

Equality Impact Assessment [version 2.9]



Title: DfT Active Travel Fund 3, Mini-Holland and GP Prescribing Expression of Interest.	
<input type="checkbox"/> Policy <input checked="" type="checkbox"/> Strategy <input type="checkbox"/> Function <input checked="" 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: Growth and Regeneration	Lead Officer name: Jacob Pryor
Service Area: Economy of Place – City Transport	Lead Officer role: Transport Policy, bidding and strategic projects team 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.

Context

- The Department for Transport (DfT) have announced a funding competition for 2021/22 that seeks to improve walking and cycling infrastructure across the country titled 'Active Travel Fund (ATF) Tranche 3'.
- The fund also seeks to identify local authorities (LA) who wish to express an interest in receiving development funding to deliver a national pilot Liveable Neighbourhood and/or partake in a GP Prescribing Pilot.
- Bids are to be submitted on the 9th August via Combined Authorities

Bid strategy for cycling infrastructure

- Bristol's 'Street Space' walking and cycling programme has seen the introduction of several high-profile improvements that have contributed to keeping the city moving over the course of the pandemic. Further information on the projects can be found [here](#) and [here](#)
- Bristol's approach to ATF 3 will be to build on the schemes in the Bristol 'Street Space' project providing high quality and permanent materials in place of the temporary orange and white barriers and "wands" that citizens will have seen in the city centre
- The headline scheme will be improving and making permanent the pedestrian and cycle infrastructure on Upper Maudlin/Park Row/Colston Street and Queens Road.
- This will include better crossing environments and separation from motor traffic for pedestrians and safe, segregated routes for cyclists.
- Two additional schemes will also be submitted: Old Market pedestrian and cycle improvements and Cotham Hill Streetscape improvements
- These improvements are part of our longer-term strategy looking at significant investment into the walking and cycle network as outlined in the [Local Walking and Cycling Infrastructure Plan \(LCWIP\)](#)

Expression of Interest for Liveable Neighbourhood Pilot

- The [One City Plan](#) highlights support for designing and delivering Liveable Neighbourhoods (LN) building on similar statements of support in the [Joint Local Transport Plan 4](#), , [Bristol Transport Strategy](#) and most recently through the [Citizens Assembly](#) process
- Bristol is already developing its first pilot LN in the East of Bristol focussing on the area covering Barton Hill, Netham and St George. Bristol will frame its Expression of Interest around the East Bristol LN.
- The Expression of Interest requires a letter of support from the LA leader that they are committed to delivering a LN scheme that improves health outcomes
- Successful Expressions of Interest will receive development funding of up to £100k to begin initial work on schemes
- Through our Liveable Neighbourhoods approach we aim to look at a holistic set of improvements in communities to improve health and accessibility and provide more green and social space. For example, this might include tree planting, closing 'through routes' to motor traffic to encourage more walking and cycling trips, community art projects and improvements to local green space.

GP Prescribing Pilot

1. The third aspect of the bid is for LA's to submit an Expression of Interest to receive development funding (up to £100k) to be 1 out of 4 areas promoting a GP walking and cycling prescribing pilot. These pilots must be supported by the Clinical Commissioning Groups and Primary Care Networks.
2. The concept is that GP's could prescribe walking and cycling to patients and where appropriate signpost patients to loan bikes, training and peer support groups among other offers.
3. Bristol will frame its Expression of Interest around the Family Cycling Centre and communities in south Bristol where health outcomes and levels of walking and cycling are low compared to the Bristol average.

1.2 Who will the proposal have the potential to affect?

<input type="checkbox"/> Bristol City Council workforce	<input checked="" type="checkbox"/> Service users	<input checked="" type="checkbox"/> The wider community
<input 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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N/A

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: <https://www.bristol.gov.uk/people-communities/measuring-equalities-success>.

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 Form](#)

Data / Evidence Source [Include a reference where known]	Summary of what this tells us
Population Projections: The population of Bristol - bristol.gov.uk	Bristol is projected to see an overall population increase of 15% between 2018 and 2043. The biggest single increase when broken down into age range is Age 75+, which is projected to be 40%. Engagement undertaken to inform the various schemes types of interventions will need to ensure targeted action to reach people within this group, to help ensure appropriate solutions are delivered.
Quality of Life Survey: 40acbac5-6166-0413-3df7-65ffd1362829 (bristol.gov.uk)	Feedback from the 2020/21 Bristol Quality of Life survey showed that: <ul style="list-style-type: none"> • People from the most deprived areas of Bristol are 30% less satisfied with their local areas as a place to live, compared to the cities average. • Rates of people whose day-to-day life is affected by fear of crime is double in the most deprived areas of the city, compared to the cities average. • People from the most deprived areas of Bristol are 25% less satisfied with parks and open spaces in their local area, compared to the cities average. • 30% less people from the most deprived areas of Bristol feel they belong to their neighbourhood, compared to the cities average. • People from the most deprived areas of Bristol are 20% less satisfied with life, compared to the cities average. These results show that people from the most deprived areas in Bristol are less satisfied across a range of indicators (including, Health & Wellbeing, Crime & Safety, Education & Skills, Sustainability & Environment) compared with the cities average. <p>The proposed schemes have a range of objectives, across health and wellbeing, access to goods and services (including education and employment), and greater equity (e.g., air quality, transport, crime) with which they will need to be measured against, with reference to the results of the QoL survey.</p>

