

Equality Impact Assessment [version 2.12]



Title: <i>City Centre Corridors Project: Temple Way Bus Lane and Segregated Two-Way Cycle Path</i>	
<input type="checkbox"/> Policy <input type="checkbox"/> Strategy <input type="checkbox"/> Function <input type="checkbox"/> Service <input checked="" type="checkbox"/> Other [please state] <i>Transport project</i>	<input checked="" type="checkbox"/> New <input type="checkbox"/> Already exists / review <input type="checkbox"/> Changing
Directorate: Economy of Place	Lead Officer name: Peter Snowman
Service Area: City Transport	Lead Officer role: Project Manager

Step 1: What do we want to do?

The purpose of an Equality Impact Assessment is to assist decision makers in understanding the impact of proposals as part of their duties under the Equality Act 2010. Detailed guidance to support completion can be found here [Equality Impact Assessments \(EqIA\) \(sharepoint.com\)](#).

This assessment should be started at the beginning of the process by someone with a good knowledge of the proposal and service area, and sufficient influence over the proposal. It is good practice to take a team approach to completing the equality impact assessment. Please contact the [Equality and Inclusion Team](#) early for advice and feedback.

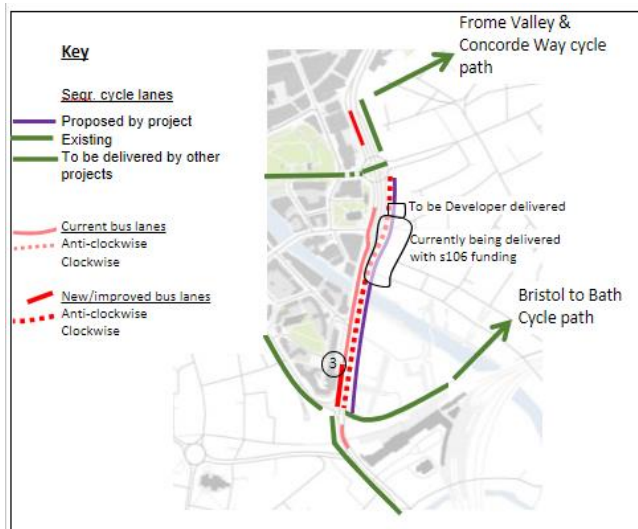
1.1 What are the aims and objectives/purpose of this proposal?

Briefly explain the purpose of the proposal and why it is needed. Describe who it is aimed at and the intended aims / outcomes. Where known also summarise the key actions you plan to undertake. Please use plain English, avoiding jargon and acronyms. Equality Impact Assessments are viewed by a wide range of people including decision-makers and the wider public.

The City Centre Strategic Corridor Project supports the aims of the adopted City Centre Development and Delivery Plan (DDP, see [Supplementary planning documents and other planning guidance \(bristol.gov.uk\)](#)). It is made up of five work packages being delivered independently. This EqIA is for the Temple Way Bus and Cycle Lane package.

The aim of the scheme is to:

- Install new stretch of northbound bus lane and new southbound bus lane
- Two-way segregated cycle route on east side of Temple Way



The scheme will provide better public transport and cycle infrastructure and support sustainable travel choices and behaviour of the Bristol population. The project is expected to start on site in October 2025 and complete in October 2026.

1.2 Who will the proposal have the potential to affect?

<input checked="" type="checkbox"/> Bristol City Council workforce	<input checked="" type="checkbox"/> Service users	<input checked="" type="checkbox"/> The wider community
<input checked="" type="checkbox"/> Commissioned services	<input checked="" type="checkbox"/> City partners / Stakeholder organisations	
Additional comments:		

1.3 Will the proposal have an equality impact?

Could the proposal affect access levels of representation or participation in a service, or does it have the potential to change e.g. quality of life: health, education, or standard of living etc.?

If 'No' explain why you are sure there will be no equality impact, then skip steps 2-4 and request review by Equality and Inclusion Team.

If 'Yes' complete the rest of this assessment, or if you plan to complete the assessment at a later stage please state this clearly here and request review by the Equality and Inclusion Team.

<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No	[please select]
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Step 2: What information do we have?

2.1 What data or evidence is there which tells us who is, or could be affected?

Please use this section to demonstrate an understanding of who could be affected by the proposal. Include general population data where appropriate, and information about people who will be affected with particular reference to protected and other relevant characteristics: [How we measure equality and diversity \(bristol.gov.uk\)](https://www.bristol.gov.uk/how-we-measure-equality-and-diversity)

Use one row for each evidence source and say which characteristic(s) it relates to. You can include a mix of qualitative and quantitative data e.g. from national or local research, available data or previous consultations and engagement activities.

Outline whether there is any over or under representation of equality groups within relevant services - don't forget to benchmark to the local population where appropriate. Links to available data and reports are here [Data, statistics and intelligence \(sharepoint.com\)](#). See also: [Bristol Open Data \(Quality of Life, Census etc.\)](#); [Joint Strategic Needs Assessment \(JSNA\)](#); [Ward Statistical Profiles](#).

