

# SSA EQUALITY IMPACT AND NEEDS ANALYSIS

## [November 2024]

<b>Directorate</b>	Environment and Community Services
<b>Service Area</b>	Twickenham Riverside Development
<b>Service/policy/function being assessed</b>	Twickenham Riverside Development
<b>Which borough (s) does the service/policy apply to</b>	London Borough of Richmond upon Thames
<b>Staff involved in developing this EINA</b>	Scarlett Mackay (Assistant Consultant WSP) Marie Closier Gallagher (Senior Consultant WSP) Thomas Edwards (Associate Consultant WSP)
<b>Date approved by Directorate Equality Group (if applicable)</b>	
<b>Date approved by Policy and Review Manager</b> All EINAs must be signed off by the Policy and Review Manager	
<b>Date submitted to Directors' Board</b>	

### 1. Summary

**Please summarise the key findings of the EINA.**

#### **Twickenham Riverside**

In December 2022 full planning permission was granted for a new riverside development that will provide a new heart and centre for Twickenham Riverside. The consented redevelopment seeks to develop the site which is bound by King Street, Water Lane, Wharf Lane, and the Embankment and was previously occupied by a mixture of land uses, including retail, office, and leisure with circa associated parking spaces, which comprise a mixture of residential, business, Pay & Display, and short-stay loading, and there is an off-street car park.

The Site is accessed from Water Lane and Wharf Lane via King Street and via the Embankment from the riverside. Water Lane is a one-way southbound street which runs between King Street and the Embankment. Vehicles then egress back onto King Street via Wharf Lane, a one-way northbound street.

#### **Consented Development Summary**

The development, once fully realised will include:

- A widened Water Lane pedestrian footway, better connecting the town to the river
- Two new buildings (Water Lane and Wharf Lane) bookending the re-provided Diamond Jubilee Gardens as public open space at the centre of the scheme
- Retail, office, and food and beverage units at the ground floor level of the new buildings
- Residential homes on the upper floors, 50% of which will be affordable housing

- New open space containing native trees and areas of planting, a children’s play area with a tree house and climbing wall, pétanque pitches, terraced lawns, tiered seating, and a new event space on the river
- Removal of parking along the Embankment between Water and Wharf Lanes (except an area for servicing Eel Pie Island) in order to prioritise pedestrians and cyclists along the river
- A river activity zone, with boat storage and a pontoon

As part of this development, the surrounding highways will also be upgraded. This includes changing both Wharf Lane and Water Lane into two-way streets, and there will be improvements to the crossing facilities in the form of raised tables and tactile paving. The embankment will become a pedestrian priority public realm with high-quality landscaping improvements through trees, planters, seating, and a play area. Moreover, the construction of a shared-use cycle facility and new cycle parking infrastructure will promote active travel for all users.

### **Planning History**

The redevelopment of Twickenham Riverside is a priority for this Council and in January 2019 the Council commissioned the Royal Institute of British Architects (RIBA) to run a design competition to find an architect led design team.

- Five teams were shortlisted and invited to develop concept designs for the site.
- The design team led by Hopkins Architects were announced winners of the competition and subsequently submitted a planning application summer 2021, with WSP appointed as the transport consultants for the scheme.
- As noted, the Planning Committee granted approval for the scheme at its meeting on the 24<sup>th</sup> November 2022. With the decision notice received 21st December 2022.
- The scheme is mixed use, providing 45 housing units (including 21 affordable housing units), retail, commercial and food and beverage units. There is also a significant amount of public realm and open space being delivered as benefits of the scheme, alongside a river activity space and pontoon.

### **EINA History**

- A previous EINA (June 2021), prior to the planning application being submitted, went to the Finance, Policy and Resources Committee to support the seeking of approval for the Council to use its CPO powers to deliver the scheme.
- A second updated version of the EINA (November 2022) was provided based on the planning application design.
- This third and final version of the EINA (November 2024) builds on the EINA’s already produced, and sets out a latest review of the EINA taking into account any new developments in the scheme and consultation as well as regard to the previous EINA considerations.