	Category 2020	Sub-Category 2020	Issues Raised	2020 Ranking	2019 Ranking	2018 Ranking
	Transport	Reduce congestion / less cars	612	1	2	2
	Transport	Improve buses and/or public transport	456	2	1	1
	Environment	Air / noise pollution	393	3	3	3
	Transport	Improve cycling infrastructure / facilities	308	4	5	9
	Council Services	Democracy and Governance	293	5	8	5
	Waste and street cleanliness	Litter and/or street cleanliness	261	6	4	4
	Community & Living	Local community and facilities	210	7	18	19
	Transport	Improve traffic management	198	8	12	8
	Transport	Parking	134	9	7	11
	Environment	Parks and green spaces	129	10	14	17
	Of the top 10 issues raised within the Quality of Life survey categories, the schemes have the ability to directly or indirectly impact positively on 8, not including Council Services or Waste and Street Cleanliness, although some aspects of the proposed schemes may still link to these.					
Rapid Evidence Assessment: Liveable and Low Traffic Neighbourhoods	<p>Where schemes succeed at encouraging walking and cycling, they will decrease the rates of asthma, depression, diabetes and increase life expectancy. Schemes designed to reduce speed and volume of traffic have significant impact on road injuries and crime, critical from an equity perspective, as children from lowest socio-economic groups and BAME groups are far more likely to be injured on road. By implementing schemes in areas with which suffer from low rates of physical activity, where private vehicle ownership is low (and non-local traffic is high) and where congestion and accident levels are high, options for safe active travel (amongst other interventions) will provide more inclusive infrastructure which can be accessed by a wider range of users.</p> <p>Active travel schemes which include supporting infrastructure (benches, unobstructed pavements, signage, parking for blue badge holders etc) which improves accessibility for all will ensure changes make the environments they are in more inclusive, rather than changes being more restrictive. Where trials are being undertaken, input from groups representing people with disabilities and protected characteristics is critical and ongoing engagement is required to ensure final schemes resolve unforeseen negative impacts during the trial periods.</p> <p>By improving the quality and safety of environments for non-car drivers, liveable neighbourhoods can make local trips, such as taking children to school, visiting the doctor or local high street on foot or bicycle a more attractive and realistic option. This is particularly beneficial for those who suffer from transport poverty and experience the biggest negative impacts of car-oriented environments and are often under-represented in local decision making. The engagement strategy for these schemes will need to ensure seldom heard groups are able to input and engage with the process of development and delivery of schemes.</p>					
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 type="checkbox"/> Religion or Belief	<input checked="" type="checkbox"/> Sex	<input 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.

Whilst it is a challenge to engage with all our citizens and we know that there are some groups with seldom heard voices with whom we can do a better job at engaging with, recent surveys do capture a credible snapshot of feeling on several key issues Bristol continues to face. Results from the Quality of Life, Your City Our Future (related to the Covid-19 pandemic and subsequent lockdowns) and Bristol Citizens Assembly, highlighted many of the imbalances and feelings of inequality across the city and made recommendations for change, and which have fed into the development of the schemes aims and objectives outlined in Section 1.1.

As schemes progress (and pending the outcomes of submitted bids), we will need to ensure ongoing engagement is meaningful with communities and representative groups for people who could be impacted by any proposed changes. As projects develop, we will continue to work with the Transport Engagement Team, following the process set out below in Section 2.5.

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. See <https://www.bristol.gov.uk/people-communities/equalities-groups>.

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 change 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.

The Transport Engagement team have led an engagement process throughout the Bristol Streetspace project of which Park Row and Cotham Hill schemes are included.

The questions below were asked to help us ensure that the survey has been responded to by a representative sample of the local ward populations.

- What is your age?
- Do you consider yourself to be a disabled person?
- What is your sex?
- Have you gone through any part of a gender reassignment process or do you intend to?
- What is your ethnic group?
- What is your religion/faith?
- What is your sexual orientation?
- Are you pregnant or have you given birth in the last 26 weeks?
- Are you a refugee or asylum seeker?

A detailed report on the engagement, which details responses to these questions in comparison with ward profile data. The reports for the Park Row and Cotham Hill schemes have been attached as appendices.

In pre covid19 times we would have followed up the postal surveys with targeted door knocking in this area and would have carried out interview surveys on street to help boost responses from certain groups. If street events had been allowed the team would have held roadshows asking people to get involved and fill in the survey. The team are very aware that not everyone has access to online resources which is why the team put on posters in the local streets to advertise the engagement and provided contact details in different forms. On all the paper and online copies of the engagement outputs the team provided a language template so that people could get the survey in a different language or in a different format as noted in the engagement tool section.

The consumables also had a phone number which had an answerphone function. People could call and leave a message asking a question or leaving a comment and someone would get back to them. An email address was also provided along with a written address so people had a choice of how they wished to communicate. The team also offered phone surgeries and virtual meetings to allow people to speak to the team if they had any questions and queries.

As restrictions have eased the team have recently completed on street surveys on Cotham Hill to compliment the assessment of the temporary scheme. Demographics of responders has been captured and a summary of the responses has been attached as an appendix.

Furthermore, targeted engagement has taken place with groups that are likely to be impacted by a change in the built environment such as Bristol Physical Access Chain and Bristol Sight Loss Council. The schemes will continue to be reviewed by stakeholder groups as part of the Active Travel Fund 3 scheme development. This model for engagement has been successful despite the challenging circumstances that the pandemic has presented. A similar method of engagement will take place for the 'Mini-Holland' and GP prescribing scheme as they're developed.

