Laycock	1
62	Watkinson Road	Laycock	1
63	Compton Road (1)	Laycock	1
64	Compton Road (2)	Laycock	1
65	Furlong Road	Laycock	1
66	Crossley Street (1)	Laycock	1
67	Crossley Street (2)	Laycock	1
68	Highbury New Park	Mildmay	1
69	Beresford Road	Mildmay	1
70	Gibson Square	St Mary's and St James'	1
71	Milner Square	St Mary's and St James'	1
72	Halton Road	St Mary's and St James'	1
73	Packington Street	St Mary's and St James'	1
74	Remington Street	St Mary's and St James'	1
75	Baring Street	St Mary's and St James'	1
76	Duncan Terrace	St Peter's and Canalside	1
77	Graham Street	St Peter's and Canalside	1
78	Haverstock Street	St Peter's and Canalside	1
79	Danbury Street	St Peter's and Canalside	1

Please provide:

- Context on how the service currently operates (if relevant) and the scope of suggested changes
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80	Thorpedale Road	Tollington	1
81	Hanley Road (1)	Tollington	1
82	Hanley Road (2)	Tollington	1
83	Landseer Road	Tollington	1
84	Sussex Way	Tollington	1
85	Corbyn Street	Tollington	2
86	Kingsdown Road	Tollington	1
87	Wray Crescent	Tollington	1
88	Mercers Road	Tufnell Park	1
89	Anson Road (1)	Tufnell Park	1
90	Anson Road (2)	Tufnell Park	1
91	Bardolph Road	Tufnell Park	1
92	Corinne Road (1)	Tufnell Park	1
93	Corinne Road (2)	Tufnell Park	1
94	Hilldrop Road	Tufnell Park	1
Total	All streets	All wards	102

The bike hangar programme generates an income for the council. Pricing of the usage of the service is set at £107.25 per year with an additional £27.75 refundable key deposit. All income will be reinvested into the programme towards operational management of the rental scheme and pay for scheduled and non-scheduled maintenance and repairs.

2. What impact will this change have on different groups of people?

Please consider:

- Whether the impact will predominantly be external or internal, or both?
- Who will be impacted – residents, service users, local communities, staff, or others?
- Broadly what will the impact be – reduced access to facilities or disruptions to journeys for example?

The proposed bike hangars will impact residents who cycle and wish to park their bikes on the Public Highway. Many people lack a safe, secure place to store their bike and often have to store them indoors, where they may have to carry their bikes upstairs. Others are compelled to keep their bikes locked outside against railings or lampposts, which can lead to theft or vandalism. The bike hangar programme addresses concerns about bike security, which is one of the most significant barriers to taking up cycling, but also for people who cycle, to continue cycling.

The proposed bike hangars will also impact motorists, including resident motorists, who may find fewer available parking spaces as a result of the council repurposing resident parking bays for cycle parking provision.

As the council continues to reallocate space on the public highway by placing bike hangars in resident parking bays, this will reduce the dominance of motorised vehicles across the borough. Over time, there will be a modal shift away from private car use to cycling, which in turn will reduce road danger and noise, and provide an improved cycling environment, as cyclists create less noise and harm than motor vehicles.

3. What impact will this change have on people with protected characteristics and/or from disadvantaged groups?

This section of the assessment looks in detail at the likely impacts of the proposed changes on different sections of our diverse community.

3A. What data have you used to assess impacts?

Please provide:

- Details of the evidence used to assess impacts on people with protected characteristics and from disadvantaged groups (see guidance for help)
- A breakdown of service user demographics where possible
- Brief interpretation of findings

As the installation of bike hangars is an ongoing borough-wide programme, it is more appropriate to compare the resident demographic of Islington against London-wide demographic data. Table 2 provides a demographic breakdown of Islington, compared to London as a whole.

There is a lower percentage of BME residents in Islington at 32%, compared to the London average of 40%.

16% of people living in Islington identify themselves as having a disability compared to the London average of 14%.