### **Purpose of EINA**

- This Equalities Impact Assessment has been prepared by WSP on behalf of LBRUT and Kier, and with consideration of the previous EINA’s undertaken by LBRUT to assess the impact of the Twickenham Riverside scheme on persons who share a relevant protected characteristic.
- This assessment does this by assessing how equal access and opportunity of the characteristics listed as ‘protected characteristics’ in the Equality Act 2010 are addressed within the development itself.
- Where possible data for the Twickenham Riverside ward, in which the development site is located, has been compared to the average for the London Borough of Richmond upon Thames. Detail of the data sources can be found in section 3.


## 2. Evidence gathering and engagement

### a. What evidence has been used for this assessment? For example, national data, local data via DataRich or DataWand

Evidence	Source
National Data	2021 Census Area Profile – Richmond upon Thames Local Authority
National Data	Royal National Institute of Blind People
National Data	Transport For All, 2021
National Data	English Indices of Deprivation, 2019
Local Data	GLA, 2020
Local Data	TfL (2011, 2019 & 2023)
Local Data	London Assembly, 2022
Local Data	DWP, 2023
Local Data	ONS, 2020
Local Data	LBR Refugee Services Team data, 2023
Local Data	AfC Schools Data, 2023
Local Data	Marmot Indicators - ONS 2018 - 2020

### b. Who have you engaged and consulted with as part of your assessment?

Individuals/Groups	Consultation/Engagement results	What changed as a result of the consultation
Twickenham Riverside Trust	Access and use of the Jubilee Diamond Gardens	New design proposals for the gardens and the Embankment
Eel Pie Island	Access and use of the Embankment and Water Lane area in proximity of the pedestrian bridge providing access to the island	New design proposals for highway access and circulation, restricted use of the Embankment by vehicles
1-21 Water Lane	Access via Water Lane	Water Lane becomes two-way
5-33 King Street	Access to service road and loading via Embankment and Wharf Lane	Restricted access to Embankment and via Wharf Lane changes to service road and Wharf Lane layout
35-59 King Street	Access to private car park from Wharf Lane	New routing in/out of Wharf Lane
Church Street Traders	Access to Church Street and deliveries	Vehicle access and circulation, parking suspension

Port of London Authority	Access to riverfront	Vehicle access and circulation
Environmental Agency	N/A	Vehicle access and circulation

**Summary:**

As outlined above, this is an updated version of a previous EINA.

Throughout the design process there have been periods of engagement with residents and stakeholder groups as identified above. While these periods of engagement were on the design, not the preparation of this assessment, they aimed to reach a wide group of local residents and will have include individuals with protected characteristics. Analysis of the engagement feedback helped inform the design of the scheme.

Council officers from other Council departments were engaged with when preparing this assessment, for example Adults Social Care and Highways.

**3. Analysis of need**

**Potential impact on this group of residents and actions taken to mitigate impact and advance equality, diversity and inclusion**

Protected group	Findings
Age	

ONS Census 2021		
Geography	Richmond upon Thames	
Measures	Value	Percent
Age		
Total: All residents	195,278	100.0
Aged 4 years and under	11,103	5.7
Aged 5 to 9 years	12,813	6.6
Aged 10 to 15 years	15,531	8.0
Aged 16 to 19 years	7,849	4.0
Aged 20 to 24 years	8,229	4.2
Aged 25 to 34 years	22,049	11.3
Aged 35 to 49 years	46,948	24.0
Aged 50 to 64 years	39,309	20.1
Aged 65 to 74 years	17,084	8.7
Aged 75 to 84 years	10,222	5.2
Aged 85 years and over	4,141	2.1

Figures show that the Richmond population is represented the most in the age group of 35 to 49 years (24%), followed by 50 to 64 years (20.1%). The least represented is 85 years and over (2.1%), followed by 16 to 19 years (4%).

Research by TfL has found that walking is the most frequently used mode of transport by older Londoners aged 65 and over, with 87% walking at least once a week, and 65% travelling by bus at least once a week<sup>1</sup>. Fifty-one per cent of weekday journeys made by Londoners aged 65 and over are for shopping/personal business, while 30% are for leisure purposes. Similarly, walking is the most commonly used mode by younger Londoners, with 97% aged 24 and under walking at least once a week.

With regards to road safety, per thousand people, young adults aged between 16 and 30 are more frequently killed or seriously injured, and slightly injured, than any other age group<sup>2</sup>.

