

Proposed change	Impact positive (P) or Negative (N)	Protected Characteristic	Impact number	Impact for customers or staff	Mitigations/recommendations/Potential opportunities	Mitigation Implementation (X)			Implementation Explanation	Residual risk	Mitigation communicated with staff		Mitigation communicated with public		Proposals for ongoing monitoring
						None	Partial	Fully			Y/N	How?	Y/N	How?	
Permanent changes to road layout at Blackheath Gate entrance to Greenwich Park (delivered via LIP)	P	All	1	This will have a positive effect for those with protected characteristics because the scheme is designed to drastically reduce the risk of eastbound drivers failing to give way to northbound cyclists. This is mitigated by introducing a priority junction with raised speed tables. This will help improve safety and the perception of safety for cyclists										See separate monitoring strategy	
ANPR operated modal filters on Kidbrooke Gardens, Birdbrook Road and Shawbrooke Road	N	Age, Disability	2	Modal filters are proposed to reduce the number of vehicles using roads where cyclists are not segregated from other traffic. These will restrict through roads available to motorists, which could mean some drivers must travel further to reach their destination, including for older and / or disabled people who are more likely to rely on private vehicles, taxis and dial a ride services. Traffic is likely to reassign onto Kidbrooke Park Road to access the A2 and A2213 (Kidbrooke Gardens filter) and Rochester Way / A205 (Birdbrook Rd / Shawbrooke Rd filters).	Implemented as an experimental traffic order, so ongoing liaison with TfL, local members and local residents will be key to understanding the impacts in more detail Access to all properties is fully maintained where filters have been proposed, including for Emergency services, licenced taxis and Dial-a-Ride services, all of which will be exempted in the ETO London Ambulance Services identified proposed width restrictions as causing difficulties for ambulances (though smaller vehicles can still pass through relatively easily) and have requested non-fixed closures at all locations. Design has been amended to provide a fixed closure with an ANPR operated modal filter which would allow ambulances to pass through, thus reducing potential response times in Kidbrooke. Emergency response times will be monitored regularly.		X		Emergency Services are being engaged during design development					Public consultation planned for March 2021; this will include an online engagement platform on Commonplace, a letter drop to properties along the frontages of the route, information on the Borough website and targeted social media posts to all those living within the postcodes the routes are passing through. Special interest groups will be reached directly via email to invite long-form responses, and to share the Commonplace link with them. Anyone who responds to the consultation on Commonplace can opt in to follow-up engagements, which we will use to reach out to stakeholders periodically through the design process.	
	P	All	3	Expected to make the roads along the cycle route quieter and safer for cyclists, vulnerable road users and local residents Quieter streets will help overcome one of the major barriers to cycling (perception of safety) and could open up cycling to new groups over the course of the trial period	Traffic and cycle counts undertaken post implementation to monitor the desired effect on flows								Public consultation planned for March 2021; this will include an online engagement platform on Commonplace, a letter drop to properties along the frontages of the route, information on the Borough website and targeted social media posts to all those living within the postcodes the routes are passing through. Special interest groups will be reached directly via email to invite long-form responses, and to share the Commonplace link with them. Anyone who responds to the consultation on Commonplace can opt in to follow-up engagements, which we will use to reach out to stakeholders periodically through the design process.		
Width restrictions on Kidbrooke Park Road to create priority pass areas	N	Age, Disability, Lower Income	4	This could have a negative effect on bus passengers if comfort levels on the bus are compromised by the creation of pinch points / priority pass areas. Reduced comfort levels could disproportionately impact those with mobility issues, older people or those with a lower income who are more likely to use public transport.	This will need to be monitored closely with the bus client team at TfL, who can obtain written feedback from bus drivers on the affected routes Following design comments, the width restrictions have been redesigned to make the vehicle movement smoother, especially for bus passengers		X		TfL Buses are being engaged during design development				Public consultation planned for March 2021; this will include an online engagement platform on Commonplace, a letter drop to properties along the frontages of the route, information on the Borough website and targeted social media posts to all those living within the postcodes the routes are passing through. Special interest groups will be reached directly via email to invite long-form responses, and to share the Commonplace link with them. Anyone who responds to the consultation on Commonplace can opt in to follow-up engagements, which we will use to reach out to stakeholders periodically through the design process.		
	P	All		Priority pass areas could have a positive impact on speed and road safety, benefiting all vulnerable road users										Public consultation planned for March 2021; this will include an online engagement platform on Commonplace, a letter drop to properties along the frontages of the route, information on the Borough website and targeted social media posts to all those living within the postcodes the routes are passing through. Special interest groups will be reached directly via email to invite long-form responses, and to share the Commonplace link with them. Anyone who responds to the consultation on Commonplace can opt in to follow-up engagements, which we will use to reach out to stakeholders periodically through the design process.	
