



Appendix E Equality Impact Assessment [version 2.9]

Title: North Fringe Infrastructure Project – Package 1 and 2	
<input type="checkbox"/> Policy <input type="checkbox"/> Strategy <input checked="" type="checkbox"/> Function <input type="checkbox"/> Service <input type="checkbox"/> Other [please state]	<input checked="" type="checkbox"/> New <input checked="" type="checkbox"/> Already exists / review <input checked="" type="checkbox"/> Changing
Directorate: Growth and Regeneration	Lead Officer name: John Roy
Service Area: City Transport	Lead Officer role: Transport Delivery 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.

There is a clear case for intervention on the transport network as a result of existing capacity constraints on the local transport network in north Bristol which will be exacerbated with the proposed Arena development. A transport mitigation package has been secured through S106 agreement which meets the statutory test but this mitigates the additional impact of the development and not the existing constraints. The case for change includes:

- **Existing capacity constraints** on both the active travel and highway network;
- The development of the Arena will lead to a **significant increase in travel demand** on event days;
- Without mitigation, there will be **significant congestion** on the highway network from planned housing and employment growth which will be exacerbated on event days;
- There is a **lack of suitable provision and capacity for active travel** in the vicinity of the Arena; and
- **Wider challenges** such as Covid-19, the Climate Emergency and future growth lead to **greater uncertainty** which may in turn affect the local transport network.

Scheme objectives are:

- To enable the Arena sustainable access strategy and encourage maximum uptake of sustainable transport modes to / from the Arena, whilst also retaining suitable levels of highway network performance;
- To provide an attractive, safe and usable walking and cycling network to enable active travel to / from the Arena in addition to enabling walking / cycling across the local area;
- To provide clear wayfinding, signage and other crowd management measures for access to / from the Arena;
- To ensure good levels of highway network operation and resilience for event days which will also provide network performance improvements for key routes on the surrounding highway network;
- To be compatible with, and complementary to, the needs and operation of the wider transport network and developments, including the CPNN; and

- To consider the needs of all road users in the design of walking, cycling and interventions, particularly vulnerable road users and the needs of disabled persons and the need to provide schemes which are safe, and perceived to be safe.

The scheme contains two packages: walking and cycling, and traffic management. These packages will complement a number of interventions, being delivered by the developer through a S106 agreement, which will develop a network for walking and cycling and traffic supported by traffic management.

Package 1 – Walking and Cycling improvements along 6 routes comprising:

- Segregated cycle provision;
- Widened footways;
- Parking control measures;
- Provision of dropped kerbs and tactile paving;
- Provision of improved crossing facilities; and
- Improved signage and wayfinding.

Package 2 – the traffic package contains the following elements:

- MOVA/SCOOT signal upgrades and junction co-ordination at A38 Gloucester Road / Monks Park Avenue / Toronto Road junction; M5 Junction 16 and Aztec West roundabout; Four signal controlled junctions on the A38 between the Arena/CPNN access and Filton Avenue; and A38 southbound entry to the Filton Roundabout.
- Relocation of two A38 southbound bus stops; and
- Traffic management system/control centre through the use of new infrastructure and smart technology to integrate linking of signalised junctions; bus priority at signals; crowd management and local management using CCTV; Variable Message Signs; and air quality monitoring.

The packages will enable travel in the area in a safe and sustainable manner.

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 checked="" type="checkbox"/> Commissioned services	<input checked="" type="checkbox"/> City partners / Stakeholder organisations	
Additional comments:		