Whilst private cars, taxis, and private hire vehicles can be an important means of transport for disabled people, the main means of transport used by disabled Londoners at least once a week are walking (81%), bus (58%), car as passenger (42%) and car as driver (24%) (Source: [Understanding our diverse communities 2019, \(TfL, 2019\)](#)).

Table 2 - Demographics of London and Islington (source: [2011 Census data](#))

Categories	London Total: 8,173,941	Islington Total: 206,125
Gender: Female	51%	51%
Gender: Male	49%	49%
Age: Under 16	20%	16%
Age: 16-24	12%	14%
Age: 25-44	36%	42%
Age: 45-64	21%	19%
Age: 65+	11%	9%
Disabled	14%	16%
Ethnic group: BME	40%	32%

Please provide:

- Details of the evidence used to assess impacts on people with protected characteristics and from disadvantaged groups (see guidance for help)
- A breakdown of service user demographics where possible
- Brief interpretation of findings

Ethnic group: White	60%	68%
Religion or belief: Christian	48.5%	40%
Religion or belief: Muslim	12%	9%
Religion or belief: Other	10%	4%
Religion or belief: No religion	51%	51%
Religion not stated	49%	49%

Islington has one of the lowest proportions of car ownership per household in the country, with 71% of households having no access to a car (Source: [Islington Transport Strategy 2020-2041](#)). TfL has analysed that two thirds of car journeys in London can be walked or cycled (Source: [Health Impact of Cars in London 2015](#)) this proportion is likely to be even greater in an inner London borough such as Islington. This has two implications: that facilities should be provided that encourage people in Islington to rely on walking and cycling for their daily trips rather than driving, and that many existing car journeys could be shifted to active travel modes, resulting in public health and air quality benefits for all Islington residents.

Given the reasons above, more space needs to be allocated to active travel modes, such as cycling. These modes make a significant contribution to reducing road traffic congestion and improving health and air quality. They are also an affordable way to travel.

3B: Assess the impacts on people with protected characteristics and from disadvantaged groups in the table below.

Please first select whether the potential impact is positive, neutral, or negative and then provide details of the impacts and any mitigations or positive actions you will put in place.

Please use the following definitions as a guide:

Neutral – The proposal has no impact on people with the identified protected characteristics

Positive – The proposal has a beneficial and desirable impact on people with the identified protected characteristics

Negative – The proposal has a negative and undesirable impact on people with the identified protected characteristics