Citizens Assembly

The Assembly

In January 2020 Bristol begun a significant trial in deliberative democracy by running the city's first Citizens' Assembly. The transport theme posed the question:

What changes should we make to our neighbourhoods to make how we travel easier, healthier and better for the environment"

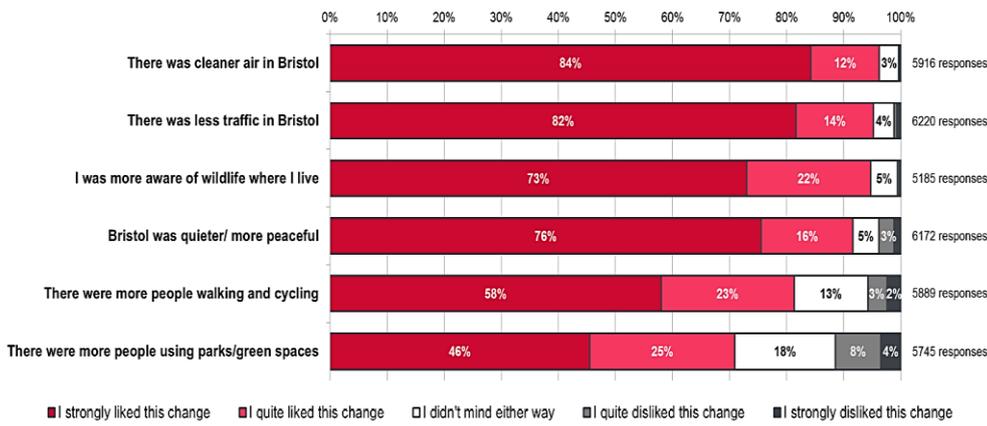
The [recommendations of the assembly](#) demonstrate the appetite for transformative neighbourhood improvements with over **90% of the panel supporting the following recommendations:**

- *Fundamentally reimagine the places we live so that they are people centred (i.e. create liveable neighbourhoods)*
- *Developing a pilot program to showcase what could be achieved if a citywide approach to being carbon neutral was taken received*
- *Empower local communities in the decision-making process to deliver the services and activities that they want to promote healthy lifestyle choices*

'Your City our Future' Survey

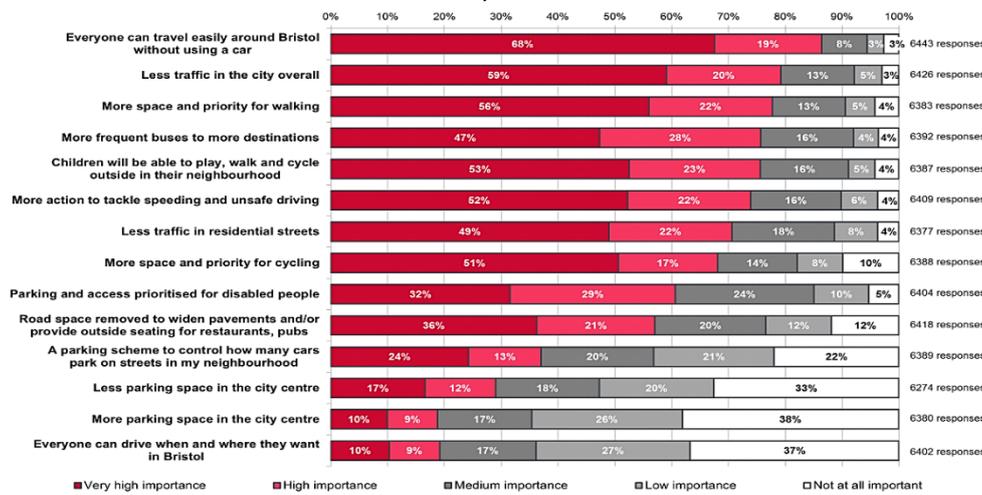
Between August and September 2020, 6,535 Bristolians responded to a survey which sought to understand their experiences of Bristol before and during lockdown as well as their hopes for the future. [The responses](#) suggest strong support for more 'liveable' and multi-functional neighbourhoods as highlighted by the graphs below:

During lockdown: environment All respondents



In terms of future priorities respondents:

Views on future priorities: transport All respondents



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.

Effective engagement is about providing a platform for the community to help shape their local area, whether they are connected by geographic location, special interest, or affiliation to identify and address issues affecting their well-being.

The overall purpose of engaging (in the context of this EqlA) is to understand the barriers faced by people in accessing a range of amenities (e.g., employment, education, healthcare), the impacts caused by transport, and to find out how they can be addressed to ensure that all stakeholders (residents, local groups, businesses, and educational institutions) are able to access goods and services in an equitable and sustainable way.

All proposals prioritise active and sustainable travel options, and interventions are intended to make them the preferred choice of travel for those who can travel in these ways. For each individual scheme, we will engage and work with groups representing people with protected characteristics and disabilities to ensure we understand the issues faced by people in the existing environments and how the types of interventions proposed throughout the development process would impact these groups.

Engagement with stakeholders will follow a co-design process (in some cases this has already begun) and is used to enable communities to input suggestions. The process involves:

Stage 1: Co-Discover

- Identify the barriers and issues faced.
- Identify the opportunities for overcoming these barriers.
- Determine which opportunities best address the issues that have been identified.

Stage 2: Co-Develop

- Determine in more detail the issues and opportunities.
- The constraints that effect that location.
- Begin to develop ideas that could solve the issues identified.

Stage 3: Co-Design

- Design solutions to address the issues in specific locations identified by stakeholders.
- Trial some aspects of the designs to determine if they address the issues raised.

