

# Equality Impact Assessment [version 2.12]



Title: GREEN AMENDMENT TO GOLDEN MOTION: MAKE BRISTOL THE UK'S MOST ACCESSIBLE CITY	
<input checked="" type="checkbox"/> Policy <input type="checkbox"/> Strategy <input type="checkbox"/> Function <input type="checkbox"/> Service <input type="checkbox"/> Other [please state]	<input checked="" type="checkbox"/> New <input type="checkbox"/> Already exists / review <input type="checkbox"/> Changing
Directorate: Regeneration and Growth	Lead Officer name: Josh Learner
Service Area: City Transport	Lead Officer role: Local Transport 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 Golden Motion proposes to provide accessible information and inclusive infrastructure to ensure Bristol can be navigated by people from all walks of life. The Green amendments are intended to widen the ambition of the Golden Motion to ensure Bristol City Council are delivering the best outcomes for Disabled people in Bristol.

17.2% of people in Bristol have long-term physical or mental health conditions or illnesses and whose day-to-day activities were limited in some way. 8.3% of Bristolians describe themselves as Disabled and as having their day-to-day activities limited a lot.

Bristol City Council is committed to the Social Model of Disability which recognises the right to self-identify as a Disabled person and that people are Disabled by barriers in society such as lack of physical access and lack of accessible communication, not by their impairment (including mental, physical, sensory, health conditions, learning difficulties among others).

Across the UK there is a "transport accessibility gap", with a recent Sustrans report finding that disabled people take 38% fewer trips across all modes of transport than non-disabled people. This pattern is similar for walking and wheeling with disabled people in England taking 30% fewer walking trips than non-disabled people. This is an experience mirrored in Bristol with disabled people continuing to face a number of barriers in Bristol. Whilst improving the lives of disabled people is clearly a cross-cutting issue, some of the most prevalent issues relate to transport. This motion lists policies the council could undertake to demonstrate its commitment to the issue.

For too long shared space was relied on for non-motorised traffic modes, rather than proper segregation as emphasised in the most recent Cycling and Walking

infrastructure guidance from government, Local Transport Note 1/20 (LTN1/20). However, we have a significant amount of legacy infrastructure due to many years of prioritising sustainable modes of transport that will be tough to retrofit with current budgets.

Currently, the Diamond Bus Pass is not valid before 9am, but the exceeds the statutory minimum of 9.30AM unlike London and many other core cities.

The new UK Govt has made a commitment to review the approach to funding being competitive between Councils, which is a positive commitment – despite Bristol being relatively successful. Maintaining and investing in our infrastructure should not be framed as a competition between authorities.

## 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"/> <b>Yes</b>	<input type="checkbox"/> <b>No</b>	[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
<i>Office of National Statistics – 17.2% of people in Bristol have long term physical or mental health conditions. This equates to 81,160 residents (Bristol general population 472,467)</i>	There is a 'transport accessibility gap' and action is required to mitigate
<i>Sustrans – Disabled Citizen's Inquiry – disabled people take 38% fewer trips across all modes of transport</i>	There is a 'transport accessibility gap' and action is required to mitigate
<p><u><i>Bristol Quality of Life Survey 2023-24</i></u></p> <p><i>11.8% of Bristol population for whom inaccessible public transport prevents them from leaving their home when they want to.</i></p> <p><i>26% of Disabled population for whom transport tissues stop them from getting involved in their local community</i></p>	<p>The Quality of Life (QoL) survey is an annual random sample of the Bristol population. The latest survey results show that inequality and deprivation still impact nearly every aspect of people's lives measured in the survey. The <a href="#">Quality of Life 2023/24 data dashboard</a> shows which indicators, wards, and demographic groups are performing better or worse than the Bristol average.</p>
<b>Additional comments:</b>	

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

<input checked="" type="checkbox"/> Age	<input checked="" type="checkbox"/> Disability	<input checked="" type="checkbox"/> Gender Reassignment
<input checked="" type="checkbox"/> Marriage and Civil Partnership	<input checked="" 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.

