

# Equality Impact Assessment [version 2.9]



Title: Portway Park and Ride Car Park Expansion	
<input type="checkbox"/> Policy <input type="checkbox"/> Strategy <input type="checkbox"/> Function <input type="checkbox"/> Service <input checked="" type="checkbox"/> Other [Project]	<input checked="" type="checkbox"/> New <input type="checkbox"/> Already exists / review <input type="checkbox"/> Changing
Directorate: Growth and Regeneration	Lead Officer name: Andrew Davies/ Toby Clayton
Service Area: City Transport	Lead Officer role: Principal Transport Planner/ Public Transport Officer

## Step 1: What do we want to do?

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

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

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

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

The A4 Portway Park & Ride opened in 2001 with 265 parking spaces and a bus service connecting the site to the city centre. Planning permission was granted in 2007 to extend the site to provide an additional 552 parking spaces (site plan included in Appendix A1). This extension was to be delivered in two phases as only part of this additional capacity was required at that time. Phase 1 of this expansion was delivered in 2008, providing an additional 279 spaces. The remainder of the site consented within that application was constructed and laid out as a future expansion area, to enable the remaining 273 spaces to be delivered in the future when demand for the site required (see Appendix A2).

A new rail station at Portway Park & Ride is planned to open in summer 2022 which is likely to increase demand for the site; potentially by around 100 cars each day. The delivery of the new rail station will reduce the current capacity of the site by around 30 spaces as space is required for the platform entrances and associated facilities such as a drop-off bay, cycle parking and new accessible ('Blue Badge') parking bays. This will further increase pressure on site capacity if expansion is not delivered.

A number of other initiatives are likely to drive additional demand for parking at the site such as the introduction of the Clean Air Zone later in 2022 and further investment in public transport along the A4 corridor through the Strategic Corridor upgrade project. In anticipation of this additional demand, a site occupancy survey was carried out in January 2020 which found that the site was approaching 80% capacity on some days at that time. The same survey site stated the site was operating at a 75% capacity, with the potential of weekday demand exceeding supply if growth continues and the site is not expanded.

### 1.2 Who will the proposal have the potential to affect?

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

**Yes**       **No**      [please select]

## 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](#)

<b>Data / Evidence Source</b> [Include a reference where known]	<b>Summary of what this tells us</b>
<b>Children:</b> Source: <ul style="list-style-type: none"><li>• 2011 Census profiles - <a href="https://www.bristol.gov.uk">Census 2011 - bristol.gov.uk</a></li><li>• Open data Bristol 'Ward profiles' - <a href="#">Dashboards – Open Data Bristol</a></li><li>• FS13 Future of Transport – Equalities and access to opportunity, FS13 Rapid Evidence Review, Department for Transport, 2020</li><li>• Access to transport and life opportunities, NatCen, 2019</li></ul>	Avonmouth and Lawrence Weston has a higher percentage of children under the age of 15 compared to the city average.

<p><b>Younger People:</b> Source:</p> <ul style="list-style-type: none"> <li>• 2011 Census profiles - <a href="https://census2011-bristol.gov.uk">Census 2011 - bristol.gov.uk</a></li> <li>• Open data Bristol 'Ward profiles' - <a href="#">Dashboards — Open Data Bristol</a></li> <li>• FS13 Future of Transport – Equalities and access to opportunity, FS13 Rapid Evidence Review, Department for Transport, 2020</li> <li>• Access to transport and life opportunities, NatCen, 2019</li> </ul>	<p>Avonmouth and Lawrence Weston, has a lower percentage of young people aged 16-24 compared to the city average.</p>
<p><b>Older People:</b> Source:</p> <ul style="list-style-type: none"> <li>• 2011 Census profiles - <a href="https://census2011-bristol.gov.uk">Census 2011 - bristol.gov.uk</a></li> <li>• Open data Bristol 'Ward profiles' - <a href="#">Dashboards — Open Data Bristol</a></li> <li>• FS13 Future of Transport – Equalities and access to opportunity, FS13 Rapid Evidence Review, Department for Transport, 2020</li> <li>• Access to transport and life opportunities, NatCen, 2019</li> </ul>	
<p><b>Sex (Female):</b> Source:</p> <ul style="list-style-type: none"> <li>• 2011 Census profile – 2011 Census selected statistic tool - <a href="https://census2011-bristol.gov.uk">Census 2011 - bristol.gov.uk</a></li> <li>• Open data Bristol 'Ward Profiles' - <a href="#">Dashboards — Open Data Bristol</a></li> <li>• Open data Bristol 'Quality of Life Survey Results 2020/21' - <a href="#">Quality of Life 2020-21 — Open Data Bristol</a></li> <li>• Indices of Multiple Deprivation - <a href="https://deprivation-bristol.gov.uk">Deprivation - bristol.gov.uk</a></li> <li>• Deprivation in Bristol - <a href="#">Deprivation in Bristol 2019 (LSOA11) — Open Data Bristol</a></li> <li>• FS13 Future of Transport – Equalities and access to opportunity, FS13 Rapid Evidence Review, Department for Transport, 2020</li> <li>• Access to transport and life opportunities, NatCen, 2019</li> </ul>	<p>Fear of crime is higher in Avonmouth and Lawrence Weston when compared with the city average.</p> <p>Caring responsibilities are higher than the city average in Avonmouth and Lawrence Weston.</p>
<p><b>Sex (Male):</b> Source:</p> <ul style="list-style-type: none"> <li>• 2011 Census profile – 2011 Census selected statistic tool - <a href="https://census2011-bristol.gov.uk">Census 2011 - bristol.gov.uk</a></li> <li>• Open data Bristol 'Ward profiles' - <a href="#">Dashboards — Open Data Bristol</a></li> <li>• Crime – Offence Rates 2020/21 (Police), Youth Offending Team Data (BCC) and, Quality of Life Survey Data 2020/21 (All this information comes together in ward profiles) - <a href="#">Quality of Life 2020-21 — Open Data Bristol</a></li> </ul>	