1.3 Will the proposal have an equality impact?

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

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

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

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

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

Please use this section to demonstrate an understanding of who could be affected by the proposal. Include general population data where appropriate, and information about people who will be affected with particular reference to protected and other relevant characteristics: <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																																																																																						
Census 2011 and Census 2021	As the wider Bristol area will benefit from the project, the statistics used mostly relate to Bristol as a whole. The Census details the demographic profile of Bristol. The first results of the 2021 census will not be available until Spring 2022, so demographic data is still informed by 2011 census and other population related documents (listed below)																																																																																						
2011 Census Key Statistics About Equalities Communities	<table border="1"> <thead> <tr> <th>Age</th> <th>Number</th> <th>%</th> <th>England & Wales %</th> </tr> </thead> <tbody> <tr> <td>0-17 years</td> <td>87,503</td> <td>20.4</td> <td>21.3</td> </tr> <tr> <td>18-64 years</td> <td>284,859</td> <td>66.5</td> <td>62.2</td> </tr> <tr> <td>65 years and over</td> <td>55,872</td> <td>13.0</td> <td>16.4</td> </tr> <tr> <td>Total population</td> <td>428,234</td> <td>100.0</td> <td>100.0</td> </tr> <tr> <td colspan="4">Gender</td> </tr> <tr> <td>Male</td> <td>213,071</td> <td>49.8</td> <td>49.2</td> </tr> <tr> <td>Female</td> <td>215,163</td> <td>50.2</td> <td>50.8</td> </tr> <tr> <td colspan="4">Ethnicity</td> </tr> <tr> <td>White British</td> <td>333,432</td> <td>77.9</td> <td>80.5</td> </tr> <tr> <td>Other White</td> <td>26,160</td> <td>6.1</td> <td>5.5</td> </tr> <tr> <td>Black and minority ethnic group</td> <td>68,642</td> <td>16.0</td> <td>14.0</td> </tr> <tr> <td colspan="4">Religion</td> </tr> <tr> <td>Yes</td> <td>233,234</td> <td>54.5</td> <td>67.7</td> </tr> <tr> <td>No</td> <td>160,218</td> <td>37.4</td> <td>25.1</td> </tr> <tr> <td>Not stated</td> <td>34,782</td> <td>8.1</td> <td>7.2</td> </tr> <tr> <td colspan="4">Disability</td> </tr> <tr> <td>Day-to-day activities limited</td> <td>71,724</td> <td>16.7</td> <td>17.9</td> </tr> <tr> <td>Day-to-day activities not limited</td> <td>356,510</td> <td>83.3</td> <td>82.1</td> </tr> <tr> <td colspan="4">Sexual orientation [1]</td> </tr> <tr> <td>LGBT</td> <td></td> <td></td> <td>6%</td> </tr> </tbody> </table>			Age	Number	%	England & Wales %	0-17 years	87,503	20.4	21.3	18-64 years	284,859	66.5	62.2	65 years and over	55,872	13.0	16.4	Total population	428,234	100.0	100.0	Gender				Male	213,071	49.8	49.2	Female	215,163	50.2	50.8	Ethnicity				White British	333,432	77.9	80.5	Other White	26,160	6.1	5.5	Black and minority ethnic group	68,642	16.0	14.0	Religion				Yes	233,234	54.5	67.7	No	160,218	37.4	25.1	Not stated	34,782	8.1	7.2	Disability				Day-to-day activities limited	71,724	16.7	17.9	Day-to-day activities not limited	356,510	83.3	82.1	Sexual orientation [1]				LGBT			6%
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The population of Bristol	Updated annually. The report brings together statistics on the current estimated population of Bristol, recent trends in population, future projections and looks at the key characteristics of the people living in Bristol.
New wards: data profiles including Henbury and Brentry statistical ward profile 2021 Horfield statistical ward profile 2021 Southmead statistical ward profile 2021	The Ward Profiles provide a range of data-sets, including Population, Life Expectancy, Premature Mortality and Education for each of Bristol's 34 electoral wards.
Joint Strategic Needs Assessment (Data Profiles)	Brings together detailed information on health and wellbeing needs within Bristol and looks ahead at emerging challenges and projected future needs. In brief, inequalities in health outcomes are clearly linked to socio-economic deprivation and the parts of the city where general health tends to be poorest are also the most socio-economically deprived parts of the city.
Bristol Quality of Life survey 2020/21 final report	The Quality of Life (QoL) survey is an annual randomised sample survey of the Bristol population, mailed to 33,000 households (with online & paper options), and some additional targeting to boost numbers from low responding groups. In brief, the 2020 QoL survey indicated that inequality and deprivation continue to affect people's experience in almost every element measured by the survey.
Citizens' Assembly	The citizens' assembly was composed of 60 randomly selected participants. The group reflected the diversity of the population in terms of age, sex, ethnicity, disability, employment status, and geographical location. Bristol Citizens' Assembly was part of a process created by the city of Bristol to gather public input to inform its COVID-19 recovery plan.

Additional comments:

There are significant disparities in the extent to which people in Bristol use different modes of transport, and their experience of accessibility and safety in the city.

	% for whom inaccessible public transport prevents them from leaving their home when they want to	% who feel safe outdoors after dark	% who cycle to work	% who drive to work	% who get a lift to work as a car passenger	% who walk to work
Quality of Life in Bristol 2020-2021						
16 to 24 years	8.4	55.8	11.4	9.6	2.8	46.2
50 years and older	7.8	62.6	8.8	42.9	3	12.9
65 years and older	8.9	61.3	2.6	38	3.3	7.6
Female	10.3	54.2	11	36.1	3.8	23.6
Male	7.5	71.8	18.9	38.9	1	19.8
Disabled	16.4	45.5	6.3	30.9	4.4	8.1
Black Asian & Minority Ethnic	9.9	57	13.5	33.9	3.7	23.1
White Minority Ethnic	10	62.8	16.9	26.7	3.3	28.5
White British	8.6	63.7	14.9	39.4	2.1	20.4
Asian/Asian British	10.3	64.1	10.7	39	6.6	23.1