Characteristic or group	Positive/ Neutral/ Negative	What are the positive and/or negative impacts?	How will potential benefits be enhanced or negative impacts be eliminated or reduced?
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Age	Positive	<p>Positive: An increase in cycling benefits children in terms of reducing childhood obesity.</p> <p>The Fair Futures Commission found that some of the barriers to children and young people travelling independently revolved around concerns for personal safety. As bike hangars lead to a modal shift towards cycling over time, there will be fewer vehicles on the road and therefore reduced road danger.</p> <p>Older people, who have higher instances of disabling conditions, such as mobility impairment, deafness or blindness, will benefit from reduced traffic and road danger in the areas where there are more cyclists as a result of bike hangars and fewer car users. Those older people who are able to increase their active travel will see benefits to their mobility and health.</p> <p>Air pollution from cars has a significant impact on younger people who are closer to the car exhaust level and who have lungs that are still developing. A growing body of research demonstrates that this impact can result in significant health complications later in life impacting on their life expectancy and quality of life. Further, air pollution exposure can be a contributory factor in the course of illness and death in people with acute respiratory conditions. Older adults are also known to be particularly sensitive to air pollution.</p>	<p>Positive: Children who cycle at young age are more likely to continue cycling later in life.</p> <p>Reduced road danger should encourage higher levels of independent travel for children and young people, which is crucial to healthy child development.</p>
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<p>Disability (include carers)</p>	<p>Positive and Negative</p>	<p>Positive: Research has shown that one of the main reasons that disabled people do not cycle more is due to inaccessible infrastructure, even though 75% of disabled cyclists report that they find cycling easier than walking (Source: Assessing the needs and experiences of disabled cyclists 2018). As bike hangars lead to a modal shift towards cycling over time, there will be fewer vehicles on the road and therefore reduced road danger for disabled cyclists and everyone.</p> <p>Those with cognitive disabilities could benefit from reduced levels of noise pollution from motor vehicles as over time, bike hangars will enable a modal shift from cars towards cycling and there will be fewer motorised vehicles on the road.</p> <p>Negative: Some disabled residents may rely on private cars for their local trips and so may be inconvenienced by a reduction in car parking spaces near their home. As referenced in the resident profile section, data indicates that private cars are just one means of travel for disabled residents and therefore should be considered on balance with the benefits provided by bike hangars.</p>	<p>Positive: The council funds Pedal Power sessions for all-ability cycling, enabling people with a range of disabilities to experience safe cycling at the Emirates and Finsbury Park.</p> <p>Negative: Bike hangars will not be located in place of existing disabled car parking bay or where there is a pending application for a bay. If a request for a disabled parking bay is approved by the council's Parking Team, bike hangars can be relocated to another accessible location on the public highway, as they are not permanent structures.</p>
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Characteristic or group	Positive/ Neutral/ Negative	What are the positive and/or negative impacts?	How will potential benefits be enhanced or negative impacts be eliminated or reduced?
		<p>Some disabled residents may rely on carers and family members for their local trips and so may be inconvenienced by a reduction in car parking spaces near their home. Some disabled residents may be classed as clinically extremely vulnerable and may be shielding and therefore rely on deliveries for accessing food and essential suppliers. The disabled residents and delivery companies may be inconvenienced by a reduction in car parking spaces near the delivery address.</p> <p>Bike hangars are designed for upright cyclists and therefore could be perceived as non-inclusive to recumbent or hand-powered cyclists.</p>	<p>Where concerns have been raised, bike hangars will not be located in bays which do not have parking spaces on either side.</p> <p>The council will monitor the demand for a bike hangar space for non-standard cycles and explore the availability and feasibility of installing bike hangars that can accommodate them.</p>

Characteristic or group	Positive/ Neutral/ Negative	What are the positive and/or negative impacts?	How will potential benefits be enhanced or negative impacts be eliminated or reduced?
Race or ethnicity	Positive	<p>Positive:</p> <p>The highest cycling potential is from key groups, such as people from diverse ethnic backgrounds. The provision of bike hangars will empower more cycling among people in this group who are underrepresented amongst people who cycle for transport and exercise. This is because security concerns are a major barrier for cycling. As bike hangars address this barrier, the provision of secure cycle parking facilities will encourage people from all backgrounds, including diverse ethnic backgrounds, to cycle.</p>	<p>Positive:</p> <p>With the added benefit of several new Low Traffic Neighbourhoods, School Streets and cycle lanes, the council considers people from diverse ethnic backgrounds will be more empowered to cycle.</p>
Religion or belief (include no faith)	Neutral	No specific impacts identified.	n/a

Characteristic or group	Positive/ Neutral/ Negative	What are the positive and/or negative impacts?	How will potential benefits be enhanced or negative impacts be eliminated or reduced?
Gender and gender reassignment (male, female, or non-binary)	Neutral	No specific impacts identified.	n/a
Maternity or pregnancy	Positive	<p>Positive:</p> <p>The provision of bike hangars should enable pregnant women to continue cycling late into pregnancy, as using them would not require any heavy lifting or complex manoeuvring in order to secure a bike.</p> <p>Parents and carers with prams will benefit from a better walking environment and reduced traffic flows, as cycling levels increase because of the provision of bike hangars and as car use reduces.</p>	<p>Positive:</p> <p>Regular cycling brings both mental and physical health benefits, supporting a healthy pregnancy.</p> <p>Less reliance on a private car for transportation reduces the risk of collisions and therefore can help contribute towards a safe environment to bring up children and enable children to play outdoors.</p>