There are no gaps in the evidence base at this stage of the process that we are aware of though naturally gaps in data will exist as it becomes out of date or is limited through self-reporting

**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.

Bristol CC City transport have a dedicated engagement and behaviour change team that undertake comprehensive packages of work to ensure that the council fulfils its obligations under the Equalities Act as well as reaching seldom heard communities when delivering transport related projects. We will continue to work with the Bristol Disability Equality Forum, the Disability Equality Commission, the West of England Centre for Inclusive Living as well as other relevant stakeholders.

## 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.

Bristol CC will ensure disabled people's voices are heard by undertaking to participate in ongoing dialogues with disabled people's organisations such as the Bristol Disability Equality Forum, the Disability Equality Commission, the West of England Centre for Inclusive Living.

## 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 \(EqIA\) \(sharepoint.com\)](#)

### 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** Transport accessibility remains a significant issue, particularly for Disabled individuals, affecting their ability to access employment, education, healthcare, and social activities. Challenges include physical barriers like inaccessible vehicles and infrastructure, inadequate information, and insufficient staff training. These obstacles can lead to social exclusion and reduced quality of life for those affected. The Golden Motion and the associated amendments aim to address this to enable Bristol to lead the way in this field of work.

Although we do not foresee any negative impacts of this proposal, decision makers should be aware of existing disparities faced by equalities groups in Bristol as outline below.

#### PROTECTED CHARACTERISTICS

Age: Young People

Does your analysis indicate a disproportionate impact? Yes  No

Potential impacts:	<ul style="list-style-type: none"> <li>• Young people in Bristol are more likely to: <ul style="list-style-type: none"> <li>○ find inaccessible public transport prevents them from leaving their home when they want to</li> </ul> </li> </ul>
Mitigations:	See green motion amendments in Section 4.3
<b>Age: Older People</b>	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> <li>• Older people in Bristol are: <ul style="list-style-type: none"> <li>○ less likely to be comfortable using digital services (QoL Survey)</li> <li>○ more reliant on public and community transport</li> <li>○ more likely to be an unpaid carer</li> <li>○ Uneven pavements and mixed-use pavements (shared by pedestrians, cyclists, and other users) are significant barriers to accessibility, particularly for disabled individuals, older adults, and those with limited mobility. These issues not only present physical challenges but also generate emotional stress and discourage independent travel. Here's a breakdown of the <b>potential impacts</b> and how <b>mitigation measures</b> aim to address these issues, including their emotional dimensions.</li> </ul> </li> </ul>
Mitigations:	See green motion amendments in Section 4.3
<b>Disability</b>	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<p>Disabled people have lower car ownership levels.</p> <p>Disabled people should be empowered to make independent living choices and have a say in access to service provision.</p> <p>The requirement to make reasonable adjustments is 'anticipatory' so we must think in advance and ongoing about what disabled people might reasonably need. Disabled people must not be charged for their reasonable adjustments, accessible formats or other adaptations. It is a legal requirement under the Equalities Act to ensure information is accessible to disabled employees and service users.</p>
Mitigations:	See green motion amendments in Section 4.3
<b>Sex</b>	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<p>Women statistically still hold the majority of caring responsibilities for both children and older relatives.</p> <p>Men and boy's health is in general poorer than that of women and girl's</p> <p>A higher proportion of boys have physical impairments and more boys than girls have diagnosed mental health disorders and learning difficulties.</p>
Mitigations:	See green motion amendments in Section 4.3
<b>Sexual orientation</b>	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Research has shown that LGBT+ people are more likely to be living with long-term health conditions, are more likely to smoke, and have higher rates of drug and alcohol use.
Mitigations:	See green motion amendments in Section 4.3
<b>Pregnancy / Maternity</b>	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	We need to ensure there is equality of opportunity for services in relation to pregnancy and maternity. This includes e.g. providing physical access when using prams and pushchairs,
Mitigations:	
<b>Gender reassignment</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
<b>Race</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>