Black/Black British	5.5	50.8	10	37.4	1.5	17.6
Mixed Ethnicity	11.8	51.6	19.4	25.5	1.5	27.3
White	8.8	63.6	15.2	37.8	2.3	21.4
Lesbian Gay or Bisexual	12.9	58.6	19.1	23.8	1.6	23.2
No Religion or Faith	9	66.4	18	34.1	2	25.2
Christian Religion	8.3	58.5	9.4	43	3.3	15.7
Other Religions	12.7	63.6	14	37.5	2.7	20.2
Carer	10.4	59.7	12.1	42	2.2	19.1
Full Time Carer	14.2	43.3	1.1	44.4	3.5	16.4
Part Time Carer	9.3	65	15	41.3	1.8	19.8
Single Parent	7.6	49.8	10.5	53.5	2.6	19.9
Two Parent	7.5	63	21.5	47	1.1	16.8
Parent (all)	7.6	61.4	20.1	47.7	1.3	17.3
No Qualifications	8.8	55.5	2.6	33.3	5.7	7
Non-Degree Qualified	10.1	52.9	6.7	42.6	4.4	18
Degree Qualified	8.6	67.8	19.6	35.6	1.3	24.4
Rented (Council)	13.4	42.4	3	33.6	4.9	16.1
Rented (HA)	9.3	43.6	8.6	18.4	0.9	38.4
Rented (Private)	11.2	62.6	14.8	22.4	2.5	34.9
Owner Occupier	7.9	65.8	16.4	43.3	2.3	17.3
Most Deprived 10%	9.8	32.9	11.8	40.4	2.6	16.6
Bristol Average	9.1	62.9	15	37.3	2.4	21.6

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 checked="" type="checkbox"/> Pregnancy/Maternity	<input type="checkbox"/> Race
<input 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.

Census data is currently collected every 10 years – and data from the most recent census in 2021 will not become available until 2022. The ONS has also published mid-2020 population estimates. Gaps in data will exist as it becomes out of date or is limited through self-reporting.

Data on the overall number of disabled people is based on residents self-reporting limiting long-term illness or impairment. The 2011 census asks 'Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months? Include problems related to old age?' As it is a self-reported figure, the actual number of disabled people in the city may be higher.

We do not have accurate locality equalities data for some protected characteristics e.g. sexual orientation – especially where this has not historically been included in statutory reporting.

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

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

At present the project has not reached the stage where specific consultation has taken place.

The YTL application was supported by comprehensive community involvement and consultation. We are however aware that this consultation was not specific to this project but along with extensive public consultation the following stakeholder groups were actively engaged:

- Bristol City Council / South Gloucestershire Council local planning authority officers with specialisms in planning, heritage, landscaping, and urban design);
- Bristol City Council and South Gloucestershire Council highways officers, along with Highways England;
- Bristol Urban Design Forum;
- West of England Combined Authority ('WECA');
- Presentations to councillors of both Bristol City Council and South Gloucestershire Council;
- Engagement with local businesses, including with BAE and Airbus;
- Engagement with Great Western Railway (GWR) and Network Rail; and
- Engagement with 'Attitude is Everything'.

The supporting Design and Access Statement submitted by the applicant provides feedback on in depth discussion with 'Attitude is Everything'- Attitude is Everything is the lead organisation in the UK working to improve deaf and disabled peoples access to live events in partnership with audiences, artists and the events industry- early engagement with Attitude is Everything provided the design team with a greater understanding of design guidance and policy guidance for creating accessible places.

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.

More specific package related consultation will be planned to seek the views of stakeholders on the individual schemes and there will be an ongoing update of the EqIA as the project progresses. This will include engagement with local disabled people led organisations to seek specific feedback/access audit on the proposed designs.