Stage 4: Co-Deliver

In stage four agreed solutions will be drawn up into detailed plans and technical drawings and the interventions will then be implemented.

To ensure the engagement process with stakeholders is inclusive, schemes will include the following:

- Engagement materials in multiple languages and in accessible formats on request, such as easy read versions, braille, large print, and audio including both on and offline versions.
- Engagement events at a variety of times, days, and locations and both online and offline (e.g., virtual meetings and in person).
- One point of contact – transport.engagement@bristol.gov.uk and 0117 9036449.
- Dedicated officers who will work with under-represented groups.

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 (different kinds of disability, ethnic background etc.) 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)

Bristol and its citizens face many challenges of the next decade such as, inequalities, a shortage of affordable housing, the Climate Emergency and Ecological devastation. The One-City Strategy sets several goals on how these challenges can be met with the urgency that is required. Sustainable and active travel play a key role in creating a healthier city that unlocks the potential of its communities whilst ensuring that people are not left behind with economic growth and regeneration.

Sustainable and Active Travel requires significant investment in infrastructure to re-allocate road space and provide conditions that encourage people to make short journeys by sustainable modes where appropriate. This level of change will impact citizens in across the city in different ways. It is essential that less heard voices and communities with protected characteristics are involved in helping to re-design the city and transport network so that Bristol can meet its climate and ecological targets whilst working as well as it can do for those who may have particular transport needs.

The programme of work varies in its approach to delivering sustainable and active travel improvements. These can broadly be split into the following approaches which could be installed as part of the wider Active Travel Fund 3 or Mini-Holland scheme

- Protected cycle tracks on streets with a high vehicle flow
- Point closures (modal filters) in neighbourhoods to reduce through traffic and create an environment that makes short trips by walking and cycling safer and attractive
- Protected traffic signal junctions to increase priority and safety for people walking and cycling, often considered to be the most vulnerable road users.
- Changes to vehicle priority, such as pedestrianisation, timed closures to vehicles (school streets) or one-ways with contra flow cycling.

The prevalent theme that connects these potential interventions is that it will change and influence how people move around the city and access services. As such the changes are likely to impact all people across the city, including those with protected characteristics. However, the changes also present significant opportunities to address inequalities and improve inclusion.

Due to the complexities, separate EQIA assessments will be undertaken for each specific element of this programme of works as they develop from consultation to implementation.

- Active Travel Fund 3 (Park Row/Upper Maudlin Street and Cotham Hill)
- Mini-Holland Expression of Interest
- GP prescribing Expression of Interest

PROTECTED CHARACTERISTICS

Age: Children	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> • Almost one third of children are in poverty, a greater proportion than for any other age group. This increases to nearly 50% for lone-parent families. [1] • The availability and affordability of transport can contribute to children’s access to important resources. [3] • Active travel presents an opportunity to promote health and wellbeing among children. This is particularly important for children who are more likely to develop childhood obesity due to other characteristics, including deprivation and BAME background. [3] • The effects of air pollution are particularly significant for the health of children. [3] • Children from a lower socio-economic background are also more likely to be exposed to high levels of pollution due to living in densely populated urban areas. [3]
Mitigations:	
Age: Young People	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> • Identified as a group at risk of transport poverty [1] • From the age of 16 onwards, the bus becomes an important tool in enabling young people to access employment and training. [1] • Vehicle ownership tends to be low among younger age groups partly due to the costs of learning to drive, as well as maintaining a vehicle and the associated insurance costs, making this group increasingly reliant on public transport. [3] • Transport affordability and availability are key challenges for younger people relying on public transport to access work, education, and other activities. [3] • Safety and personal security are also important aspects of the mobility experience for younger people. Younger people are more likely to be involved in crime on public transport; as both perpetrators and victims of low-level disorder and anti-social behaviour. [3] • Fear of antisocial behaviour on the part of younger people (rightly or wrongly), and lack of perceived safety when using public transport can deter young people from using public transport
Mitigations:	
Age: Older People	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> • Identified as a group at higher risk of transport poverty [1] • Identified as a group at risk of poverty [1]