Shared use bus boarders on Rochester Way, Kidbrooke Way and Eltham Hill at 4 separate locations	N	Age, Disability, Lower Income	5	Potential for conflict between bus boarders/alighters and cyclists. People with a disability or on lower incomes are more likely to be bus users, so they are likely to be affected the most The new layout could also be confusing and / or intimidating for older people, visually impaired, disabled or those with learning difficulties or small children who might not realise the cycle lane is at footway level, and now have to cross the cycle lane to get on and off a bus.	These have been proposed in locations with good visibility and with relatively low numbers of bus passengers so impacts should be minimal. Lining with a raised profile, coloured surfacing and tactile paving can help delineate the bus boarder area from the cycle track. These can all help visually impaired users locate this with their canes. Exact specifications will be confirmed at the detailed design process TfL is investigating whether driver announcements can be made on buses to inform customers of the new layout Bus boarders will be monitored to better understand ped/cycle interactions. Bus boarders have also been introduced on Shooters Hill Rd from Oct 2020, any lessons learned can help inform potential design adjustments as appropriate.		X						Public consultation planned for March 2021; this will include an online engagement platform on Commonplace, a letter drop to properties along the frontages of the route, information on the Borough website and targeted social media posts to all those living within the postcodes the routes are passing through. Special interest groups will be reached directly via email to invite long-form responses, and to share the Commonplace link with them. Anyone who responds to the consultation on Commonplace can opt in to follow-up engagements, which we will use to reach out to stakeholders periodically through the design process.		
Pole cones on Eltham Hill (and some additions on Rochester Way)	N	Age, Disability	6	Cycle segregation could impact on those who rely on accessible taxis or private vehicles to pick up/ drop off near their property or destination. If they are unable to be picked up/ dropped off close enough to their destination, they would need to travel further to access these services, which might put some people off travelling at all.	Cycle segregation provides protected space for cyclists, who are a vulnerable road user. Introducing segregation improves safety and the perception of safety which are major barriers to cycling. Unfortunately this will mean less places for pick-up/drop-off on sections of this route. Instead there will need to be pick ups/drop offs at designated parking bays or on side roads which might not be immediately at the destination the passenger wants to get to. Some parking bays, including blue badge bays have been retained on Eltham Hill, which provides opportunities for pick up/ drop off and for private vehicles to park.		X						Public consultation planned for March 2021; this will include an online engagement platform on Commonplace, a letter drop to properties along the frontages of the route, information on the Borough website and targeted social media posts to all those living within the postcodes the routes are passing through. Special interest groups will be reached directly via email to invite long-form responses, and to share the Commonplace link with them. Anyone who responds to the consultation on Commonplace can opt in to follow-up engagements, which we will use to reach out to stakeholders periodically through the design process.		
	P	Age, Gender, Ethnicity, Disability, Lower Income	7	Infrastructure improvements such as segregated cycle lanes, new crossings and early release facilities provide physical separation or reduced interaction between cyclists and motor traffic. Improved safety, and / or improved perception of safety is expected to encourage cycling among groups who are currently less likely to do so, including the young, the old, women, some BAME groups and disabled people, which would be a positive outcome.									Public consultation planned for March 2021; this will include an online engagement platform on Commonplace, a letter drop to properties along the frontages of the route, information on the Borough website and targeted social media posts to all those living within the postcodes the routes are passing through. Special interest groups will be reached directly via email to invite long-form responses, and to share the Commonplace link with them. Anyone who responds to the consultation on Commonplace can opt in to follow-up engagements, which we will use to reach out to stakeholders periodically through the design process.		
	N	Age, Disability	8	This will result in loss of useable kerbside. This could have an impact on the emergency services being able to access the kerb without stopping in the live traffic lane. This could impact on anyone requiring emergency medical treatment, but could disproportionately affect the old or those with a disability	Spacing of pole cones at 8m will enable emergency services to pull in against the kerb if they require emergency access, and for ambulances to deploy their ramps. This will also help other vehicles to nudge into the cycle track if required to create space for emergency vehicles to pass. Spacing will be reviewed once the scheme goes live to ensure it is not abused by private vehicles pulling into the cycle lane to park and create safety concerns.		X						Public consultation planned for March 2021; this will include an online engagement platform on Commonplace, a letter drop to properties along the frontages of the route, information on the Borough website and targeted social media posts to all those living within the postcodes the routes are passing through. Special interest groups will be reached directly via email to invite long-form responses, and to share the Commonplace link with them. Anyone who responds to the consultation on Commonplace can opt in to follow-up engagements, which we will use to reach out to stakeholders periodically through the design process.		
Bus stop bypasses on Eltham Hill at 3 separate locations	P	All	9	The existing footway is relatively narrow - moving the bus shelter onto a dedicated island creates more footway space as well as a dedicated cycle lane and a bus waiting area									Public consultation planned for March 2021; this will include an online engagement platform on Commonplace, a letter drop to properties along the frontages of the route, information on the Borough website and targeted social media posts to all those living within the postcodes the routes are passing through. Special interest groups will be reached directly via email to invite long-form responses, and to share the Commonplace link with them. Anyone who responds to the consultation on Commonplace can opt in to follow-up engagements, which we will use to reach out to stakeholders periodically through the design process.		