Noting that 47% of journeys made by Londoners under the age of 25 are for education, a number of educational facilities are located within a 15-minute walk of the proposal area:

- Orleans Park School
- St Catherines School
- St Richard Reynolds Catholic School
- St Mary's Primary School
- Riverside Nursey Schools
- St Marys C of E School
- Twickenham Primary Academy

<sup>1</sup> <https://content.tfl.gov.uk/travel-in-london-understanding-our-diverse-communities-2019.pdf>

<sup>2</sup> <https://content.tfl.gov.uk/inequalities-in-road-danger-in-london-2017-2021.pdf>

	<ul style="list-style-type: none"> <li>• WestWay School of Performing Arts</li> <li>• Chestnuts Nursery and Pre-School</li> <li>• Orleans Primary School</li> </ul> <p>In addition to educational facilities, other age-related facilities include healthcare and pharmacies (see Disability) as well as residential homes for older people, including:</p> <ul style="list-style-type: none"> <li>• Roy Kinnear Gouse</li> <li>• Nightingale House</li> <li>• Gifford Lodge</li> </ul>												
<p><b>Disability</b></p>	<table border="1" data-bbox="459 667 1528 1032"> <thead> <tr> <th colspan="2" data-bbox="459 667 1528 712">ONS Census 2021</th> </tr> <tr> <th data-bbox="459 712 992 757">Self-described category</th> <th data-bbox="992 712 1528 757">Richmond upon Thames (%)</th> </tr> </thead> <tbody> <tr> <td data-bbox="459 757 992 790">Day-to-day activities limited a lot</td> <td data-bbox="992 757 1528 790">4.5</td> </tr> <tr> <td data-bbox="459 790 992 831">Day-to-day activities limited a little</td> <td data-bbox="992 790 1528 831">7.6</td> </tr> <tr> <td data-bbox="459 831 992 909">Has long term condition but not limited</td> <td data-bbox="992 831 1528 909">6.9</td> </tr> <tr> <td data-bbox="459 909 992 949">No long-term conditions</td> <td data-bbox="992 909 1528 949">81.1</td> </tr> </tbody> </table> <p>Figures identify that 4.5% of the borough indicated that they have a long-term condition, which limits their day-to-day activities a lot.</p> <p>Approximately one in ten individuals are estimated to be neurodivergent in Greater London (equating to approximately 900,000), and one-tenth of those are possibly autistic<sup>3</sup>. Further to this, there are over 2 million people in the UK living with sight loss<sup>4</sup> and the Royal Institute for Blind People (RNIB) report that walking is the main mode of travel for blind and partially sighted people, many of whom will have fewer transport options available to them than others<sup>5</sup>. Walking/wheeling is the main mode of travel for disabled Londoners, with 78% reporting they walk at least once a week. However, 65% of disabled Londoners consider the condition of the pavements to be a barrier to walking more frequently<sup>6</sup>.</p> <p>As above, it is also important to acknowledge the intersectionality with disability and other protected characteristics such as age, with 52% of those aged 65 and over in London are disabled compared with only 9% under 64<sup>7</sup>.</p>	ONS Census 2021		Self-described category	Richmond upon Thames (%)	Day-to-day activities limited a lot	4.5	Day-to-day activities limited a little	7.6	Has long term condition but not limited	6.9	No long-term conditions	81.1
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<sup>3</sup> <https://www.london.gov.uk/who-we-are/what-london-assembly-does/questions-mayor/find-an-answer/neurodiversity-london>

<sup>4</sup> <https://www.rnib.org.uk/professionals/health-social-care-education-professionals/knowledge-and-research-hub/key-information-and-statistics-on-sight-loss-in-the-uk/>

<sup>5</sup> <https://www.rnib.org.uk/professionals/health-social-care-education-professionals/knowledge-and-research-hub/reports-and-insight/travel-transport-and-mobility/>

<sup>6</sup> <https://www.transportforall.org.uk/campaigns-and-research/pave-the-way/>

<sup>7</sup> <https://www.ageuk.org.uk/london/about-us/media-centre/facts-and-figures/>