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)	
<p>Whilst we have not identified any significant negative impact from the proposal at this early we are aware of a number of existing issues for Bristol citizens in relation to potential improved public transport, cycling and pedestrian infrastructure, and travel mitigation measures based on their protected and other relevant characteristics which we will aim to address through accessible and inclusive design, and ongoing liaison with local equalities stakeholders.</p> <p>As the proposed works have not been fully defined it is not possible to fully assess the extent of all impacts for citizens or staff based on their protected characteristics, however there are some assumptions that can be made.</p> <p>Gender reassignment; Marriage & Civil Partnership; Race; Religion or belief; Sex; Sexual orientation: Whilst we have not identified any significant direct disproportionate adverse impact to these groups at this stage, there may be indirect impacts due to differing demographics in some areas of the city, and different transport modes being more prevalent among some groups. Some schemes may impact some transport modes disproportionately which could have an indirect impact on protected groups. We also need to ensure that there is sufficient consideration in the project development for groups who are less likely to say they feel safe or may be more likely to be victims of hate crime, harassment and anti-social behaviour, including tackling violence against women.</p> <p>Age; Disability; Pregnancy & maternity: These groups are most likely to be directly impacted by interventions. As these groups are most restricted in the modes of transport they can use to travel by, restrictions or diversions during construction, are likely to impact members of these groups.</p> <p>At this early stage, we are of the view that the project, will deliver long term benefits overall but may have negative impact in the short term. The potential for disruption to established access routes, less certainty around accessibility might give rise to new hazards to be negotiated. This has the potential to affect most significantly disability, and – potentially – age indirectly.</p> <p>Suitable mitigation plans whilst not currently developed will be developed to ensure that any impact is minimal and that safe and secure alternatives are provided where possible.</p>	
PROTECTED CHARACTERISTICS	
Age: Young People	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Young people are less likely to feel safe outdoors after dark, and are more likely to be dependent on public transport, cycle and walking
Mitigations:	Potential for initial data from planned consultation to be analysed.
Age: Older People	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Older are less likely to feel safe outdoors after dark, and may be more impacted by disruption during works in terms of accessibility, and wayfinding in the built environment
Mitigations:	Access needs to be considered at the earliest possible stage in planning of works.
Disability	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	A high proportion of disabled people in Bristol: find inaccessible public transport prevents them from leaving their home when they want to; are less likely to feel safe outdoor after dark; are more likely to be reliant on a motor vehicle and less likely to cycle or walk to work. Disabled people with impaired mobility, hearing loss, visual impairment, and those with learning and/or reading and writing difficulties may have difficulties relating to: access issues; effective and suitable means of communication; be

	vulnerable to unplanned or misinformed changes to their environment; or feel isolated or anxious about their environment.
Mitigations:	Access needs to be considered at the earliest possible stage in planning of works. Proposals are for segregated cycle / walking routes which minimise negative impacts of shared paths.
Sex	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	Women and girls are less likely to feel safe outdoors after dark
Mitigations:	Potential for initial data from planned consultation to be analysed.
Sexual orientation	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	LGB people are less likely to feel safe outdoors after dark
Mitigations:	Potential for initial data from planned consultation to be analysed.
Pregnancy / Maternity	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	People who are pregnant / with young children in prams/pushchairs are more likely or impacted by disruption during works or emerging accessibility issues
Mitigations:	Potential for initial data from planned consultation to be analysed.
Gender reassignment	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	As LGB above transgender people may be/feel less safe using some forms of transport or outdoors after dark
Mitigations:	Potential for initial data from planned consultation to be analysed.
Race	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	People from some ethnic groups including Black/Black British and Mixed Ethnicity are less likely to feel safe outdoors after dark
Mitigations:	Potential for initial data from planned consultation to be analysed.
Religion or Belief	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	Impact to be monitored.
Mitigations:	Potential for initial data from planned consultation to be analysed.
Marriage & civil partnership	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	Impact to be monitored.
Mitigations:	Potential for initial data from planned consultation to be analysed.
OTHER RELEVANT CHARACTERISTICS	
Socio-Economic (deprivation)	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	People living in the most deprived areas of Bristol are less likely to feel safe outdoors, or find public transport accessible
Mitigations:	Potential for initial data from planned consultation to be analysed.
Carers	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	Impact to be monitored.
Mitigations:	Potential for initial data from planned consultation to be analysed.
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:	Impact to be monitored.
Mitigations:	Potential for initial data from planned consultation to be analysed.

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

Yes. As the proposed works have not been fully defined it is not possible to fully assess the extent of all impacts for people with protected characteristics, however there are some assumptions that can be made.

Age; Disability; Pregnancy & Maternity: These groups are more likely to have direct benefits, as improvements to walking routes and road safety disproportionately benefit older people, children and young people, and disabled people. The increase in accessibility for all groups is a key aim of many of the project.

Indirectly the project will increase the ability to engage in active travel, road safety or accessibility.

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 are no significant negative effects resulting from the proposed project. Short term negative impacts will be managed during project completion.

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

Environmental improvement can encourage the less active to take up walking for transport, as well as encouraging those who were already active to walk more.

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
Update data sources following results of Census 2021	TBC	Spring 2022
Development of specific package consultation	TBC	Spring 2022

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 the impact of the project on different groups is difficult, especially with the small scale of some of the schemes within this project on a whole. As such we propose that the overall city transport monitoring is used as a proxy measure for the success of this action, including monitoring from:

- Citywide data sources
- Neighbourhood Partnerships
- Local Councillor and member of the public requests
- Maintenance records and inspections

Step 5: Review

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

Equality and Inclusion Team Review: <i>Reviewed by Equality and Inclusion Team</i>	Director Sign-Off:  John Smith: Director, Economy of Place
Date: 14/12/2021	Date: 17/12/2021

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.