	<ul style="list-style-type: none"> • Access to appropriate forms of transport can help older people avail themselves of goods, services, employment and other activities, with public transport playing a crucial role in remaining connected and maintain independency when older people are unable to drive [3] • Older people are more likely to have a disability or long-term health problem that can affect their ability to use transport, including: mobility impairments, hearing impairments and cognitive impairments. [3] • Older people with a disability or long-term health condition might also be more reliant on staff on public transport to help enable them to undertake a journey. [3] • Older people can also struggle with elements such as finding accurate and up to date pre-travel information, including timetables, the availability of accessible infrastructure (such as disabled parking), and information about ticketing and staff availability when using public transport. [3] • Evidence also suggests that older people are not as likely as younger people to be users of new technology and many choose to use familiar technology, such as TV or radio, to access information. [3] • There is evidence that older people are more likely to struggle to use many of the digital tools needed to undertake travel such as touch-screen ticket machines, while also being less likely to use smartphones for transport planning purposes (69% versus 82% in younger people). [3] • Research also suggested that uptake of shared mobility services is lower amongst older people and disabled people. This is related to barriers such as the lack of on-demand accessible options, unfamiliarity with the technology needed to book services and inability to use digital payment on a smartphone, and not being comfortable with unfamiliar ride hailing drivers. [3] • Volunteer transportation systems can more easily serve older and disabled people due to higher client engagement, lower costs and higher user familiarity with the service providers. [3] • Older people in the 80 to 90 age groups tend disproportionately to be women living alone. • Ageing is linked with a reduction in car usage and driving, often caused by the worsening of physical conditions, increased stress associated with driving, car maintenance costs and less need to drive for full time work, as well as forced cessation of driving due to old age. [3] • Older people become more reliant on taxis and lifts from family and friends as a transport mode, providing a supplement to the publicly accessible fixed-route bus and rail system. [3] • Research from Age UK has found that an improved provision of active transport (including walking and cycling) could disproportionately benefit older people. Increased provision of active transport is likely to improve the amount of physical activity, which is linked to better cognitive performance, better mental health outcomes and reduce overall morbidity and mortality. [3] • Currently only 8% of men and 3% of women over the age of 65 in the UK cycle, a much lower proportion compared to both the general population in the UK and those over the age of 65 in European countries. [3]
Mitigations:	
Disability	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> • Undertaking an analysis of current transport trends among disabled people it is important to note that disabled people are not a homogenous group, their needs and abilities can vary greatly depending on the nature and severity of their disability. [3] • Families that include someone with a disability have always been at greater risk of poverty (JRF 2017: 25) [1] • Disabled people face a range of challenges in relation to mobility and various modes of transportation. [3] • Primarily, key obstacles relate to a lack of accessible infrastructure, at stops, stations and other locations, as well as in use of vehicles themselves. [3]

- Where people are unable to rely on public transport either due to structural barriers or because of geographical location, they are likely to **increasingly rely on more expensive services such as taxis and private hire vehicles (PHVs)** – affecting the affordability of travel. [3]
- **Accessible and inclusive information** relating to routes and tickets is also a **key challenge**. Adequate information, alongside staff presence and assistance can help to make disabled passengers feel safer when travelling, as well as making journeys easier and more stress-free. [3]
- **Active travel modes** for disabled people are reliant on well marked shared spaces and clear pedestrian routes, where these are present, modes such as walking and cycling can have both **mental and physical health benefits** for disabled people. [3]
- Appropriate transport provision enables disabled people to participate in their community, maintain social networks, and access employment, education, healthcare and other services. [3]
- The unemployment rate in the UK for disabled people was 6.7% in 2019, despite this rate having reduced, it is still nearly **double the national unemployment rate**. Evidence shows that difficulty in **accessing transport** is the **second most common barrier** to work among disabled people. [3]
- While disabled people tend to travel less than non-disabled people, many are nonetheless **reliant on public transport**. There can be large variances in a person's travel patterns depending on their disability and its severity. For example, according to DfT's 'disabled people's travel behaviour and attitudes to travel' report, having a **learning or physical disability** correlates strongly to **travel by bus**. Around 60% of disabled people have no access to a car and use the bus around 20% more than their non-disabled counterparts. [3]
- Disabled people are more likely to report **negative and problematic journey experiences**, alongside **limited awareness** of viable alternatives. For some disabled people, the **attitude** of staff and other passengers, as well as the **unpredictability of public transport** (both timings and capacity), prevents them from using public transport. For **neurodiverse** people, a **lack of routine or unexpected events** can become overwhelming, leading to high levels of **stress and anxiety**. [3]
- **Overcrowding** at peak times can make travelling particularly difficult for those with **reduced mobility** and people who are more **vulnerable to stress and anxiety** in crowded places, as fast-moving, dense crowds of people can reduce accessibility and make vulnerable passengers feel unsafe. For those people unable to stand on a moving train, there may be difficulties, even outside peak hours, in **finding a seat** on services which have reduced the number of seats in order to increase overall carrying capacity. This can result in increased levels of stress and anxiety associated with the use of public transport for those with reduced mobility. [3]
- Disabled passengers often travel to, from and between legs of their journey via various transport modes, sometimes with challenges to the successful completion of the **first and last mile** of a journey. Challenges can include finding and using suitable parking areas when using a private vehicle for a portion of the journey, public transport connections, and differing levels of staff support (where support is available) for different legs of the journey [3]
- Research has found that in urban areas, **active travel routes** are associated with an increased **perception of risk**, often due to poor lighting or a lack of people using the route. This perception of crime can impact disabled people who are at a higher risk of being a victim or witnessing a crime. [3]
- There is a relatively **low participation rate in active travel** for disabled people, research has shown that disabled people with a range of learning and physical impairments, state that a reason for their lack of activity is due to the **inaccessibility of the pedestrian environment**, particularly road crossings where evidence shows they feel particularly vulnerable. The timing of crossings, a lack of working crossings and the absence of dropped kerbs are all cited as barriers, and uneven surfaces increase the chance of falling for people with reduced mobility. For wheelchair users' obstructions such as advertising boards or bins can make the pedestrian environment particularly challenging