For workforce / management of change proposals you will need to look at the diversity of the affected teams using available evidence such as [HR Analytics: Power BI Reports \(sharepoint.com\)](#) which shows the diversity profile of council teams and service areas. Identify any over or under-representation compared with Bristol economically active citizens for different characteristics. Additional sources of useful workforce evidence include the [Employee Staff Survey Report](#) and [Stress Risk Assessment](#)

Data / Evidence Source [Include a reference where known]	Summary of what this tells us
Bristol Ward Profile Tool Microsoft Power BI	<u>Car Availability</u> This data shows us the % of households with no car or van in each of the Wards this project is based in and the wider Bristol population average. This identifies the impact of removing allocated road space for cars/vans

Data / Evidence Source
[Include a reference where known]

Summary of what this tells us

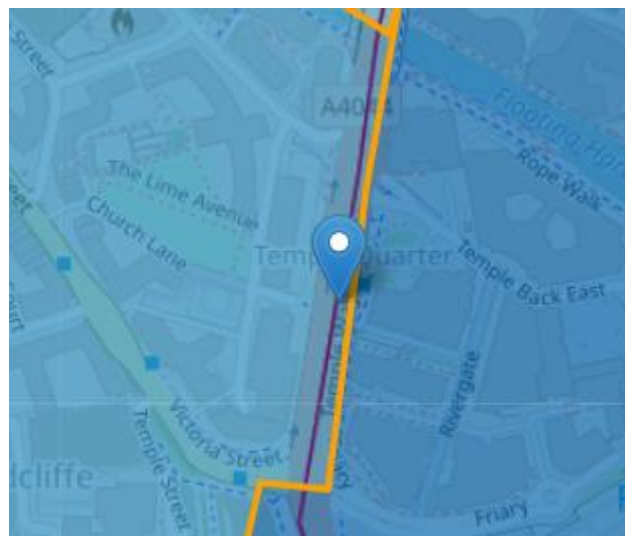
and increasing public transport, walking and cycling infrastructure that portions of the population rely on due to having no access to a car/van.

<u>Ward</u>	<u>%</u>	<u>Bristol Average</u>
Central	57.3	26.2
Lawrence Hill	47.9	

Over a quarter of the Bristol population (on average) do not have access to a car or van and are therefore reliant on alternative modes of travel, but this proportion is higher in the area affected by these plans.

Deprivation

This project is located on the border of neighbourhoods which are amongst the 30% and 20% most deprived in the UK.



The Quality of Life Survey 2023-24 shows us how different groups of people across the city engage in and feel about particular modes of transport. By analysing this data, we can better understand the impacts for the Bristol population and groups of people with protected characteristics.

In the following tables, data or proxy data (religion and age are shown across two lines) for seven protected characteristics is illustrated alongside information on carers and residents of the 10% most deprived areas. Information on a respondent's marital or maternity status is not asked.

These tables highlight issues where more reliable public transport or active travel alternatives could lead to an improvement in the quality of life for those people with protected characteristics. The summary line in each section is a comparison of these groups with the Bristol average figure.

% satisfied with the local bus services

Group	%	Bristol Average
65 years and older	52.5	37.5
10% most deprived	38.3	
female	41.5	
Black and minoritised ethnic background	41.0	
Other Religion	41.0	
Christian	46.9	
16 to 24 years	34.1	
Disabled	34.5	
All carers	37.3	
Trans	29.8	
LGB+	34.8	
Central ward	31.1	

% Transport issues stop them getting involved in their community

Group	%	Bristol Average
65 years and older	13.1	13.5
10% most deprived	16.0	
female	14.3	
Black and minoritised ethnic background	19.5	
Other Religion	21.7	
Christian	12.2	
16 to 24 years	22.4	
Disabled	26.1	
All carers	13.5	
Trans	25.3	
LGB+	20.4	

9 out of 11 groups have a higher or same percentage than the Bristol average for transport issues impacting their involvement in their community.

% for whom lack of transport options prevents them from leaving their home when they want to

Group	%	Bristol Average
65 years and older	22.3	25.1
10% most deprived	26.2	
female	24.0	
Black and minoritised ethnic background	31.1	
Other Religion	25.8	
Christian	20.9	
16 to 24 years	35.5	
Disabled	33.1	
All carers	28.1	
Trans	36.4	
LGB+	34.3	

8 out of 11 groups have a higher than Bristol average % when a lack of transport options prevents them from leaving their home.

% who feel unsafe from sexual harassment using public transport

Group	%	Bristol Average
65 years and older	3.6	8.5
10% most deprived	12.1	
female	11.6	
Black and minoritised ethnic background	8.6	
Other Religion	17.6	
Christian	6.3	
16 to 24 years	14.2	
Disabled	18.7	
All carers	12.3	
Trans	32.3	
LGB+	16.4	

This is based on 2022 data and 9 out of 10 groups feel more unsafe from sexual harassment than the Bristol average.

% who take the bus to work

Group	%	Bristol Average
65 years and older	19.9	13.2
10% most deprived	18.2	
female	14.7	
Black and minoritised ethnic background	23.3	
Other Religion	21.9	
Christian	12.8	
16 to 24 years	16.2	
Disabled	20.9	
All carers	11.2	
Trans	36.8	
LGB+	16.2	
Central ward	21.8	

10 out of 11 groups have a higher percentage who use the bus to travel to work than the Bristol average.

