

Equality Impact Assessment [version 2.9]



Title: Levelling Up Fund – Bedminster Regeneration	
<input type="checkbox"/> Policy <input checked="" 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: Growth and Regeneration	Lead Officer name: James Coleman
Service Area: Economy of Place	Lead Officer role: Funding Bid Coordinator

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.

Background and scope

The “Bedminster Green Framework” was approved by Cabinet on 05/03/19, and this included approval of £6m Strategic Community Infrastructure Levy funding to develop transport improvements within the framework area. The transport improvements will help to unlock the development sites within the framework by providing new high-quality transport infrastructure, which will support new people moving into the area, and provide improvements for existing residents.

Aims and outcomes

The project proposals are:

- Northbound bus lane on the A38/Dalby Avenue
- New and upgraded bus stops
- Widened footways
- New pedestrian and cycle crossing points
- Public realm improvements, including new trees and planting
- Protected cycle lane along Whitehouse Lane
- Integration with potential works at Windmill Hill, to be developed during 2021/2022 (subject to separate EQIA)

As a result, outcomes should be:

- Greater numbers of people walking, cycling and using public transport within the framework area
- Fewer numbers of new residents relying on private car transport
- A higher ‘Healthy Streets’ rating for Malago Rd, Dalby Avenue and Whitehouse Lane

- Improved public realm

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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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
% for whom air pollution prevents them from leaving their home when they want to – (Bristol Quality of Life Survey 2020 – 2021) - Southville ward – 5.8%	In the local area, there is slightly higher proportion of people whose life is impacted by air pollution. This may be because there is a higher proportion of people

<ul style="list-style-type: none"> - Bristol Average – 5.6% 	<p>in the area with health conditions susceptible to pollution.</p> <p>It will therefore be important for the project to provide high quality infrastructure for alternative methods of transport to the private car, to help reduce pollution from private car usage. This in turn will help to ensure people with health conditions susceptible to air pollution will not feel unable to leave their homes.</p>
<p><i>% who think air quality and traffic pollution is a problem locally</i></p> <ul style="list-style-type: none"> - Southville ward – 79.7% - Bristol Average – 70.5% 	<p>A significantly greater proportion of people believe air quality and traffic pollution are a problem in Southville than the Bristol average. This may be due to actual or perceived greater levels of traffic congestion and pollution in the ward, and/or greater awareness of air quality and traffic pollution. Reducing air pollution leads to a reduction in both morbidity and mortality. The most recent analysis commissioned by Bristol City Council – based on evidence from the Committee on the Medical Effects of Air Pollutants (COMEAP) – calculated that around 300 deaths each year in the City of Bristol can be attributed to exposure to both nitrogen dioxide and fine particulate matter.</p> <p>It will therefore be important for the project to provide high quality infrastructure for alternative methods of transport to the private car, to reduce pollution from private car usage and help avoid negative health impacts from air pollution.</p>
<p><i>% for whom inaccessible public transport prevents them from leaving their home when they want to – (Bristol Quality of Life Survey 2020 – 2021)</i></p> <ul style="list-style-type: none"> - Southville ward – 9.4% - Bristol Average – 9.1% 	<p>A slightly higher proportion of people in Southville ward are prevented from leaving the home due to inaccessible public transport than the Bristol average, showing that there is greater need for improvement in this ward.</p> <p>The project must protect the existing public transport provision and improve upon it, by providing measures for greater bus priority, bus network resilience, and improved bus stops / waiting facilities. This is important because many people with disabilities who cannot afford car or taxi transport rely on buses, which are accessible to wheelchairs and other mobility aids.</p>
<p><i>% satisfied with the local bus service – (Bristol Quality of Life Survey 2020 – 2021)</i></p> <ul style="list-style-type: none"> - Southville ward – 46.6% - Bristol Average – 56.6% 	<p>A significantly lower proportion of people in Southville are satisfied with the local bus service than the Bristol average. This may lead to reduced usage of bus services and reliance on private car transport instead, which will increase the negative impacts of air pollution outlined above. Furthermore, dissatisfaction amongst people with a disability who rely on buses for their transportation will have a disproportionate impact on this group.</p>
<p><i>% who walk to work</i></p> <ul style="list-style-type: none"> - Southville ward – 42.6% - Bristol Average – 21.6% 	<p>A far higher proportion of Southville residents walk to work than the Bristol average. The project proposals provide pavements of 3m width for the majority throughout, and this will help to provide enough space for high volumes of people walking, as well as those people using mobility aids (e.g. wheelchairs and mobility scooters) which require more space on the pavement.</p>