	<p>Healthcare facilities and pharmacies offer services which are likely to be used by members of this protected characteristic, with a number within a 15-minute walk. These include:</p> <ul style="list-style-type: none"> <li>• London Doctors Clinic Private GP</li> <li>• Oaklane Medical Centre</li> <li>• The York Medical Practice</li> <li>• The Green Surgery</li> <li>• Boots Pharmacy, King Street</li> <li>• Goode Pharmacy</li> <li>• Day Lewis Pharmacy</li> <li>• Twickenham Pharmacy</li> </ul>																					
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<p><b>Gender reassignment</b></p>	<p>The 2021 Census recorded that 93.98% of the population identify as the same gender as their sex registered at birth, 0.15% identify as a different gender as their sex registered at birth, 0.09% are trans women, 0.07% are trans men, 0.04% are nonbinary, 0.05% are 'All other gender identities' and 5.63% abstained from answering the questions.</p>																					
<p><b>Marriage and civil partnership</b></p>	<p>This data shows that the majority of residents in Richmond upon Thames are either married or in a registered civil partnership. This is followed by 35.9% of the population who have never married or never registered in a civil partnership.</p>																					

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**(to be treated as a protected characteristic under Section 1 of the Equality Act 2010)**

**Include the following groups:**

- **Deprivation (measured by the 2019 English Indices of Deprivation)**
- **Low-income groups & employment**
- **Carers**
- **Care experienced people**
- **Single parents**
- **Health inequalities**
- **Refugee status**

The English Indices of Deprivation 2019, the most up-to-date statistics, rank each small area (Lower Super Output Area) in England from most deprived to least deprived, with 1 being the most and 10 being the least. Income, employment, education, health, crime, barriers to housing and services and living environment are the seven domains of deprivation.

Between 2015 and 2019 Richmond was within the 10% least deprived Local Authorities in England and was the least deprived London Borough. The borough ranks amongst the least deprived third of LAs in England for five of the seven deprivation domains (Barriers to Housing & Services; Education, Skills & Training; Employment; Health Deprivation & Disability; Income) and is the least deprived in England for Education, Skills and Training.

**Low-income groups & employment – DWP 2023**

Measures	Richmond population (%)	London population (%)
People on Universal Credit	7.9	16.2
People claiming out of work benefits	2.3	5

Richmond has a considerably lower percentage of residents claiming Universal Credit or out of work benefits compared to London.

**Income and Poverty – DWP and ONS**

Measures	Richmond population (%)	London population (%)
Households living in fuel poverty (2020)	8	Not available
Children living in families with Relative Low Income (2021/22)	5.1	15

**Occupation (Carers) – ONS Census 2021**

7.2% of the borough’s population were providing unpaid care and 2.8% were providing more than 20 hours of care a week. Over 3000 carers are registered with the Richmond Carers Centre.

**Households – ONS Census 2021**

Measures	Value
Total: Out of married or civil partnership couples, cohabiting couple family, lone parent family and other single-family household in RuT	45,922
Lone parent family	7,078

**Health Inequalities – ONS Marmot indicators**

<b>Measures</b>	<b>Richmond upon Thams (years)</b>	<b>England (years)</b>
Inequality in life expectancy at birth – females (2018 – 20)	1.2	5.4
Inequality in life expectancy at birth – males (2018 – 20)	5.3	7.5
The figures above outline that Richmond has a lower inequality in life expectancy at birth compared to London for both females and males.		
<b>Measures</b>	<b>Richmond upon Thams (years)</b>	<b>England (years)</b>
Life expectancy at birth in least deprived decile – females (2018 – 20)	85.9	86.3
Life expectancy at birth in least deprived decile – males (2018 – 20)	84.3	83.2
Life expectancy at birth in most deprived decile – females (2018 – 20)	83.4	78.3
Life expectancy at birth in most deprived decile – males (2018 – 20)	77.2	73.5
<p>The figures above show that Richmond has a higher life expectancy in both its least and most deprived deciles compared to England, for both female and male residents. In addition, the most deprived deciles had a lower life expectancy, compared to higher deciles in Richmond for both male and female.</p> <p>Life expectancy interconnects with people’s socio-economic situations. Characteristically, lower decile people will live shorter lives as they are subject to greater health inequalities. Among other factors, inequalities range from a lack of access to quality health services, the wider environments such as poor-quality housing, work settings, education, or access to green space, and behavioural risks to health such as drinking, smoking, physical inactivity, or poor diet. In turn, these inequalities can lead to long term health conditions and mental illness.</p> <p>Refugees or migrants can be exposed to greater health challenges from severe health inequalities. This is worsened as they tend to use fewer health services compared to that of the local populations.</p>		
<b>LBR Refugee Services Team data – 2023</b>		
<b>AfC Schools Data – 2023</b>		
<b>Geography</b>	<b>Richmond upon Thames (%)</b>	