% Cycle or Walk to Work

Group	%	Bristol Average
65 years and older	14.6	32.0
10% most deprived	25.0	
female	33.6	
Black and minoritised ethnic background	26.1	
Other Religion	22.6	
Christian	24.2	
16 to 24 years	45.9	
Disabled	26.9	
All carers	27.4	
Trans	34.8	
LGB+	41.6	
Central ward	49.9	

7 out of 11 groups have a lower percentage cycling or walking to work, than the Bristol average.

% comfortable using digital services

Group	%	Bristol Average
65 years and older	44.5	78.8
10% most deprived	71.3	
female	79.0	
Black and minoritised ethnic background	83.4	
Other Religion	76.4	
Christian	67.9	
16 to 24 years	91.7	
Disabled	62.5	
All carers	72.7	
Trans	86.7	
LGB+	88.4	

7 out of 10 groups feel less comfortable using digital services than the Bristol average.

% who think traffic congestion is a problem locally

Group	%	Bristol Average
65 years and older	68.5	74.0
10% most deprived	60.8	
female	74.9	
Black and minoritised ethnic background	74.8	
Other Religion	68.7	
Christian	72.6	
16 to 24 years	74.6	
Disabled	73.4	

All carers	75.4	
Trans	66.9	
LGB+	78.4	

5 out of 10 groups have a higher percentage who think traffic congestion is a problem than the Bristol average.

Data / Evidence Source [Include a reference where known]	Summary of what this tells us
Department for Transport: FS13 Future of Transport - Equalities and access to opportunity	<p>Presents common themes (risks, adverse impacts) that have been identified across multiple protected characteristic groups and people with different socio-economic backgrounds.</p> <ol style="list-style-type: none"> 1) Availability: some older people, disabled people, low-income families and Black, Asian and minoritised ethnic communities are more reliant on public transport. 2) Accessibility: some older people, Disabled people and low-income families have reduced internet use or access to smartphones. 3) Affordability: some older people, Disabled people, women, Black, Asian and minoritised ethnic communities and low-income families likely to work in lower paid shift work and less likely to have access to a private vehicle. 4) Safety: Disabled people, women, Black, Asian and minoritised ethnic communities, religious groups, LGB and Trans people are more likely to be victims of harassment or acts of discrimination. <p>Some older people and Disabled people are considered more vulnerable passengers often in relation to having reduced physical mobility and potential cognitive challenges.</p> <p>Younger people, children, Disabled people, and people living in deprived areas are more likely to become involved in road accidents due to increased level of walking and cycling or higher prevalence of vehicle traffic.</p> <ol style="list-style-type: none"> 5) Pollution and air quality: some older people, children, Disabled people, Black, Asian and minoritised ethnic communities, low income households, and pregnant women are more vulnerable to changes in air quality due to their vulnerability, health or pre-existing conditions.
Travelwest Travel to Work Survey 2023	<p>This data shows how people from different protected characteristic groups are travelling to employment in grouped areas around the project location. This data is solely 'travel to work' journeys and therefore doesn't include information on other journeys such as leisure, health, or education.</p> <p>Note: In the tables below, travel mode 'Other' includes always working from home, e-scooter, moped/motorbike, run, taxi.</p>

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	<p data-bbox="568 174 1129 203"><u>Temple Quay, Temple Meads and Redcliffe BID</u></p> <table border="1" data-bbox="568 237 1433 781"> <thead> <tr> <th>Group</th> <th>Car (%)</th> <th>Bike (%)</th> <th>Walk (%)</th> <th>Bus (%)</th> <th>Train (%)</th> <th>Other (%)</th> </tr> </thead> <tbody> <tr> <td>Female</td> <td>18</td> <td>12</td> <td>22</td> <td>20</td> <td>19</td> <td>10</td> </tr> <tr> <td>Under 30yrs</td> <td>11</td> <td>20</td> <td>30</td> <td>17</td> <td>19</td> <td>4</td> </tr> <tr> <td>Over 50yrs</td> <td>23</td> <td>17</td> <td>10</td> <td>14</td> <td>15</td> <td>16</td> </tr> <tr> <td>Black, Asian and minoritised ethnic communities</td> <td>16</td> <td>16</td> <td>27</td> <td>25</td> <td>12</td> <td>6</td> </tr> <tr> <td>Disabled</td> <td>24</td> <td>8</td> <td>16</td> <td>27</td> <td>9</td> <td>17</td> </tr> <tr> <td>Area overall</td> <td>17</td> <td>19</td> <td>19</td> <td>17</td> <td>19</td> <td>9</td> </tr> </tbody> </table> <table border="1" data-bbox="568 819 1369 860"> <tr> <td>Total Number of Survey Responses</td> <td>1,078</td> </tr> </table> <p data-bbox="568 902 751 931"><u>City Centre BID</u></p> <table border="1" data-bbox="568 969 1433 1514"> <thead> <tr> <th>Group</th> <th>Car (%)</th> <th>Bike (%)</th> <th>Walk (%)</th> <th>Bus (%)</th> <th>Train (%)</th> <th>Other (%)</th> </tr> </thead> <tbody> <tr> <td>Female</td> <td>16</td> <td>15</td> <td>21</td> <td>26</td> <td>8</td> <td>11</td> </tr> <tr> <td>Under 30yrs</td> <td>9</td> <td>14</td> <td>31</td> <td>28</td> <td>9</td> <td>7</td> </tr> <tr> <td>Over 50yrs</td> <td>22</td> <td>17</td> <td>13</td> <td>18</td> <td>6</td> <td>24</td> </tr> <tr> <td>Black, Asian and minoritised ethnic communities</td> <td>15</td> <td>14</td> <td>19</td> <td>31</td> <td>8</td> <td>14</td> </tr> <tr> <td>Disabled</td> <td>20</td> <td>8</td> <td>15</td> <td>24</td> <td>8</td> <td>27</td> </tr> <tr> <td>Area overall</td> <td>16</td> <td>18</td> <td>20</td> <td>25</td> <td>7</td> <td>13</td> </tr> </tbody> </table> <table border="1" data-bbox="568 1552 1369 1592"> <tr> <td>Total Number of Survey Responses</td> <td>1,495</td> </tr> </table>	Group	Car (%)	Bike (%)	Walk (%)	Bus (%)	Train (%)	Other (%)	Female	18	12	22	20	19	10	Under 30yrs	11	20	30	17	19	4	Over 50yrs	23	17	10	14	15	16	Black, Asian and minoritised ethnic communities	16	16	27	25	12	6	Disabled	24	8	16	27	9	17	Area overall	17	19	19	17	19	9	Total Number of Survey Responses	1,078	Group	Car (%)	Bike (%)	Walk (%)	Bus (%)	Train (%)	Other (%)	Female	16	15	21	26	8	11	Under 30yrs	9	14	31	28	9	7	Over 50yrs	22	17	13	18	6	24	Black, Asian and minoritised ethnic communities	15	14	19	31	8	14	Disabled	20	8	15	24	8	27	Area overall	16	18	20	25	7	13	Total Number of Survey Responses	1,495
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School Travel Data, MODESHIFT Stars	<p data-bbox="568 1673 1453 1738">This data shows the travel patterns of the schools that are local to the project area, collected through the MODESHIFT Stars Schools programme.</p> <p data-bbox="568 1778 1449 1843">The most local schools to Temple Way do not collect this travel data, data has been used from other schools within the city centre where available.</p>																																																																																																						