<p>% who cycle to work</p> <ul style="list-style-type: none"> - Southville ward – 20.9% - Bristol Average – 15% 	<p>A higher proportion of people in Southville ward cycle to work. Some people with a disability rely on adapted cycles as mobility aids. The project proposals include the creation of a new off-road cycleway on Whitehouse Lane, and the upgrade of an existing cycle route for the Malago Greenway, between Windmill Hill and Malago Road. Many people feel unsafe cycling on a carriageway without segregated cycle provision, so the cycleway should provide those people who use a cycle as a mobility aid the ability to move around the city or enjoy some exercise.</p>
<p>% overweight or obese (Bristol Quality of Life Survey 2020 – 2021)</p> <ul style="list-style-type: none"> - Southville ward – 35.8% - Bristol Average – 46.5% 	<p>Fewer people in Southville ward are overweight or obese than the Bristol average, and this is a positive outcome for the ward. However, there is still a significant number of people in the ward who are overweight in absolute terms. Opportunities for active travel, as an alternative to private car use are therefore still important, in order to minimise negative health impacts of obesity. The project proposes to include wide higher quality footways, new off-road cycle routes, and improved bus provision.</p>
<p>The area surrounding the A38 within the Southville ward (all of the eastern third) is in the 10-20% decile of national deprivation</p>	<p>This area will have higher levels of inequality compared to the country as a whole, in terms of income, employment, education, health, crime, housing, and environment. As a result, the project should provide real alternatives to private car use, which many people living in areas with high levels of deprivation could not afford. The proposals include measures to make walking and cycling more attractive and easier, and there are significant upgrades to bus infrastructure on order to provide cheaper options for transportation.</p>
<p>Premature mortality is significantly worse in Southville ward than the Bristol Average:</p> <ul style="list-style-type: none"> - Southville ward – 537.4 - Bristol Average – 377.5 <p>(Directly age standardised rates for deaths in people aged under 75 years, per 100,000 population)</p>	<p>The project aims to improve infrastructure providing viable alternatives to private car use, either by walking, cycling or taking the bus. This in turn should help to reduce local air pollution, and give people opportunities to get exercise when moving around the city, helping to reduce obesity and health impacts of inactivity.</p>
<p>There are fewer cars per household in Southville ward, compared to the Bristol Average:</p> <ul style="list-style-type: none"> - Southville ward – 0.88 - Bristol Average – 1.04 <p>A higher proportion of households in Southville have no car:</p> <ul style="list-style-type: none"> - Southville ward – 35.1% - Bristol Average – 28.9% 	<p>For the people with no access to a car in their household, they will be primarily relying upon walking, cycling and public transport to move around the city. Without priority for buses, and good quality walking and cycling routes, those people who do not have access to a car will be disadvantaged when moving around the city.</p>
<p>Southville has lower than average amount of people with illness or health condition which limits day-to-day activities at least a little</p> <ul style="list-style-type: none"> - Southville Ward – 18% - Bristol 25% 	<p>Any change to road layout etc should be discussed with disabled citizens due to access needs.</p>
<p>Bedminster Green public consultation, conducted from 21/01/2021 to 04/03/2021. Please refer to “Appendix A - Bedminster Green 1 Transport Consultation - Breakdown of responses by protected characteristics</p>	<p>Generally, results showed an equal spread of responses based on age, disability, gender reassignment, ethnic group, religion/faith, sexual orientation, or pregnancy.</p>

<p>group” to view responses organised by protected characteristic groups.</p>	<p>When results by gender are analysed, females tended to be less likely to ‘strongly agree’ with positive outcomes of the project and were more likely to either ‘agree’ or ‘neither agree nor disagree’. This difference was mostly observed in questions relating to ‘improving cycle safety and comfort’, ‘removing parking spaces for a protected cycle lane’ ‘contribution to clean air’, ‘improving safety’, ‘improving the public realm’, ‘reducing through traffic’, and ‘supporting local businesses’,</p>
<p>Additional comments:</p>	

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 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.