	<b>Scheme</b>	<b>Value</b>
	Syrian Resettlement scheme (2015 – October 2023)	32
	Afghan Resettlement scheme (2021 – October 2023)	19
	Homes for Ukraine scheme (2022 – November 2023)	975
	Unaccompanied Asylum – seeking children	26
	Hong Kong BNO scheme	No exact data available, however proxy data shows 696 primary and secondary pupils are from Hong Kong. Further, 985 people indicated there were born in Hong Kong in the 2021 Census.

**Data gaps**

<b>Data gap(s)</b>	<b>How will this be addressed?</b>
No data gaps identified	

**4. Impact**

<b>Protected group</b>	<b>Positive</b>	<b>Negative</b>
<b>Age</b>	<p>The development proposes to reallocate parking bays and defunct space to pedestrians, by creating a pleasant public realm environment adjacent to the Embankment. The proposals to repave the footways and shared surfaces, using high quality, resistant and durable materials, will reduce trip hazards and create a better walking environment overall. Repaving the raised tables at the Water Lane and Wharf Lane junction with King Street reinforces pedestrian priority and provides a safe, smooth surface to cross. Given that walking is the most frequently used mode of transport by Londoners aged 65 and over as well as those under 24 years, it is likely that these improvements will benefit these groups.</p>	<p>The highway changes, with Water Lane and Wharf Lane becoming two-way traffic, may be confusing for elderly road users. It is important that advance notice is in place to warn road users of the changes taking place. The Council will also be changing the movement of traffic through the site, and while this has the benefit of opening up the riverside and prioritising pedestrians, this may have some disruption to local businesses who will have to adapt to a new highways system. Residents and businesses have and will continue to be consulted on changes as the traffic management order is progressed.</p> <p>It is important to ensure that position of trees and planters does not obstruct the footways, as this could affect access</p>