Characteristic or group	Positive/ Neutral/ Negative	What are the positive and/or negative impacts?	How will potential benefits be enhanced or negative impacts be eliminated or reduced?
Sex and sexual orientation	Positive	<p>Positive:</p> <p>The highest cycling potential is from key groups such as women. In London, women are less represented than men in cycling, and lack of cycle infrastructure disproportionately impacts women, attributable in part to a more risk averse attitude to mixing with traffic. As security is a major barrier for cycling and bike hangars address this barrier, the provision of secure cycle parking facilities will encourage people from all backgrounds to cycle, including women.</p>	<p>Positive:</p> <p>With the added benefit of several new Low Traffic Neighbourhoods, School Streets and cycle lanes, the council considers women will be more empowered to cycle.</p>
Marriage or civil partnership	Neutral	No specific impacts identified.	n/a

Characteristic or group	Positive/ Neutral/ Negative	What are the positive and/or negative impacts?	How will potential benefits be enhanced or negative impacts be eliminated or reduced?
<p>Other Age (e.g. elderly) (e.g. people living in poverty, looked after children, people who are homeless or refugees)</p> <p>Socio-economic status (To be treated as a Protected Characteristic under section 1 of The Equality Act 2010)</p>	<p>Positive and Negative</p>	<p>Positive: Car ownership is generally correlated to household income in London (source: Deprivation and Road Safety in London). Therefore, less affluent households are less likely to own a car and be reliant on walking, cycling and public transport. Bike hangars aim to improve conditions for non-car owners.</p> <p>Negative: Purchasing and maintaining a bicycle can be prohibitively expensive, meaning people with less disposable income may be less able to own a bike than those with more disposable income. This in turn would mean they would not have equal access to the new bike hangars or not benefit so much from the improved cycling environment.</p> <p>Renting a space in a bike hangar can also be a barrier for people with less disposable income than those with more disposable income. This would mean they would not have equal access to the new bike hangars.</p>	<p>Positive: The council's expansion of the bike hangar programme will continue to benefit even more less affluent households.</p> <p>Negative: The council has a programme to help with the affordability of maintaining and securely storing cycles. Islington's 'Try Before You Bike' scheme helps people purchase a new cycle with monthly payments (£20 for adult bikes, £10 for child bikes), with the option of returning the cycle and stopping payments if they choose to.</p> <p>The council is reviewing the subscription costs for the bike hangar scheme and will explore whether there is scope for the price to secure a space can be reduced.</p>

4. How do you plan to mitigate negative impacts?

Please provide:

- An outline of actions and the expected outcomes
- Any governance and funding which will support these actions if relevant

Negative impact	Action	Expected outcome	Governance and funding
<p>Disabled residents may rely on private cars for their local trips and so may be inconvenienced by reduced car parking spaces near their home.</p> <p>Some disabled residents may rely on carers and family members for their local trips and so may be inconvenienced by a reduction in car parking spaces near their home.</p> <p>Some disabled residents may be classed as clinically extremely vulnerable and may be shielding and therefore rely on deliveries for accessing food and essential supplies. The disabled residents and delivery companies may be inconvenienced by a reduction in car parking</p>	<p>Bike hangars will not be located in place of existing disabled car parking bay or where there is a pending application for a bay. If a request for a disabled parking bay is approved by the council's Parking Operations Team, bike hangars can be relocated to another accessible location on the public highway, as they are not permanent structures. Bike hangars will not be located in bays which do not have parking spaces on either side.</p>	<p>These actions will ensure bike hangars have minimal impact on disabled residents.</p>	<p>Transport Strategy and Active Travel to oversee relocation, working with Parking Operations Team.</p>

Please provide:

- An outline of actions and the expected outcomes
- Any governance and funding which will support these actions if relevant

spaces near the delivery address.			
Bike hangars are designed for regular two-wheeled cycles and therefore could be perceived as non-inclusive to recumbent or hand-powered cyclists and cargo bike users.	The council will monitor the demand for a bike hangar space for non-standard cycles and the availability and feasibility of installing bike hangars that can accommodate them.	This action will ensure all types of cycle users are accommodated with safe, secure cycle parking.	Transport Strategy and Active Travel to oversee.
Purchasing and maintaining a cycle can be prohibitively expensive. People with less disposable income may be less able to purchase a cycle than those with more disposable income. This in turn would mean they would not have equal access to the new bike hangars.	Although cycle hire does provide some affordable access to cycling, the pricing mechanism favours those who can afford the higher initial cost of membership that provides a reduced usage cost over the term of the membership. Promotion of Islington's 'Try Before You Bike' scheme can help people purchase a new bicycle with monthly payments (£20 for adult bikes, £10 for child bikes), with the option of returning the cycle and stopping payments if they choose to.	These actions should lead to a wider uptake of the use of cycles.	Housing, Community Development oversee elements of the cycle storage programme. Transport Strategy and Active Travel oversee public bike hangars and the 'Try Before You Bike' (TBYB) scheme. Cycle storage and TBYB are council funded
Renting a space in a bike hangar can also be a barrier for people with less disposable income	The council is reviewing the subscription costs for the bike hangar scheme and will explore whether	This action will ensure more residents with less disposable income	Transport Strategy and Active Travel to oversee.

Please provide:

- An outline of actions and the expected outcomes
- Any governance and funding which will support these actions if relevant

than those with more disposable income. This would mean they would not have equal access to the new bike hangars.	there is scope for the price to secure a space can be reduced.	will have access to bike hangars.	
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5. Please provide details of your consultation and/or engagement plans.

Please provide:

- Details of what steps you have taken or plan to take to consult or engage the whole community or specific groups affected by the proposal
- Who has been or will be consulted or engaged with
- Methods used or that will be used to engage or consult
- Key findings or feedback (if completed)

Prior to the commencement of public consultation with residents, the views of the relevant ward members were sought on the locations of the bike hangars from 8 – 15 September 2022.

A borough-wide public consultation exercise ran from Friday 28 October – Friday 18 November 2022. The consultation sought views on 119 bike hangars at 109 locations. At each of the 109 locations, a site-specific proposal letter was distributed to properties within 100m from the proposed locations. Residents and local organisations were asked to express any concerns about the proposal. Consultation responses were accepted via telephone, email and the council's consultation page hosted the consultation surveys from the survs.com platform. Feedback provided during the consultation will be considered prior to

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- Who has been or will be consulted or engaged with
- Methods used or that will be used to engage or consult
- Key findings or feedback (if completed)

the bike hangar installations and, where required, bike hangar proposals were amended, withdrawn or will be further investigated.

The Traffic Management Order was advertised in the Islington Tribune and London Gazette from Friday 28 October – 18 November 2022. The following Statutory Consultees were contacted and no objections were received:

- The National Health Service
- London Ambulance Service (LAS)
- MET Police
- London Fire Brigade
- Transport for London
- Royal Mail
- Road Haulage Association (RHA)

6. Once the proposal has been implemented, how will impacts be monitored and reviewed?

Please provide details in the table below.

Action	Responsible team or officer	Deadline
Feedback from bike hangar users (by phone, email and user survey, etc) will be monitored.	Transport Strategy and Active Travel.	Annual survey

Please send the completed EQIA to equalities@islington.gov.uk for quality checking by the Fairness and Equality Team. All Equality Impact Assessments must be attached with any report to a decision-making board and should be made publicly available on request.

This Equality Impact Assessment has been completed in accordance with the guidance and using appropriate evidence.

Member	Name	Signed	Date
Staff member completing this form	[REDACTED]	[REDACTED]	6/12/2022
Director or Head of Service	Martijn Cooijmans		06/12/22
Fairness and Equality Team	[REDACTED]	[REDACTED]	24/10/22