<p>Historically, younger populations, individuals from ethnic minority backgrounds and those living in more deprived neighbourhoods, tend to be underrepresented in public engagement. During the COVID-19 pandemic, there is also a divide between those with digital literacy and internet connectivity. Recognising this challenge, 5470 postcards were posted to residents within a 10-minute walking catchment of the area (approx. 1 kilometre) to reach out to those who prefer traditional forms of communication.</p> <p>Pre pandemic, targeted door to door knocking, in addition to ‘walkabouts’ and street surveys would have all been conducted to help boost response rates across the local area and to engage with the above ‘hard to reach’ groups. Due to the COVID-19 pandemic lockdown, BCC was unable to deliver these activities, so instead focused on how to cascade messaging and awareness of the public engagement through known stakeholders and well-established communication channels. The decision was taken not to develop a series of posters for display across the local area as this would not have been cost effective at a time when the message from central government was to ‘stay home’. Social media advertising was also used to target people within the specific areas of Southville and Windmill Hill, and this was further targeted at those under 25 years old in a second phase.</p> <p>However, despite the above measures to try to reach out to all members of the community, the proportion of responses across some groups to this survey were lower than those of the Southville and neighbouring ward profiles, and this was most pronounced in younger age groups (ages 18-24), and people from black ethnic groups (Black / African / Caribbean / Black British). An action is recorded below in section 4.2 to address the lower representation from BAME groups in the survey.</p>
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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 consultation comprised distribution of 5470 postcards to addresses within a 10-minute walk of the project area. The postcard invited people to go online to view the proposals and give us feedback. The postcard also provided an email address and telephone number for people to get in touch to request paper copies of the consultation and feedback form, or to request the information in any other format. The postcard also invited people to call the telephone number to 'talk through' the proposals if they wanted to.

The consultation team also held a number of briefing sessions with community groups, including equalities groups. The Bristol Physical Access Chain (BPAC) were briefed on the project, and specific feedback was sought from them. BPAC represent people with disabilities, including people with sight loss, and people with mobility impairment who may use a mobility aid (e.g. a wheelchair or mobility scooter). At the briefing session, members of BPAC were visually and verbally introduced to the project and design elements, explaining in detail where necessary. Specific actions were taken away around:

- Signage, wayfinding and legibility
- Right of way proposals across cycle lanes
- Requirement to clearly segregate spaces between cycleways and pavement space

As a result, the design team carried out the following:

- A review of legibility for blind and partially sighted people in the design, to ensure all tactile paving, hazard warning paving, and crossing points were adhere to design standards. To be included in the detailed design.
- Ensuring that wayfinding signage will be included at the detailed design stage, and positioned at appropriate locations. To be included in the detailed design.
- Placed 'give-way' markers on cycle tracks where pedestrians may need to cross, in order to provide priority to all pedestrians, including those who may have a visual impairment. To be included in the detailed design.
- Ensured all pavements and cycleways are segregated using the "Bristol Cycle Kerb" which was developed with equalities groups (including BPAC) in 2016. The development of the Bristol Cycle Kerb comprised a trial of different kerb types with varying slope angles and heights, to allow people with sight loss and mobility aid users to identify the one which they felt was the most appropriate. To be included in the detailed design.

In the Bedminster Green survey, 6.8% of respondents considered themselves to have a disability, with 2.6% preferring not to say. Generally, responses from people with a disability corresponded with the general consensus of other groups responding to the survey, except a small divergence in 'neither agreeing or disagreeing' with the project "improving safety". A Road safety audit has been undertaken for the project, and a number of design changes have been made in response to this audit.

A briefing session was also held with the Bristol Walking Alliance (BWA), which also included members of Let's Walk Bedminster and Bristol Civic Society. At this session, emphasis was placed on access for people with a disability across Malago Rd / Dalby Avenue and towards the main shopping quarter in Bedminster, East St. A number of measures are included as part of this project to achieve this, and these included in section 3.2 below.