	<p>The addition of benches and trees throughout the area and along the Embankment will provide shade and places to rest. This is important for elderly people in particular who may have limited mobility and stamina, as well as those travelling with young children.</p> <p>Moreover, the installation of new blue badge bays on both Access Road and Water Lane may improve access to the area for elderly drivers and passengers who may have mobility issues.</p> <p>The scheme will aim to have a draw for all ages and improve the local offer for social and physical activities.</p> <p>There will be a new and improved play area for children and young people with sensory equipment and updated play equipment.</p> <p>The Council is proposing a river activity zone with boat storage for paddle boards and kayaks and a new pontoon to improve access to the river. This will have a positive impact on all ages as it offers the opportunity to get active.</p> <p>The site will be accessible from 3 corners and via all main routes for residents with mobility issues, wheelchair users and those pushing prams. The buildings will be accessible to align with policy.</p> <p>Housing units will include 5 flats that can be modified for those with physical disabilities and will</p>	<p>for elderly pedestrians with mobility issues.</p> <p>The shared footpaths along the Embankment could prove problematic, as shared space can increase risk of collision with cyclists. This is a potential risk for elderly people who may have mobility issues or visual impairments, as it can be harder to look out for and avoid cyclists. It is important that there is appropriate signage to inform pedestrians that the footway is a shared use path. This risk is mitigated, however, as this is not a through route and therefore the speed and volume of cyclists likely to remain low.</p> <p>The construction period will require footway closures. It is essential that diversions are accessible for all ages, including for those with mobility issues, pushchairs, and wheelchair users. Additionally, the changes will need to be communicated well with the public and include a well thought out construction plan. However, given that the route is not a through route is it unlikely that this will pose a serious issue.</p> <p>More broadly, the redevelopment of Twickenham Riverside may result in temporary disruption for local residents and businesses during construction, particularly those neighbouring the site. The construction will have to be carefully phased and managed to try and minimise disruption and the Lead Contractor carrying out the works will commit to careful management in accordance with agreed and consented approaches as set out in construction documents.</p>
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	<p>include family units, though policy focus in a town centre location will be for smaller units.</p> <p>The addition of the play area also provides a space for young people within the public realm, creating an inviting and inclusive environment.</p>	
<p><b>Disability</b></p>	<p>As above, the development proposes to reallocate parking bays and defunct space to pedestrians, by creating a pleasant public realm environment adjacent to the Embankment. The plan to repave footways and shared surfaces, using high quality, resistant and durable materials, will reduce trip hazards and create a better walking environment. Repaving the raised tables at the Water Lane and Wharf Lane junction with King Street reinforces pedestrian priority and provides a safe, smooth surface to cross.</p> <p>12% of the Richmond upon Thames population have a condition that impacts their day-to-day activities. With walking/wheeling being the most common mode of travel for disabled Londoners, the proposals to improve the pedestrian environment are likely to benefit this group.</p> <p>For those with mobility issues, the addition of new benches and trees throughout the area and along the Embankment will provide shade and places for rest. This creates a more inviting space for all, particularly those with limited mobility and stamina who may require places to rest. These improvements, along with new lighting upgrades, should improve the public realm regarding perceptions of safety. This is especially important given that safety concerns can impact</p>	<p>The shared footpaths along the Embankment could prove problematic, as shared space can increase risk of collision with cyclists. This is a potential risk for some disabled users who may have mobility issues or visual impairments, as it can be harder to look out for and avoid cyclists. Appropriate signage to inform pedestrians that the footway is a shared use path and to encourage safe cycling can mitigate this risk. Further to this, given this is not a through route, the speed and volume of cyclists are likely to remain low, therefore minimising risk of conflict.</p> <p>The highway changes, with Water Lane and Wharf Lane becoming two-way traffic, may be confusing for disabled users, especially those who are neurodiverse and/or visually impaired. It is important that advance notice is in place to warn road users of the changes taking place.</p> <p>The variation in surface materials along the Embankment also poses a risk of confusing disabled users where there is the same-coloured paving on the footway and the carriageway, especially those who are visually impaired or neurodivergent. Similarly, uneven surfacing materials could be a comfort issues for those with chronic pain.</p> <p>The Diamond Jubilee Gardens has pétanque courts which are predominately used by older residents,</p>

	<p>travel choices for people with disabilities.</p> <p>In addition, the installation of new blue badge bays on both Access Road and Water Lane is likely to improve access to the area for disabled drivers and passengers who may rely on a private vehicle for transport.</p>	<p>while the courts are suggested to be re-provided in the new scheme there will be a period during construction when there are unlikely to be courts available. This will have a short-term negative affect on the current users and short-term re-provision may need to be sought. It should be noted that the University of the Third Age who were using the petanque pitches have moved to a different site, and so this will be a lesser impact on users.</p> <p>The Diamond Jubilee Gardens also has a children’s play area. Again, while it will be re-provided in the new scheme during construction there will be a period when this area is unavailable. This may have a short-term negative affect on current users, including a local nursery that uses it, though there are other play facilities in the local area including a sandpit less than 250m from the site.</p> <p>It is important to ensure that position of trees and planters does not obstruct the footways, as this could affect access for disabled pedestrians with mobility issues or visual impairments.</p> <p>The construction period is likely to require road closures, which may be confusing and unsettling for disabled users, especially those who are neurodiverse and/or visually impaired. It is essential that diversions are accessible for all mobility levels, including for those with mobility aids. Additionally, the changes will need to be communicated well with the public and include a well thought out construction plan. However, given that the route is not a through route is it unlikely that this will pose a serious issue.</p>
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<p><b>Sex</b></p>	<p>Women make up over half the population in Richmond upon Thames, yet cycling uptake is significantly lower amongst women compared to men. Providing new cycle infrastructure, with Sheffield cycle stands and a shared use path along the Embankment may help to increase uptake amongst women.</p> <p>The addition of new benches, trees, and planting throughout the area and along the Embankment will provide shade and places for rest, which can improve access and inclusion to the area. These improvements, along with new lighting upgrades, will likely improve the public realm regarding perceptions of safety. This is especially important given that safety concerns can impact travel choices for women and girls especially.</p> <p>The scheme will aim to improve the public realm, lighting and increase all day passive surveillance (residential units will offer some level of surveillance at night and increased footfall during the day). The scheme will help Twickenham Riverside benefit from enhanced natural surveillance through an open design. In turn this is likely to increase pedestrian footfall to help improve perceptions of safety.</p> <p>The creation of safer spaces is known to be a particular concern for women and girls and was raised when engaging with young people during the consultation.</p>	<p>The provision of new trees and planters could reduce natural lighting and block artificial lighting during darkness. This could create dark spots, hiding spots, or entrapment points, posing a safety issue and increasing perceptions of fear. It is important that overhead vegetation is maintained, and that lighting is multilayered to ensure women feel safe in public spaces.</p> <p>During the construction period it is recommended that sufficient lighting levels should be considered to account for any blind spots or entrapment points within the site, such as in the Diamond Jubilee Gardens. This is because some groups are at more risk of hate crimes than others because of their sex, and such measures could help to deter anti-social behaviour.</p>
<p><b>Gender reassignment</b></p>	<p>The overall improvements to the public realm are likely to be felt by all users, regardless of gender reassignment.</p>	<p>During the construction period it is recommended that sufficient lighting levels should be considered to account for any blind spots or entrapment points within the site, such as in the Diamond Jubilee Gardens. This is because some groups are at more risk of hate crimes than others because of</p>