	<ul style="list-style-type: none"> • Air quality depletion linked to traffic exhaust emissions can have detrimental effects on certain groups of disabled people. The British Lung Foundation states those at highest risk to air pollution effects are those already living with pre-existing health conditions, predominantly those with such lung conditions as asthma or Chronic Obstructive Pulmonary Disease (COPD). [3]
Mitigations:	
Sex	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<p>Women</p> <ul style="list-style-type: none"> • Identified as a group at risk of transport poverty [1] • A lack of adequate public transport creates barriers to women accessing employment and educational opportunities. This is related to their patterns of participation in the labour market. [1] • Since women are more likely to be in part-time work and exercise caring responsibilities that may require them to make multiple short journeys during a day, their transportation needs are not adequately met by the majority of transport services that are designed following a “hub and spoke model”. [1] • Having less access to private means of transport such as bicycles, motorcycles and cars, women are inclined to take work closer to home, often in the informal sector, which may limit their opportunities for finding better paid or higher skilled positions. This may be exacerbated by a limited availability of part-time work or work that fits around school hours. [1] • Kamruzzaman and Hine (2012) highlighted that an understanding of access to activity spaces can shed light on the gendered dynamics of social exclusion. For example, women had more transport constraints than men, as childcare constraints meant they were less likely to take longer journeys. They were also less likely to travel at night or on weekends due to perceptions of safety, stemming from a lack of transport during these periods. [1] • Less women across the UK hold a driving license compared to men (67% versus 77%). Women also tend to not have access to a car, particularly during the day as they either cannot afford one, or the family car is being used by a partner. [3] • In terms of affordability and availability, it might not be financially convenient for women to pay for monthly or weekly transport passes when working flexibly. [3] • Caring responsibilities also tend to disproportionately fall to women and often require making multiple short journeys during a day – for example, to drop off children at school, visit family members and shop for food – which creates an additional challenge if private transport is not available. In such cases public transport services may not sufficiently interconnected, requiring journeys with several changes and a long commuting time. [3] • When involved in a road accident, women are also more likely to fall casualties than men. [3] • While fewer women tend to have access to private transport, women make greater use of taxis and PHVs in comparison to men, increasing with older age. This is despite challenges around costs and affordability as well as personal safety when using a PHV or taxi as passengers can feel vulnerable and concerned due to travelling with strangers [3] • Feelings of personal safety and security are thus a recognised barrier to women using public transport. [3] • Ensuring that public transport provision is affordable and improving public transport connections, making them more reliable, would enable women to undertake better connected journeys. [3] • Research evidences that gender inequality in cycling is common, with low levels of cycling among women compared to men. This could be due to cultural

	<p>factors that remain in place despite an increase in the promotion of active travel. Promoting gender equality and normalising cycling culturally could benefit women in increasing the numbers of those cycling regularly [3]</p> <p>Men</p> <ul style="list-style-type: none"> • Even though men tend to undertake fewer trips per year when travelling, they tend to travel further distances. Private vehicle use and ownership is also higher amongst men, with evidence showing differences in driving habits, as well as a higher propensity to be employed in sectors that require driving, such as freight and logistics and public transport. [3] • Men are in fact more likely to be involved in road traffic accidents across all transport modes this is also due to their higher propensity to use certain transport modes. [3] • Younger men are also more likely to be road casualties [3] • With pedestrians, female pedestrians account for just over half of journeys made by foot (52%), but men make up the majority of pedestrian casualties (57%). [3] • Younger men aged 16-19 are also more likely to be victims of crime on the public transport network compared to men of all other age groups [3]
Mitigations:	
Sexual orientation	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> • As with religious and faith and other protected characteristic groups, safety and security – and perceptions of safety and security – when using public spaces, and public transport is a key issue for lesbian, gay and bisexual (LGB) people [3] • Improvements in all aspects of transport safety, including transport infrastructure that ensures journeys can be undertaken in a safe, reliable and efficient manner, would improve feelings of personal safety and present a beneficial opportunity to all vulnerable groups when travelling, including LGB people [3]
Mitigations:	
Pregnancy / Maternity	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> • Public transport plays a fundamental role in supporting social inclusion for many parents with young children, and parents with young children have been identified as a group that is particularly vulnerable to social isolation. [3] • Evidence also suggests that, when private transport is available, parents with young children might choose it as a preferred transport method due to its convenience and perceived safety [3] • Similar to disabled people, and older people, the accessibility and design of physical spaces can also affect parents' ability to travel freely with small children, especially if using pushchairs. [3] • Provision of better physical accessibility of public transport, as well as availability of public transport services for all, would contribute to meeting parents' travel needs – which may differ from travel patterns planned around working life – would enable this group to undertake more comfortable journeys while also responding to their needs and avoiding the risks of social isolation and severance. [3] • Exposure to poor air quality and pollutants can also affect foetal development and cause low birth weights, premature births as well as stillbirths and miscarriages; sometimes having long-lasting effects on the health of the baby. [3]
Mitigations:	
Gender reassignment	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> • Measures that would improve feelings of safety and thus confidence in travel would present an opportunity for this group; including infrastructure measures such as CCTV at public transport infrastructure and on transport services, and the improved visibility of staff in areas where people feel particularly vulnerable, again, including public transport. The training of transport staff to ensure that they are able to offer appropriate support to transgender passengers would further support greater confidence in travel by this group. [3]