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<p data-bbox="103 1422 510 1489">Traffic Counts (Pedestrian, Cycle, Bus, and other vehicles)</p>	<p data-bbox="566 1422 1452 1601">Data has been collected on the number of pedestrian, cycles, buses, and other vehicles using Temple Way. Monitoring was completed on Friday 8 September 2023 and Saturday 9 September 2023. This data doesn't identify different protected characteristics of users however shows the general use of the current infrastructure at the project location.</p> <p data-bbox="566 1635 981 1668"><u>Total Road (North & South Bound)</u></p> <table border="1" data-bbox="566 1702 1460 1848"> <thead> <tr> <th>Date</th> <th>Pedestrian</th> <th>Cycles</th> <th>Bus</th> <th>Other Vehicles</th> </tr> </thead> <tbody> <tr> <td>08/09/2023</td> <td>39</td> <td>511</td> <td>782</td> <td>60,405</td> </tr> <tr> <td>09/09/2023</td> <td>13</td> <td>437</td> <td>748</td> <td>53,763</td> </tr> </tbody> </table> <p data-bbox="566 1892 1021 1926"><u>Total Footway (North & South Bound)</u></p> <table border="1" data-bbox="566 1960 1101 2072"> <thead> <tr> <th>Date</th> <th>Pedestrian</th> <th>Cycles</th> </tr> </thead> <tbody> <tr> <td>08/09/2023</td> <td>2,885</td> <td>157</td> </tr> <tr> <td>09/09/2023</td> <td>2,800</td> <td>105</td> </tr> </tbody> </table>	Date	Pedestrian	Cycles	Bus	Other Vehicles	08/09/2023	39	511	782	60,405	09/09/2023	13	437	748	53,763	Date	Pedestrian	Cycles	08/09/2023	2,885	157	09/09/2023	2,800	105																															
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Data / Evidence Source [Include a reference where known]	Summary of what this tells us
Additional comments:	

2.2 Do you currently monitor relevant activity by the following protected characteristics?

<input checked="" type="checkbox"/> Age	<input checked="" type="checkbox"/> Disability	<input type="checkbox"/> Gender Reassignment
<input type="checkbox"/> Marriage and Civil Partnership	<input type="checkbox"/> Pregnancy/Maternity	<input checked="" type="checkbox"/> Race
<input checked="" type="checkbox"/> Religion or Belief	<input checked="" type="checkbox"/> Sex	<input checked="" type="checkbox"/> Sexual Orientation

2.3 Are there any gaps in the evidence base?

Where there are gaps in the evidence, or you don't have enough information about some equality groups, include an equality action to find out in section 4.2 below. This doesn't mean that you can't complete the assessment without the information, but you need to follow up the action and if necessary, review the assessment later. If you are unable to fill in the gaps, then state this clearly with a justification.

For workforce related proposals all relevant characteristics may not be included in HR diversity reporting (e.g. pregnancy/maternity). For smaller teams diversity data may be redacted. A high proportion of not known/not disclosed may require an action to address under-reporting.

The data we analysed came from the Wards adjacent to the scheme but this did not account for the users of each transport mode. Additional information has been sourced to address gaps in the data as follows:

Demographics of passengers of the bus services which use the bus lanes in the project.