Potential impacts:	<ul style="list-style-type: none"> <li>Black, Asian and minoritised ethnic groups in Bristol are more likely to find inaccessible public transport prevents them from leaving their home when they want to.</li> <li>Black people in the UK are less likely to hold a driving licence and more likely to rely on public transport.</li> </ul>
Mitigations:	See green motion amendments in Section 4.3
<b>Religion or Belief</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
<b>Marriage &amp; civil partnership</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
<b>OTHER RELEVANT CHARACTERISTICS</b>	
<b>Socio-Economic (deprivation)</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
<b>Carers</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> <li>Being a carer can be a huge barrier to accessing services and maintaining employment</li> <li>We need to consider the timing/availability of services, events etc. to allow flexibility for carers.</li> </ul>
Mitigations:	See green motion amendments in Section 4.3
<b>Other groups</b>	
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

The Golden Motion measures will enable a fairer and more equitable space for people from all walks of life to enjoy Bristol.

## 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.

<b>Summary of significant negative impacts and how they can be mitigated or justified:</b>
Although we have not identified any negative impacts of this proposal, we are aware of existing disparities faced by equalities groups in Bristol.A
<b>Summary of positive impacts / opportunities to promote the Public Sector Equality Duty:</b>
The Golden Motion measures will enable a fairer and more equitable space for people from all walks of life to enjoy Bristol.

## 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
See Section 4.3	Josh Learner	Ongoing

## 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.

<p>Exploring and delivering the following measures:</p> <ol style="list-style-type: none"> <li>Place the Bristol Climate and Nature Partnership's Inclusive Transport Vision for Bristol on the Transport and Connectivity Committee's Forward plan for a discussion at the committee</li> <li>Work with Visit Bristol to improve or provide accessible information on a website where visitors can see information about disabled facilities.</li> <li>Reiterate to contractors the council's expectation that pavements and cycle lanes are treated with the same care and attention as the carriageway and comply with best practice such as LTN1/20</li> <li>Ask officers to Work to remove or adapt physical barriers on all highways infrastructure that are not LTN 1/20 compliant, and seek budgets to do this, to ensure accessibility for adapted cycles mobility scooters, double buggies etc.</li> <li>Ask officers to Work to identify all pavements that are not friendly for the partially sighted and do not have ramps or other accessible measures at key crossing points and separation from people on bikes and scooters wherever possible. Ensuring that amending this is integral to the design of any major projects and seek to identify budgets to work on and other priority pavements and crossings where this is clearly needed</li> <li>Call on the DfT to respond to the pavement parking consultation which closed in November 2020 and make it easier for Councils to enforce anti-social pavement parking</li> <li>Ask officers to bring forward proposals to Make improvements to legibility for all, subject to funding, to include, but not limited to, painting cycle lanes a single colour and removing unnecessary street clutter.</li> </ol>
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8. Ensure every bus stop in Bristol is accessible and continue to lobby the West of England Combined Authority to make sure every train station caters for those with mobility needs.
9. Investigate and consider impacts of allowing [disabled tax class vehicles](#) through bus gates to allow their users easier access to disabled parking spaces, noting that Blue Badges are for the person not the vehicle.
10. Encourage bus operators in the West of the England to update their fleet to provide at least two disabled wheelchair spaces on all buses.
11. Include within the work of the Parking and Kerbside TFG a Review of disabled parking space provision, with a view to increase the availability, and work with private sector partners on this where needed.
12. Ask officers to undertake work to prioritise requests for disabled parking bays, in order to bring down the wait time for requests for
13. Ask officers to bring forward proposals to Increase the number of disabled bays in central council-owned car parks where demand can be demonstrated.
14. Remove any parking charges for disabled users for the first three hours, in line blue badge holders' entitlement, and work with operators of private car parks to extend this as appropriate.
15. Work with the West of England Combined Authority to assess options for extending the hours of operation of the Diamond Bus Pass scheme

## 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 Director<sup>1</sup>.

<b>Equality and Inclusion Team Review:</b>	<b>Director Sign-Off:</b>
Krystina Giles	<b>Alex Hearn</b>
Date: 11/03/2025	Date: 11/03/2025

<sup>1</sup> 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.