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.

The next stage of consultation will be for the Traffic Regulation Order (TRO), which is a process controlled by statute. The TRO will be advertised on Bristol City Council's website, in the local press, and in the local area with signage on the street. TRO plans can be viewed online, or viewed in local accessible libraries. Any member of the public can object to the TRO by writing to the Council, for consideration by the Head of Transport at Bristol City Council, who makes the final decision on whether to grant the TRO.

The project team will continue to engage with stakeholders throughout the development and construction of the project via email and briefing sessions with community groups, including equalities groups such as BPAC. During construction, particular attention will be paid ensuring the area is still fully accessible to people with a disability, and we will be seeking feedback from these groups during the project. Bristol City Council holds a briefing session with BPAC on a monthly basis, and the project team will provide an update at these sessions every quarter and request feedback. The Council will make any public information and announcements about the project available in accessible formats e.g. Braille, audio CD, when requested.

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)	
Overall, the project presents a valuable opportunity to rebuild the public realm, ensuring it is now compliant with the Equalities Act. Parts of the public realm in the project area are currently outdated (e.g. pedestrian subways, older-style pedestrian crossings), and these would no longer comply with the latest guidance. The new design proposals adhere to the latest guidance for highways infrastructure, and this should present a significant improvement for several equalities groups, and this is outlined in section 3.2	
PROTECTED CHARACTERISTICS	
Age: Young People	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Age: Older People	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Disability	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Sex	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Sexual orientation	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Pregnancy / Maternity	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	

Mitigations:	
Gender reassignment	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Race	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Religion or Belief	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Marriage & civil partnership	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
OTHER RELEVANT CHARACTERISTICS	
Socio-Economic (deprivation)	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Carers	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" 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 will create a number of benefits to people with protected characteristics, particularly those with a disability. The current public realm within the project area is outdated (e.g. pedestrian subways, older-style pedestrian crossings), and this would no longer comply with the latest guidance. New features would deliver these benefits for people with protected characteristics, particularly those with a disability:

- Installation of 1 x new Puffin crossing, and removal of 1 x pelican crossing to upgrade to Puffin
 - Benefits to blind and partially sighted people – Puffin crossings feature a tactile device under the near side pedestrian push button unit, which indicate to blind and partially sighted people when it is safe to cross
 - Benefits to older people – a Puffin crossing can extend the pedestrian crossing time, depending on the speed at which pedestrians are crossing. The older Pelican crossings would have a 'flashing amber phase' to allow extra time for slower walking pedestrians, however this was often poorly understood by drivers, who may start to move forwards before pedestrians have finished crossing, and this often made pedestrians feel rushed across the crossing.
- Removal of non-standard kerbs between an existing cycleway and pavement, and installation of Bristol Cycle Kerb
 - See above description of the development of the Bristol Cycle Kerb in section 2.4, which was trialled with disabilities groups