- A bus user survey was conducted in November 2024 as part of the City Centre Transport Changes consultation. A total of 205 surveys were completed and the demographic results are summarised below:

What is your age?		
16-17	6	3%
18-24	38	21%
25-34	42	23%
35-44	29	16%
45-54	23	12%
55-64	14	8%
65-74	12	6%
75-84	10	5%
Prefer not to say	11	6%

Do you consider yourself to be a Disabled person?		
Yes	21	11%
No	148	81%
Prefer not to say	14	8%

Do you have any difficulty walking?		
Yes	33	16%
No	172	84%

What is your ethnic group?		
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Arab	1	1%
Asian or Asian British	22	12%
Black, Black British, Caribbean or African	25	13%
Hispanic white	1	1%
Mixed or multiple ethnic groups	5	3%
Other (please specify):	1	1%
Other White Background	16	9%
Prefer not to say	13	7%
White British	102	55%

What is your religion/faith?		
Agnostic	1	1%
Athiest	1	1%
Buddhist	1	1%
Catholic	1	1%
Christian	62	34%
Hindu	2	1%
Jewish	1	1%
Muslim	10	5%
No religion	80	43%
Other (please specify):	1	1%
Prefer not to say	25	14%

What is your sex?		
Female	105	56%
Male	69	37%
Prefer not to say	12	6%

Do you consider yourself to have a gender identity different from your sex recorded at birth?		
Yes	7	4%
No	153	84%
Prefer not to say	22	12%

What is your sexual orientation?		
A-sexual	1	1%
Bi	12	7%
Gay/Lesbian	2	1%
Heterosexual / Straight	120	68%
Prefer not to say	42	24%

Are you pregnant or have you given birth in the last 26 weeks?		
Yes	3	2%
No	166	91%
Prefer not to say	14	8%

Are you a carer?		
Yes	22	12%
No	140	78%
Prefer not to say	17	9%

Are you a refugee or asylum seeker?		
Yes	2	1%
No	168	92%
Prefer not to say	12	7%

We do not have any data on potential users of the bus services and cycle lanes but this will be assessed after the project has been delivered.

2.4 How have you involved communities and groups that could be affected?

You will nearly always need to involve and consult with internal and external stakeholders during your assessment. The extent of the engagement will depend on the nature of the proposal or change. This should usually include individuals and groups representing different relevant protected characteristics. Please include details of any completed engagement and consultation and how representative this had been of Bristol's diverse communities.

Include the main findings of any engagement and consultation in Section 2.1 above.

If you are managing a workforce change process or restructure please refer to [Managing a change process or restructure \(sharepoint.com\)](#) for advice on consulting with employees etc. Relevant stakeholders for engagement about workforce changes may include e.g. staff-led groups and trades unions as well as affected staff.

1. Public Consultation

The proposed City Centre Transport Changes undertook extensive public consultation in late summer 2024. This took place mainly through an online survey which was promoted widely within the survey area and online. A total of 2,120 people responded to the survey.

BCC commissioned support from West of England Centre for Inclusive Living (WECIL) to disseminate the survey to a wider disability network which allowed a representative sample of people responding to the survey, with a 16% response rate.

BCC held 9 drop-in events at 5 different locations around the city centre on weekdays and weekends and at a range of times to make the events as accessible as possible. All events were wheelchair accessible. Across the 9 sessions, BCC spoke to 141 people with the aim of giving information about the project, answering questions and encouraging people to complete the survey in their own time.

To ensure that those businesses most impacted by the proposed changes had a chance to get involved, the team contacted and/or sent information to 205 businesses in the local area.

Responses were also received and in-person presentations conducted with the below stakeholders:

- Broadmead Baptist church
- Bristol Cycle Campaign
- Bristol Civic Society
- Bristol Walking Alliance
- Business West and Chamber of Commerce
- Churches Conservation Trust
- Disability Equalities Forum
- First Bus

- Green Party Response
- Guide Dog Charity
- Jon Wesley New Room
- Labour Group Response
- Leonardo Hotel
- University Hospital Bristol and North Bristol NHS Trust
- Redcliff Church
- Residence
- TAXI Forum
- University of West of England
- WECIL
- SWX music venue

Key survey results:

- 876 responses were recorded on the Temple Way scheme. Overall, 63.5% agreed with the proposals and 25.8% disagreed.
- The change which caused most disagreement was the widening of the bus lane on the northbound slip road from Old Market Roundabout, which would reduce traffic lanes from two to one. 23.1% of respondents strongly disagreed with this measure.
- 50.3% of respondents strongly agreed that a two-way cycle track along the east side of Temple Way from Old Market Roundabout to Temple gate junction was a good change to the scheme area.

2. WECIL access audit

West of England Centre for Inclusive Living (WECIL) was commissioned to complete an Access Audit to appraise proposed plans and designs and propose the extent of works required to improve the proposed designs in accordance with the definitions of the Equalities Act 2010. The audit considers the needs of people with mobility impairments (including wheelchair users) and sensory impairments. The audit identifies physical barriers to access. This audit should be treated as the starting point of an ongoing access plan, which should be regularly reviewed by the organisation.

WECIL is a Disabled Peoples User Led Organisation that has several members with a variety of impairments that can relate to the access issues Disabled people face daily. All WECIL's access audit specifications come from the official HM Government Approved Document on Access to Buildings and Use, using M1/M2 specifications.