<ul style="list-style-type: none"> <li>• FS13 Future of Transport – Equalities and access to opportunity, FS13 Rapid Evidence Review, Department for Transport, 2020</li> <li>• Access to transport and life opportunities, NatCen, 2019</li> </ul>	
<p><b>Disability:</b> Source:</p> <ul style="list-style-type: none"> <li>• Quality of Life Survey Results 2020/21 - <a href="#">Quality of Life 2020-21 — Open Data Bristol</a></li> <li>• Indices of Multiple Deprivation - <a href="#">Deprivation in Bristol 2019 (LSOA11) — Open Data Bristol</a></li> <li>• Deprivation in Bristol - <a href="#">Deprivation - bristol.gov.uk</a></li> <li>• 2011 Census profile – 2011 Census Selected Statistics Tool - <a href="#">Census 2011 - bristol.gov.uk</a></li> <li>• FS13 Future of Transport – Equalities and access to opportunity, FS13 Rapid Evidence Review, Department for Transport, 2020</li> <li>• Access to transport and life opportunities, NatCen, 2019</li> </ul>	<p>Avonmouth and Lawrence Weston has a higher percentage of people that have a health condition or illness that limits their movement a little.</p> <p>Public transport inaccessibility is also relevant to this protected characteristic, please see '<i>Sex (Female)</i>' for statistics.</p> <p>A lower percentage of people in Avonmouth and Lawrence Weston believe air quality and traffic pollution is a problem, when compared to the Bristol average.</p> <p>Data for '<i>Older people</i>' is relevant to this protected characteristic, please see previous section in table.</p>
<p><b>Race:</b> Source:</p> <ul style="list-style-type: none"> <li>• 2011 Census profile – 2011 Census selected statistic tool - <a href="#">Census 2011 - bristol.gov.uk</a></li> <li>• Indices of Multiple Deprivation – <a href="#">Deprivation in Bristol 2019 (LSOA11) — Open Data Bristol</a></li> <li>• Deprivation in Bristol – <a href="#">Deprivation - bristol.gov.uk</a></li> <li>• Quality of Life Survey Results 2020/21 - <a href="#">Quality of Life 2020-21 — Open Data Bristol</a></li> <li>• Census 2011 Information – Ward profiles - <a href="#">Dashboards — Open Data Bristol</a></li> <li>• FS13 Future of Transport – Equalities and access to opportunity, FS13 Rapid Evidence Review, Department for Transport, 2020</li> <li>• Access to transport and life opportunities, NatCen, 2019</li> </ul>	<p>Avonmouth and Lawrence Weston has a significantly lower percentage of people from Black, Asian and Minority Ethnic backgrounds, when compared to the city average.</p> <p>Public transport inaccessibility and air quality are relevant to this protected characteristic, please find data in '<i>Sex (Female)</i>' and '<i>Disability</i>' sections respectively.</p>
<p><b>Pregnancy and Maternity:</b> Source:</p> <ul style="list-style-type: none"> <li>• 2011 Census profile – 2011 Census selected statistic tool – <a href="#">Census 2011 - bristol.gov.uk</a></li> <li>• 2011 Census information – Ward profiles - <a href="#">Dashboards — Open Data Bristol</a></li> <li>• Quality of Life Survey Results 2020/21 - <a href="#">Quality of Life 2020-21 — Open Data Bristol</a></li> <li>• FS13 Future of Transport – Equalities and access to opportunity, FS13 Rapid Evidence Review, Department for Transport, 2020</li> <li>• Access to transport and life opportunities, NatCen, 2019</li> </ul>	<p>Percentage of children (Under 15), public transport inaccessibility, and air quality are relevant to this protected characteristic – please find data in '<i>Children</i>' '<i>Sex (Female)</i>' and '<i>Disability</i>' sections, respectively.</p>