		their gender reassignment, and such measures could help to deter anti-social behaviour.
<b>Marriage and civil partnership</b>	The overall improvements to the public realm are likely to be felt by all users, regardless of their marital or civil partnership status.	There is no data suggesting negative impacts specific to marital or civil partnership as a protected characteristic.
<b>Pregnancy and maternity</b>	<p>The provision of new benches throughout the site, providing a space to rest, is likely to benefit pregnant women and/or those caring for young children. This also offers a space for breastfeeding, creating an inclusive environment. The addition of the play area also provides a space for mothers to spend time with their children, further creating an inviting and inclusive environment.</p> <p>The public realm will have accessible routes which will help those with prams and young children. There will also be a children's play area and seating will be spread across the open space. Parents and carers play an enabling role in assisting and supervising young children's use of open space, the scheme is looking to provide a new play area and there will be opportunities for play in other areas of the site.</p>	<p>During the construction period the temporary lack of play space on the site may have a negative impact on parents and young children, but the proximity to other play spaces should mitigate any effects.</p> <p>During the construction period there is likely to be an increase in noise pollution, which could have a negative impact on new parents and/or pregnant women who live in the immediate area are possibly more likely to be present at home. The construction management plan which forms a live document throughout the construction phases will look to minimise disruption.</p>
<b>Race/ethnicity</b>	<p>Nearly 20% of the borough identify as BAME and will likely experience benefits from the improvements to active travel. Given that ethnic minorities are underrepresented in cycling, the new Sheffield stands are likely to promote this mode of travel. Similarly, the shared use path on the proposed shared use path on The Embankment will encourage cycling as it improves safety, which is cited as a limited factor to uptake.</p> <p>BAME users will also likely experience benefits from the improvements to the pedestrian environment; despite it</p>	During the construction period it is recommended that sufficient lighting levels should be considered to account for any blind spots or entrapment points within the site, such as in the Diamond Jubilee Gardens. This is because some groups are at more risk of hate crimes than others because of their race/ethnicity, and such measures could help to deter anti-social behaviour.

	<p>being the most commonly used type of transport by BAME Londoners, people of these background are currently underrepresenting in walking compared to people of white backgrounds. The footway resurfacing at the raised tables, the new tactile paving at crossings, and the pedestrianisation of the embankment will all create a safer environment and encourage walking as a mode of transport.</p> <p>Given that community safety and perceptions of safety is of particular concern for BAME Londoners, the improvements to the public realm will likely benefit members of this protected characteristic through lighting upgrades and an increase in all day passive surveillance (residential units will offer some level of surveillance at night and increased footfall during the day). The scheme will help Twickenham Riverside benefit from enhanced natural surveillance through an open design. In turn this is likely to increase pedestrian footfall to help improve perceptions of safety.</p>	
<p><b>Religion and belief, including non belief</b></p>	<p>The overall improvements to the public realm are likely to be felt by all users, regardless of their religious belief.</p>	<p>During the construction period there is likely to be an increase in noise pollution. It is possible that some women belonging to different religious groups are more likely to be at home during the day and therefore those that live in the immediate vicinity of the site might be disproportionately affected by the noise. The construction management plan will look to minimise disruption.</p>
<p><b>Sexual orientation</b></p>	<p>The overall improvements to the public realm are likely to be felt by all users, regardless of their sexual orientation.</p>	<p>During the construction period it is recommended that sufficient lighting levels should be considered to account for any blind spots or entrapment points within the site, such as in the Diamond Jubilee Gardens. This is because some groups are at more risk</p>