This access report explored the concerns and feedback of Disabled people who live, work and visit Bristol. The aim of this report was to provide detailed feedback on the design elements of the project as per the resources given by Bristol City Council. In addition, the team visited the route as it is currently to explore and address access barriers along the route, whilst also exploring potential accessibility issues caused by the infrastructural changes. This is with the overall aim of addressing such issues before they arise to support Bristol City Council in achieving the goal of creating truly inclusive spaces throughout the City Centre.

Several points to be considered when reviewing the scheme were highlighted as part of the audit. The high-level points are summarised below. There were also a number of more general comments that the project team will review and implement as the project progresses, such as bus stop design, colour contrast for bollards and need for tactiles at key (non-road) crossing points particularly where there are times access for vehicles of concealed car parking. The report can be provided as an appendix to this FBC if required.

Residents

- Why are there going to be changes to the crossing and islands outside of the Hilton Garden Hotel on Temple Way to cater to a right turn movement into Temple Back East?
Project Response: To cater for the cycle lane; the right-turn movement already exists.

Workers and Visitors

- There is no clear crossing or tactile paving that allows pedestrians to cross over both Narrow Plain and Broad Plain.
Project Response: There will be a new parallel crossing at Broad Plain but not Narrow Plain.

- T5 & T10 bus stops can't currently be located for us to understand what is being moved. Is the T5 bus stop going to encroach on the pavement to produce a double width bus lane?

Project Response: The widening of the bus lanes will be achieved by removing a lane of vehicle carriageway not by reducing the footway.

- The wayfinding for visitors coming into Bristol from Temple Meads at the Friary entrance needs to be improved. So many different destinations from this point so a clear wayfinding strategy will need to be implemented.

Project Response: This will be dealt with at a larger scale than just the Temple Way scheme and will involve the team leading on the Temple Quarter Enterprise Zone and the new entrances scheme for Temple Meads station.

Path of Travel

- Consideration of flexi bollards to separate the segregated cycle path on Temple Way up to Old Market Roundabout.

Project Response: The existing cycle lane from Bond Street to the Old Market roundabout is kerb-segregated from the footway.

- Wheelchair users like to use the cycle path due to the smoothness of the surface and can sometimes worry about the speed of cyclists in segregated cycle lanes.

Project Response: Although slabs will be used on footways for aesthetic reasons, newly laid surfaces should be smoother than older ones so that wheelchair users do not feel uncomfortable.

- A clear indication of a path of travel for both cyclists and pedestrians at the new segregated junction at Temple Back East.

Project Response: The kerb segregation of the cycle lane will make paths of travel clear and separate.

Travelling to and from the area

- New changes to the road layout at the Avon St junction, you need to ensure that the island in the middle for the new crossing leading to the Assembly building it structure for visually impaired people to know when to arrive onto the island and when to move from the island.

Project Response: This crossing will be built to the latest standards for maximum clarity of use.

- Broad Plain is a confusing area as there is no diagram or description of any changes but when we got through the plans there is a clear before and after image which shows significant changes for workers and visitors to navigate. There needs to be consideration to the colour contrast of this area as they can all merge into one. There needs to be clear indication of travel for people using this area.

Project Response: The kerb segregation of the cycle lane will make paths of travel clear and separate.

2.5 How will engagement with stakeholders continue?

Explain how you will continue to engage with stakeholders throughout the course of planning and delivery. Please describe where more engagement and consultation is required and set out how you intend to undertake it. Include any targeted work to seek the views of under-represented groups. If you do not intend to undertake it, please set out your justification. You can ask the Equality and Inclusion Team for help in targeting particular groups.

Statutory consultation will take place on all Traffic Regulation Orders in spring/ summer 2025.

Step 3: Who might the proposal impact?

Analysis of impacts must be rigorous. Please demonstrate your analysis of any impacts of the proposal in this section, referring to evidence you have gathered above and the characteristics protected by the Equality Act 2010. Also include details of existing issues for particular groups that you are aware of and are seeking to address or

mitigate through this proposal. See detailed guidance documents for advice on identifying potential impacts etc. [Equality Impact Assessments \(EqIA\) \(sharepoint.com\)](https://sharepoint.com)

3.1 Does the proposal have any potentially adverse impacts on people based on their protected or other relevant characteristics?

Consider sub-categories and how people with combined characteristics (e.g. young women) might have particular needs or experience particular kinds of disadvantage.

Where mitigations indicate a follow-on action, include this in the 'Action Plan' Section 4.2 below.