Mitigations:	
Race	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> • Black, Asian, and minority ethnic (BAME) households consistently have the highest rates of poverty, and White British households have the lowest [1] • Adults from Asian, Black or other ethnic groups took substantially fewer trips per person in 2017 than those from white or mixed groups. [1] • In 2020 unemployment rates for people from BAME backgrounds are nearly twice those of people from White backgrounds [3] • Data from Joseph Rowntree also shows that people from a BAME background are overrepresented in shift work [3] • Access to transport for some people is tied closely to geography, and infrequent public transport services, particularly in the evening and at weekends, can impact the type of employment people are able to access and can, for example, affect the ability to undertake shift work. Research has found that this was particularly the case for ethnic minority groups concentrated in more deprived areas. [3] • There is some disparity when looking at figures for people from a BAME background in relation to walking and cycling. DfT walking and cycling statistics suggest that people from a mixed ethnicity background were most likely to walk for travel once a week [3] • In terms of cycling, DfT data suggests that Black and Asian adults are least likely to cycle [3] • It has been highlighted in research that people from a BAME background fear racial attacks when using public transport, thus potentially causing a barrier to their use of transport networks. [3] • Higher level of air pollution exposure is linked to the high proportion of BAME communities living in densely populated urban areas where air pollution is highest. [3]
Mitigations:	
Religion or Belief	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> • Safety, and perceptions of safety, are particularly important for a number of groups when using the pedestrian environment and public transport. This includes people from particular religious or faith communities, for whom concern about hate crime is a particular issue. [3] • In some cases, older generations may not have English as a first language, while younger generations may have a large number of children. Barriers faced for people with multiple children include cost, journey planning and ease. [3] • The geographical distribution of faith schools means that younger people at these schools may have to travel further distances to access a particular school. [3]
Mitigations:	
Marriage & civil partnership	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	There is no current evidence to suggest that this protected characteristic group might experience transport differently today. [3]
Mitigations:	
OTHER RELEVANT CHARACTERISTICS	
Socio-Economic (deprivation)	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> • People who depend more on the bus network for work tend to be lower paid, live in more deprived areas, and are more likely to turn down jobs due to transport issues, than those on higher incomes, who tend to use cars and trains more often. [1] • Income was found to be one of the defining aspects of socio-economic inequality. Transport costs and affordability are central to the impact of transport on inequality. If transport is too expensive, then people are not able to make the journeys they need to get into work or move into education and training that could improve their prospects [1] • Key vehicles for addressing poverty include welfare and public support, education, cost of living interventions, employment, and social support (e.g. health and social care services, family relationships (Joseph Rowntree Foundation 2016). [1]

- Membership of **specific demographic groups** can predict risk of poverty [1]
- There is a relationship between income and type of transport used. Those on **lower incomes use buses** more than those on higher incomes, and those on higher **incomes use cars and trains more** than those on lower incomes (Department for Transport 2017). This is a result of accessibility rather than choice: buses are cheaper to use than trains, and cars are expensive to own and run. [1]
- **Access to work** is greatly improved by more **accessible and affordable public transport** opportunities. Transport is important in obtaining a job, keeping a job, or getting a better job. Improving provision for **cycling** can also have a positive impact on **employment opportunities**. [1]
- Those who **depend more on the bus network** to participate in the labour market tend to be **lower paid**, reside in areas of **deprivation**, and are more likely to turn down employment due to transport limitations. [1]
- **Cycling** is regarded as a **good way to widen travel horizons** for disadvantaged individuals. [1]
- **Support in paying for transport** is a way in which cities can support people living in poverty to access and maintain work. [1]
- **Affordability of public transport** is one of the **key barriers** for **people living on low incomes**, such as people who are unemployed, in insecure or low paid work, and people who live in deprived areas. [2]
- People living in deprived areas are significantly more likely to use **buses** than other groups of people, and bus travel therefore accounts for a **larger percentage of their income**. [2]
- Evidence from the Joseph Rowntree Foundation also highlights that residents in low-income neighbourhood often find commuting options constrained by unaffordable or unreliable public transport, especially when combined with the prospect of **low-paid or insecure employment**. Low income jobs such as cleaning or security roles may require **early starts or late finishes** when **public transport is not available**. Furthermore, **peripheral sites of employment**, such as retail, commercial and industrial parks are hard to access using the public transport system, making people living in low-income neighbourhoods **more reliant on private transport**. [3]
- Lower income households have higher **levels of non-car ownership** – **female heads of house, children, younger and older** people, people from a **BAME background** and **disabled** people are often concentrated in this statistic. [3]
- There are geographical inequalities in the provision of transport and as a result differences in access to employment, healthcare, education, and other amenities occur. Often these are located in areas that already have good transport links or are due to have new transport hubs opening nearby. However, residential areas may have a wider scale of provision compared to areas of employment. The lower level of car ownership, combined with limited public transport services in many peripheral social housing estates, exacerbates issues around access to services, education and employment. [3]
- Evidence suggests that people living in deprived areas face **unequal access to certain modes** of transport. Research has found that only a **small number of deprived areas** are served by the **rail network**, instead mostly being accessible by local buses. Where there are train stations, they are often perceived as **rundown** and **secluded**, leading to feelings of fear about using them. [3]
- People living in deprived neighbourhoods are significantly **more likely to feel unsafe** and believe that crime is a significant problem in the areas that they are living. [3]
- A 2018 study into **pedestrian safety** revealed that **children who live in deprived areas** are at a greater risk of being involved in a **road related accident** (as both a **passenger** and a **pedestrian**) when compared to other children. Children living in the **most deprived** quintile are **six times as likely** to be **involved in an accident** than those living in the least deprived quintile. Rates of **Killed or Seriously Injured casualties** in relation to miles walked for people in the most deprived quintile is over **double** that of those living in the least deprived (0.58 and 0.28 casualties per million miles walked). [3]
- There is major disparity between people living in deprived areas and communities in more affluent areas regarding the exposure of individuals to **polluted air** [3]

	<ul style="list-style-type: none"> Increasing promotion and provision of active transport directly benefits people who reside in deprived areas by improving the local air quality and improving their health and wellbeing. For example, obesity rates for children are highest amongst those in deprived areas. [3] Public transport has the potential to increase access to employment and education, in return creating economic prosperity. However, this is based on ensuring that transport networks connect more deprived areas to centres of employment and education [3] Ensuring feelings of safety are increased will encourage more people to participate in active travel modes and use public transport that is available. Safety can be improved by the provision of quality lighting, clear sightlines and where appropriate surveillance. Furthermore, concerns around road safety can be reduced through appropriate education, signs and road markings amongst other things. [3]
Mitigations:	
Carers	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	
Mitigations:	
Other groups [Please add additional rows below to detail the impact for other relevant groups as appropriate e.g. Asylums and Refugees; Looked after Children / Care Leavers; Homelessness]	
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 proposals objectives are all focused on creating more equitable environments and providing safer, more accessible, and healthier transport options for all, with the infrastructure delivered helping to support improved health outcomes for those prescribed via the GP Prescribing bid.

