

TRANSPORT FOR LONDON

ENVIRONMENT, CORPORATE AND PLANNING PANEL

**SUBJECT: MANAGING THE EQUALITY IMPLICATIONS OF THE SPENDING REVIEW**

**DATE: 6 OCTOBER 2010**

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**1 PURPOSE**

1.1 This paper informs the Panel of TfL's preparations for assessing the potential equality impacts of the Government's Spending Review and to advise Panel Members of the measures TfL is taking to comply with the requirements of equality legislation.

**2 BACKGROUND**

2.1 The outcomes of the Spending Review are due to be presented to Parliament on 20 October 2010. This is likely to mean a reduction in the level of grant received by TfL from the Department for Transport.

2.2 Under current equality legislation, TfL is required to carry out equality impact assessments on significant changes to policy, services or strategies that will have an effect on customers and members of staff. This requirement is set out in the public sector duties found in that legislation. In addition to these, and in line with GLA policy, TfL also takes into account the potential impact on other groups, including faith groups, lesbian, gay, bisexual and transgendered (LGBT) groups, older and younger people and those on low incomes.

2.3 In August 2010, the Fawcett Society<sup>1</sup> filed a claim with the High Court seeking a Judicial Review of the Government's recent emergency budget. The claim provides that under equality laws, the Government should have assessed whether its budget proposals would increase or reduce inequality between women and men. As yet, there has been no decision by the High Court.

2.4 TfL, mindful of its responsibilities under equality legislation and the GLA Act 1999, will ensure that the decisions it takes will be equality impact assessed and where practicable and reasonable, mitigations will be developed to minimise their impact.

2.5 This paper focuses on the process TfL has in place and the support the Group Human Resources team will provide.

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<sup>1</sup> The Fawcett Society is the UK's leading campaign for equality between the sexes and can trace its routes back to the 19<sup>th</sup> century and the suffragette movement.

**3 TFL’S EQUALITY IMPACT ASSESSMENT PROCESS**

- 3.1 An equality impact assessment (EQIA) is carried out by managers responsible for the development of a policy or strategy or service proposal. It is done to help them understand how their decisions may impact on certain groups differently. It is an exercise to test thinking and assumptions and to build in best practice at the design stage of a project. As such, it has been built in as a requirement in TfL’s project management processes.
- 3.2 Initial EQIA Screenings are carried out and then revisited at the following stages:

<b>Engineering projects</b>	<b>All other projects, policy and strategy</b>
Feasibility stage	Draft stage
Design stage	Final stage
Detailed design stage	

- 3.3 Once completed, EQIAs are quality checked by the Group Human Resources team and a register is updated on TfL’s intranet.
- 3.4 Full impact assessments have been completed on a number of major projects and will be completed as part of the review of services once the outcome of the SSR is understood.
- 3.5 In preparation, TfL has also carried out a high level assessment of the likely impact of the Spending Review on the outcomes identified in the Mayor’s Transport Strategy, and this work has taken into account the key issue of accessibility. Once TfL is made aware of the outcomes of the Spending Review, a more detailed piece of work will be completed.

**4 THE ROLE OF TFL’S INDEPENDENT DISABILITY ADVISORY GROUP AND THE EQUALITY AND INCLUSION TEAM IN ASSESSING THE IMPACT OF THE SPENDING REVIEW**

- 4.1 TfL’s Independent Disability Advisory Group (IDAG) has been established since 2006 and consists of seven disabled people who advise TfL on what it needs to do to ensure that disabled people’s access needs are taken into account when it designs and implements its services. IDAG members, led by its chair, Dr Alice Maynard, will be a key part of TfL’s assessment process.
- 4.2 The E&I team will provide expert knowledge and information to the organisation on the potential impacts of decisions and mitigations that should be considered. The E&I team will also be responsible for producing the final equality impact assessment. The E&I team is also providing support to Project Horizon<sup>2</sup>.

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<sup>2</sup> Project Horizon is a fundamental review of what TfL does and how it does it. This review of TfL structure will mould it into an organisation capable of meeting the challenges of the years ahead.

- 4.3 In preparation for the impact of the Spending Review, and Project Horizon, the E&I team has updated the EQIA process, making it more user friendly, and it is currently running a series of workshops across the organisation.
- 4.4 The E&I team will facilitate the input of IDAG members and will work with the Community and Stakeholder engagement team to ensure that interested groups are kept informed at the appropriate stage.
- 4.5 While it is inevitable that some projects will be cancelled, or modified as a result of the outcomes of the Spending Review and the subsequent reduction in the grant, TfL is well prepared to meet its obligations under equality legislation.

## **5 RECOMMENDATION**

- 5.1 The Panel is asked to NOTE this paper.

## **6 CONTACT**

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