GENERAL COMMENTS (highlight any potential issues that might impact all or many groups)	
A few issues which may have an impact on all or many groups of people have been identified and listed below:	
<u>Signage and Visibility</u>	
The signage and distinction between the different transport infrastructure will be important across all groups, especially those with sight loss or limited English.	
This can be mitigated by ensuring signage and direction are clear and concise using easily recognised infographics and icons where necessary. Having a strong distinction between the transport mode infrastructure (e.g. cycle lanes, pavements, roads, and bus lanes) will also help mitigate this issue.	
<u>Accessibility</u>	
The accessibility of the project is important, especially for those with limited mobility (from any of the groups).	
This can be mitigated by providing level pavements, raised platforms at bus stops and good connectivity to other infrastructure/pavements (particularly with single stage crossings).	
<u>Safety</u>	
The safety of the project will be important, especially to those who are more likely to be harassed on public transport or be involved within a road traffic accident.	
This can be mitigated by having well-lit, visible public spaces, and wide pavements with space for different users to reduce conflict between different mode types.	
<u>Engagement and Consultation</u>	
It will be important to consider the format and accessibility of the public consultation to ensure all groups are able to engage and respond.	
Providing face-to-face opportunities will support those who are less confident with digital technologies. Providing project site visits will enable groups with disabilities and/ or limited mobility to directly identify barriers or challenges within the project scope.	
<u>Parking</u>	
No parking spaces are being removed by this project.	
<u>Contractors</u>	
As part of the quality scoring assessment for joining the Framework, providers will be required to demonstrate a good understanding of Equality Act 2010 requirements and the public sector equality duty; including that equality of opportunity is central to internal processes / workforce; and services will be regularly tailored and reviewed to meet the diverse needs of Bristol citizens.	
We are aware that disruption during works may have a disproportionate impact on some groups. Contractors will need to adhere to equalities guidelines and limit any possible disruptions.	
PROTECTED CHARACTERISTICS	
Age: Young People	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

Potential impacts:	<p>Young people are more likely to use public transport, cycling, and walking as modes of travel due to not having access to a vehicle and working lower paid and/ or shift work.</p> <p>They are more likely to feel unsafe on public transport and experience issues where a lack of public transport or transport issues prevents them from leaving their home or getting involved with their community.</p>
Mitigations:	<ul style="list-style-type: none"> • Well-lit infrastructure in visible, public spaces with CCTV. • Visible and clear signage. • Level pavements and raised platforms at bus stops. • Bus stops and cycle paths are well connected to other pavements and cycle paths; pedestrian/ safe crossings provided across main roads.
Age: Older people	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<p>Some older people are more likely to be reliant on public transport as less likely to have access to a vehicle. They may also be more likely to have lower mobility or health issues and be less able to move quickly which may increase the chance of conflict with other road and pavement users.</p> <p>They are statistically less likely to be comfortable using digital apps for purchasing tickets or looking at timetables.</p>
Mitigations:	<ul style="list-style-type: none"> • Bus shelters to provide seating for those who cannot stand for periods of time. • Bus stops to have raised platforms to remove difficulty of getting on/ off the bus. • Limited distance between different travel mode interchanges. • Access to bus stops on a level walking path, close to road crossings; road crossings to be single stage. • Consultation opportunities to be provided with in-person/ physical formats.
Disability	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<p>More likely to be reliant on private, accessible vehicles if unable to use active travel modes. Some Disabled people will be considered vulnerable passengers due to reduced physical mobility and potential cognitive challenges.</p> <p>Transport issues or a lack of public transport is more likely to prevent people with impairments engaging in their community or leaving their home.</p> <p>Disabled people are less likely to be comfortable using digital services and more likely to feel unsafe due to harassment and discrimination on public transport.</p>
Mitigations:	<ul style="list-style-type: none"> • Short distances between travel mode interchanges and single stage crossings at junctions. • Use of tactile paving to differentiate pavements at road crossings/junctions. • Raised platforms at bus stops to enable wheelchairs to get on/ off easily. • Clear signage of bus and cycle lanes for other road users. • As wide pavements as possible to allow space away from main roads (reduce noise pollution). • Consultation opportunities to be provided with in-person/ physical formats.
Sex	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<p>Females are more likely to use public transport in households with only one car/ van. They are more likely to feel unsafe from sexual harassment on public transport and experience issues with a lack of services preventing them from leaving their home or connecting with their community.</p>

Mitigations:	<ul style="list-style-type: none"> Well-lit infrastructure in visible, public spaces with CCTV Clear signage/ directions. Regularly-timetabled (not in BCC's control) and reliable services to reduce the wait times between services, particularly during the evening/ night.
Sexual orientation	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	People from the LGB+ community are more likely to feel unsafe from sexual harassment on public transport as well as more likely to experience issues or a lack of transport preventing them from engaging with their community and leaving their homes.
Mitigations:	<ul style="list-style-type: none"> Well-lit infrastructure in visible, public spaces with CCTV Regularly-timetabled (not in BCC's control) and reliable services to reduce the wait times between services, particularly during the evening/ night.
Pregnancy / Maternity	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Pregnant people and those with young children/ infants may be less mobile. Women are also more likely to be the primary carer of the children and more likely to use public transport when there is only one car available in the household.
Mitigations:	<ul style="list-style-type: none"> Raised platforms to enable buggies to alight/ depart the bus. Bus stops to provide shelter and seating. Segregated cycle paths well signed.
Gender reassignment	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Trans people are more likely to feel unsafe from sexual harassment on public transport and more likely to walk and cycle to work.
Mitigations:	<ul style="list-style-type: none"> Locations of infrastructure are well-lit and in visible, public places. Cycle routes well signposted.
Race	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<p>Black, Asian and minoritised ethnic communities are more likely to be reliant on public transport due to a lack of access to a household car/ van and more likely to work lower paid and/ or shift roles.</p> <p>They are also more likely to be prevented from engaging with their community or leaving their home due to a lack of and issues with public transport.</p> <p>They are more likely to experience harassment or discrimination on public transport.</p>
Mitigations:	<ul style="list-style-type: none"> Well-lit infrastructure in visible, public spaces with CCTV. Regularly-timetabled (not in BCC's control) and reliable services to reduce the wait times between services, particularly during the evening/ night.
Religion or Belief	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Less likely to be confident using digital services and more likely to feel unsafe from sexual harassment on public transport.
Mitigations:	<ul style="list-style-type: none"> Information provided in physical formats e.g. timetables, ticket purchasing. Well-lit infrastructure in visible, public spaces with CCTV. Consultation opportunities to be provided with in-person/ physical formats.
Marriage & civil partnership	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>