Infrastructure proposals will all be required to be in line with latest government guidance (e.g., LTN 1/20) which sets minimum requirements around accessibility to ensure people using mobility aids, such as walking frames, adapted bikes, or blue badge holders, are not discriminated against because of the environment's characteristics.

Through ongoing engagement (and the co-design process), issues and options to improve the accessibility and safety of scheme areas will be assessed and developed with input from a range of key stakeholders. As part of the liveable neighbourhood pilot scheme, proposals will be developed in partnership with the local community, including various local interest groups, some of which are likely to represent people with protected characteristics. As part of our early engagement work, Officers will engage with these groups locally to ensure participation in the process is possible from the start.

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:

There is the potential for some schemes to require the removal or relocation of vehicle parking. In areas where disabled parking bays are located and may be subject to change, we will engage with the relevant groups to assess the impact and develop options which mitigate any negative impact with these groups.

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

As noted previously, all the schemes are intended to provide more equitable spaces for people or implement support systems which can address imbalances around access to services.

The progression from temporary to permanent Streetspace schemes will increase the accessibility, safety, and health (air quality) of these environments, and mitigations being implemented to minimise any negative aspects which result from the removal of private vehicle access.

If successful, the Mini-Holland expression of interest bid would lead to a pilot scheme involving meaningful co-working with multiple agencies, including groups representatives disabled people and those with protected characteristics. The process provides the best opportunity for outcomes to meet the needs of the wider community, and not only a small minority who may be more mobilised than those from seldom heard groups.

Through the GP Prescribing bid, focusing on the Family Cycling Centre and communities in south Bristol, where health outcomes and levels of walking and cycling are low compared to the Bristol average, there is an opportunity to gather evidence on how targeted interventions in areas which suffer from poor health could be replicated across Bristol in the future.

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

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.

Monitoring and evaluation of schemes post-implementation is crucial for data-led evidence to test their success against the original objectives. This is known as 'legacy' and whilst evidence is gathered on changing travel behaviours, traffic collisions, air quality improvements etc, evidence is also collected to assess positive and negative impacts of the interventions on people with protected characteristics.

Evaluation approaches can involve:

- **Community surveys:** Community surveys carried out in cohorts for each LN area to capture public feedback and for monitoring travel behaviour and social impacts.
- **Secondary data collation:** Collation of information from existing datasets that are collected at regular intervals to report on progress against the LN objectives.

Evaluating schemes against their objectives can be done using both quantitative and qualitative methods. If, for example, one objective of a scheme is to 'Improve residents' physical and mental health and wellbeing', monitoring could be done through community surveys, before and after audits (e.g., Healthy Streets indicators) or the 'Quality of Life' survey. This approach describes a minimum level of monitoring and evaluation to be carried out for each scheme that is necessary to evidence their success against their intended objectives.

There is a need for flexibility in the evaluation approach given the varying context for each of the outlined schemes. Each varies according to existing place-making and travel behaviour, relevant stakeholder groups, community engagement feedback received from project inception, and differing interventions. Where relevant to

a specific scheme area, the monitoring and evaluation approach should consider additional or varying monitoring and evaluation. This could include:

- Adaptations to community surveys to capture evaluative feedback on themes identified from the community engagement within a scheme area (to ensure there is an appropriate feedback loop on issues important to the local community and which captures a representative evidence base from people with protected characteristics).
- Widening community surveys within a scheme area to include a broader range of public feedback and/or include specific stakeholder groups (if there is under-representation from people with protected characteristics).
- Additional qualitative monitoring, including focus groups with specific stakeholder, disability, or community groups, or to capture more in-depth evidence from participants of surveys.
- Expanding data collection to include a wider study area if there remains an under-representation of people with protected characteristics).
- Additional monitoring tools e.g., parking surveys (pedestrians, cyclists, and cars) to understand the varying groups of people travelling to and through the scheme areas.

Where temporary materials are used to trial interventions (generally when an Experimental Traffic Regulation Order is in place, which can span 6-18 months), changes can be made based on stakeholder feedback to help mitigate any unintended consequences of the trial. To allow for meaningful evidence to be gathered and changes to be made during trials data gathering should be done:

- Before any scheme delivery has occurred. Baseline community survey should be undertaken and count data to form an understanding of the current situation.
- Post implementation- once measures are installed on a temporary basis. First iteration of comparative data should be undertaken and the carrying out of community surveys, traffic counts etc.
- Once adaptations have been made during the trial period and a permanent scheme is delivered, a second iteration of comparative data should be undertaken and the carrying out of community surveys, traffic counts etc completed.

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.

<p>Equality and Inclusion Team Review: Equality and Inclusion Team</p>	<p>Director Sign-Off:</p> 
<p>Date: 25 August 2021</p>	<p>Date: 26/08/2021</p>

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.