- Widening approx. 95% of the footways in the project area. All footways on Malago Rd / Dalby Ave widened to 3m
 - Widened footways will benefit people with a disability who rely on a mobility aid. Currently many of the footways are around 2m in width, and this would not be comfortable for two wheelchairs to pass. Widening footways on Malago Rd / Dalby Avenue to around 3m will comfortably allow wheelchairs to pass, and also allow a person to walk alongside.
 - Widened footways would also be beneficial to some parents or carers of children, who may be using a wider push-chair which accommodate more than one child.
 - Widened footways will also make the walking environment more pleasant and less crowded for anyone choosing to walk in the area, which would have a number of environmental and health benefits over use of the private car
- New protected cycleway, to connect into existing cycle provision
 - People with a disability may rely on a standard bicycle or adapted bicycle as a mobility aid, and for some people with a disability, this may be the only way they can exercise. The new cycle route provides a further opportunity to exercise using a cycle, and provides an alternative method of moving around the city.
 - The cycle infrastructure will be almost entirely LTN 1/20 compliant - which would accommodate most types of adapted cycles – with the exception of the approaches to the Parallel crossing at Philip St, which have tight turns on approach. On this section, adapted cycles may need to overrun small areas of footway / carriageway and the opposing cycle lane. However, the provision of the off-road cycleway should on balance be of far greater use to people using cycles (including those with a disability) than no provision at all.
- New tactile warning and hazard paving to be installed throughout, replacing some existing tactile paving not matching current guidance, or installing where currently absent
 - Blind and partially sighted people rely on tactile paving within the highway to understand where to cross the road, and where hazards may be present.
- New accessible bus stop constructed on Dalby Avenue, upgrades to an existing bus stop, and bus priority measures
 - New bus infrastructure enables people to move around who cannot afford to own a car, and this will be particularly beneficial to areas of high socio-economic deprivation, which includes the area surrounding Dalby Avenue and Malago Rd, being in the top 10-20% decile of deprivation in the country
 - Many people with disabilities who cannot afford car or taxi transport rely on buses, which are accessible to wheelchairs and other mobility aids.
- New cycle and E-scooter parking, to be given dedicated space away from main walking areas
 - This will be beneficial to blind and partially sighted people, who may find it more difficult to identify an obstruction (such as bicycle stand) on the footway.
- Seating placed at regular intervals throughout the project area
 - Older people, people who are pregnant, people with some disabilities and people who are clinically inactive may find it harder to walk longer distances. The addition of benches will allow people to take a rest for a time before continuing with their journey.
- Increased shade and shelter provided by additional tree planting adjacent to the pavement
 - On hot and sunny days, walking may become harder for older people, people who are pregnant, people with some disabilities, and people who are clinically inactive. Shade and shelter will help to keep outdoor areas cooler and away from direct sunlight.
- Assessment of current lighting levels, and improve lighting levels throughout the project area
 - This will be particularly beneficial to people who are walking or cycling around the area after dark, and who do not feel safe without good levels of lighting. Women in particular are one group who may feel unsafe in poorly lit 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:
The proposals should not have a negative impact on any group with protected characteristics.
Summary of positive impacts / opportunities to promote the Public Sector Equality Duty:
The infrastructure improvements as part of the Bedminster Green Framework provide a valuable opportunity to install new public realm which is fully compliant with equalities legislation. The project has been designed adhering to the latest guidance for highway and public realm design and present a significant improvement to access and inclusion across multiple equalities groups, especially those with a mobility impairment and with sight loss. In addition, the project greatly improves infrastructure for alternative methods of travel to the motor car, and this has benefits to helping reduce the health impacts of inactivity, reducing local levels of air pollution, and providing cheaper methods of travel – all factors which will have a disproportionate impact in the project area, which has high levels of socio-economic deprivation

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
Review of legibility for blind and partially sighted people	James Coleman	To be included in detailed design by December 2021
Installation of wayfinding signage	James Coleman	To be included in detailed design by December 2021
Give-way markers on cycle tracks	James Coleman	To be included in detailed design by December 2021
All cycleways and pavements to be segregated with the “Bristol Cycle Kerb”	James Coleman	To be included in detailed design by December 2021
Attend briefing sessions every quarter with BPAC to receive feedback on the project, both post completion and during construction. Take any corrective action as necessary	James Coleman	Every quarter
Section 2.3 identified that BAME groups were under-represented in the project consultation. In order to improve this, the VIP (Voice and Influence Partnership) will be engaged, and asked for feedback on the proposals. The VIP comprises a number of groups including LGBT+, BAME, Faith groups and Older people.	James Coleman	Engagement with VIP in Q3 2021, with outcomes included in detailed design by December 2021.

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.

Data will be collected about the numbers of people using the public highway, and the mode of transport used (including people walking). The collection intervals will be pre-intervention and every year for three years post

completion. This data will allow monitoring of the volumes of traffic across all modes, and aid understanding of whether the project is encouraging mode shift towards more sustainable forms of transport.

Bristol City Council holds monthly briefing sessions with BPAC and whilst the project is in construction and following completion, a representative of the project will invite feedback. This feedback will help the project team to understand if the project is improving accessibility for equalities groups with a disability, notably those with a mobility impairment or blind or partially sighted people.

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: Equality Team	Director Sign-Off:  John Smith – Director, Economy of Place
Date: 30 June 2021	Date: 28/09/2021

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.