		of hate crimes than others because of their sexual orientation, and such measures could help to deter anti-social behaviour.
<p><b>Socio-economic status (to be treated as a protected characteristic under Section 1 of the Equality Act 2010)</b>  <b>Include the following groups:</b></p> <ul style="list-style-type: none"> <li>• <b>Deprivation (measured by the 2019 English Indices of Deprivation)</b></li> <li>• <b>Low-income groups &amp; employment</b></li> <li>• <b>Carers</b></li> <li>• <b>Care experienced people</b></li> <li>• <b>Single parents</b></li> <li>• <b>Health inequalities</b></li> <li>• <b>Refugee status</b></li> </ul>	<p>It is assumed that different socio-economic groups would benefit from the improved public realm and highway upgrades. These improvements are expected to have a positive impact on travel choice encouraging more people to walk and cycle. This is particularly beneficial if people have tight timeframes going between jobs or activities. Further, cycling or walking is typically more reliable and an affordable option when compared to that of a private vehicle or some forms of public transportation. Data shows that low-income households are well represented in walking but underrepresented in cycling (Travel in London Annual Overview, 2023). The improvements to the cycle facilities and infrastructure are expected to encourage more cycling and walking in the borough which is likely to be of benefit to low-income families.</p>	<p>There are no negative impacts anticipated at this stage.</p>

**5. Actions to advance equality, diversity and inclusion**

Guidance

*Put in this table actions you have identified that will be included in your strategy/policy and supporting action plan or mitigating actions you have identified that need to be undertaken.*

*Include how the impact of actions will be measured for example if you resolve to make a service more accessible for older residents say what your current baseline is and what target you want to achieve.*

*These actions will be tracked by your Directorate Equality Group who record all actions on their EINA tracker. As well as sending the final version of this EINA to the Policy & Review Team, please send it to your [Directorate Equality Group](#) and ensure they are updated on the progress of your EINA actions.*

Action	Lead Officer	Deadline
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<p>If, during implementation of this scheme, a detrimental impact emerges that it was not possible to predict at the time of conducting this assessment, this to be reported to the decision maker, to enable the decision maker to give due regard to equality before proceeding further. Particular focus should be paid to the success of the shared use.</p>	<p>LBRUT Programme Management team to advise on relevant department, subject to any issue that arose.</p>	<p>Ongoing</p>
<p>As noted in the previous development EINA (2022), it was noted that it was not intended that the EINA will need to be updated again and that equalities will continue to be considered as the project develops. Notwithstanding this, in the interests of robustness, this latest EINA (2024) has been prepared which provides an update, and should be read alongside the EINA 2022, both of which are relevant to ongoing consultation and consideration of the various existing and future stakeholder in the Twickenham Riverside Development.</p>	<p>n/a</p>	<p>n/a</p>

## 6. Further Consultation (optional section – complete as appropriate)

### Guidance

*Is any further consultation planned? Set details out below.*

Consultation planned	Date of consultation
<p><b>Consultation Summary</b></p> <p>Over the years there have been several consultations held on the future of Twickenham Riverside. During the Design Competition (2019) there was a period of engagement with residents, including a questionnaire, and in January 2021 a period of consultation was held on the developed design. Feedback from both has helped informed the design.</p> <p>Further information on previous periods of engagement can be found here. The Council has also carried out engagement with local stakeholders throughout design development as detailed in the community engagement statement submitted to the Local Planning Authority. There have also been a periods of consultation as part of the planning process.</p> <p>Changes to the CPZ were also consulted on and reported to Committee.</p> <p>In terms of future consultation, consultation will continue to be undertaken with various relevant stakeholder groups where required through the construction process and will be managed by the Lead Contractor in cohesion with the LBRUT as the client.</p>	<p>Ongoing</p>