Potential impacts:	There is no indication that those in marriage or civil partnerships will experience adverse impacts due to their marriage or civil partnership status.
Mitigations:	
OTHER RELEVANT CHARACTERISTICS	
Socio-Economic (deprivation)	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	The areas in which this project will be occurring has a higher than Bristol average for deprivation. Those in deprived areas are more likely to use public transport due to not having access to a private vehicle. They are also more likely to feel unsafe from sexual harassment and feel less comfortable using digital services.
Mitigations:	<ul style="list-style-type: none"> • Well-lit infrastructure in visible, public spaces with CCTV. • Information provided in physical form. • Signposting is clear. • Consultation opportunities to be provided with in-person/ physical formats/
Carers	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	More likely to be reliant on a private vehicle and therefore may be impacted by removal of parking spaces and road space for vehicles.
Mitigations:	No parking spaces are removed by this proposal.
Other groups [Please add additional rows below to detail the impact for any other relevant groups as appropriate e.g. asylum seekers and refugees; care experienced; homelessness; armed forces personnel and veterans]	
Potential impacts:	
Mitigations:	

3.2 Does the proposal create any benefits for people based on their protected or other relevant characteristics?

Outline any potential benefits of the proposal and how they can be maximised. Identify how the proposal will support our [Public Sector Equality Duty](#) to:

- ✓ Eliminate unlawful discrimination for a protected group
- ✓ Advance equality of opportunity between people who share a protected characteristic and those who don't
- ✓ Foster good relations between people who share a protected characteristic and those who don't

Many groups are reliant on public transport, walking and, cycling due to no or limited access to a private car/ vehicle, yet experience issues such as a lack of transport options or transport issues which prevent them from leaving home or engaging in their community.

This project will improve public transport services (journey reliability through use of bus lanes) and cycle infrastructure (dedicated cycle routes away from traffic). By doing so, we expect to see a mode shift towards sustainable travel (as it becomes more attractive) which will help improve air quality within the area. This is important as poor air quality has a disproportionate negative impact on Black, Asian and minoritised ethnic communities and/ or those living in more deprived areas.

Step 4: Impact

4.1 How has the equality impact assessment informed or changed the proposal?

What are the main conclusions of this assessment? Use this section to provide an overview of your findings. This summary can be included in decision pathway reports etc.

If you have identified any significant negative impacts which cannot be mitigated, provide a justification showing how the proposal is proportionate, necessary, and appropriate despite this.

Summary of significant negative impacts and how they can be mitigated or justified:

- Accessibility for people from different ethnic backgrounds – clear and visible signage.
- Accessibility for those with limited mobility – level pavements and good connectivity.
- Accessibility for those with health issues – provision of seating/ shelter, limited distance between travel modes, tactile paving at junctions, single stage road crossings.
- Personal Safety – well-lit, visible public spaces with CCTV.
- Road Safety – wide pavements and safe crossings provided across main roads.
- Reliance on public transport – regular and reliable services to reduce wait times.

Summary of positive impacts / opportunities to promote the Public Sector Equality Duty:

Improved public transport and active mode provision with the potential to improve accessibility to work, shopping, and leisure opportunities while improving air quality. Many groups with protected characteristics have been shown to be more reliant on public transport and less likely to use active modes than the Bristol average.

4.2 Action Plan

Use this section to set out any actions you have identified to improve data, mitigate issues, or maximise opportunities etc. If an action is to meet the needs of a particular protected group please specify this.

Improvement / action required	Responsible Officer	Timescale
All mitigations listed in Section 4.1 have been considered and incorporated into the project design. Project Manager to review this document prior to construction to ensure that these mitigations are delivered as described.	Peter Snowman	October 2025

4.3 How will the impact of your proposal and actions be measured?


How will you know if you have been successful? Once the activity has been implemented this equality impact assessment should be periodically reviewed to make sure your changes have been effective your approach is still appropriate.

In order to ensure the equality impact assessment and actions have been managed and successful, a selection of activities will be undertaken including:

- Road safety audits
- Accessibility audits
- Healthy streets assessment
- Footfall monitoring
- Collision data collection
- Qualitative surveys of users

Step 5: Review

The Equality and Inclusion Team need at least five working days to comment and feedback on your EqIA. EqIAs should only be marked as reviewed when they provide sufficient information for decision-makers on the equalities impact of the proposal. Please seek feedback and review from the [Equality and Inclusion Team](#) before requesting sign off from your Director¹.

Equality and Inclusion Team Review: <i>Reviewed by Equality and Inclusion Team</i>	Director Sign-Off: Alex Hearn – Director, Economy of Place 
Date: 18/02/2025	Date: 25/02/2025

¹ Review by the Equality and Inclusion Team confirms there is sufficient analysis for decision makers to consider the likely equality impacts at this stage. This is not an endorsement or approval of the proposal.