<p><b>Religion and Belief:</b></p> <p>Source:</p> <ul style="list-style-type: none"> <li>• 2011 Census profile – 2011 Census selected statistic tool - <a href="http://Census 2011 - bristol.gov.uk">Census 2011 - bristol.gov.uk</a></li> <li>• 2011 Census information – Ward profiles - <a href="#">Dashboards — Open Data Bristol</a></li> <li>• Quality of Life Survey Results 2020/21 - <a href="#">Quality of Life 2020-21 — Open Data Bristol</a></li> <li>• Crime – Offence Rates 2020/21 (Police), Youth Offending Team Data (BCC) and, Quality of Life Survey Data 2020/21 (All this information comes together in ward profiles) - <a href="#">Dashboards — Open Data Bristol</a></li> <li>• FS13 Future of Transport – Equalities and access to opportunity, FS13 Rapid Evidence Review, Department for Transport, 2020</li> <li>• Access to transport and life opportunities, NatCen, 2019</li> </ul>	<p>Fear of crime and Crime rates are relevant to this protected characteristic, please see the ‘<i>Sex (Female)</i>’ and ‘<i>Sex (Male)</i>’ sections above for data, respectively.</p>
<p><b>Gender Reassignment:</b></p> <p>Source:</p> <ul style="list-style-type: none"> <li>• Quality of Life Survey Results 2020/21 - <a href="#">Dashboards — Open Data Bristol</a></li> <li>• FS13 Future of Transport – Equalities and access to opportunity, FS13 Rapid Evidence Review, Department for Transport, 2020</li> <li>• Access to transport and life opportunities, NatCen, 2019</li> </ul>	<p>Fear of crime is relevant to this protected characteristic. Please see ‘<i>Sex (Female)</i>’ section above for data.</p>
<p><b>Sexual Orientation:</b></p> <p>Source:</p> <ul style="list-style-type: none"> <li>• Quality of Life Survey Results 2020/21 - <a href="#">Dashboards — Open Data Bristol</a></li> <li>• FS13 Future of Transport – Equalities and access to opportunity, FS13 Rapid Evidence Review, Department for Transport, 2020</li> <li>• Access to transport and life opportunities, NatCen, 2019</li> </ul>	<p>Fear of crime is relevant to this protected characteristic. Please see ‘<i>Sex (Female)</i>’ section above for data.</p>
<p><b>Marriage and Civil Partnership:</b></p> <p>There is no evidence to suggest that this protected characteristic group might experience transport differently today.</p>	
<p><b>Poverty and Deprivation:</b></p> <p>Source:</p> <ul style="list-style-type: none"> <li>• Deprivation in Bristol - <a href="#">Deprivation - bristol.gov.uk</a></li> <li>• Indices of multiple deprivation - <a href="#">Deprivation in Bristol 2019 (LSOA11) — Open Data Bristol</a></li> <li>• Quality of Life Survey Results 2020/21 - <a href="#">Quality of Life 2020-21 — Open Data Bristol</a></li> <li>• 2011 Census Information – Ward Profiles - <a href="#">Dashboards — Open Data Bristol</a></li> <li>• FS13 Future of Transport – Equalities and access to opportunity, FS13 Rapid Evidence Review, Department for Transport, 2020</li> </ul>	<p>Some wards along the Severn Beach Line have neighbourhoods that fall within the 20% most deprived areas in the country. These wards are: Avonmouth and Lawrence Weston.</p> <p>Avonmouth and Lawrence Weston has a higher percentage of obese people than the city average.</p> <p>Car ownership, satisfaction with public transport provision, public transport inaccessibility, fear of crime, and air quality are all relevant to this protected characteristic. Please find data for these topics in</p>

<ul style="list-style-type: none"> <li>• Access to transport and life opportunities, NatCen, 2019</li> </ul>	<i>'Race', 'Pregnancy and maternity', 'Sex (Female)' and 'Disability'</i> sections above.
<p><b>Education, Language, and Literacy:</b> Source:</p> <ul style="list-style-type: none"> <li>• Quality of Life Survey Results 2020/21 - <a href="#">Quality of Life 2020-21 — Open Data Bristol</a></li> <li>• 2011 Census Information – Ward profiles - <a href="#">Dashboards — Open Data Bristol</a></li> <li>• Deprivation in Bristol – <a href="#">Deprivation - bristol.gov.uk</a></li> <li>• Indices of multiple deprivation - <a href="#">Deprivation in Bristol 2019 (LSOA11) — Open Data Bristol</a></li> <li>• FS13 Future of Transport – Equalities and access to opportunity, FS13 Rapid Evidence Review, Department for Transport, 2020</li> <li>• Access to transport and life opportunities, NatCen, 2019</li> </ul>	Avonmouth and Lawrence Weston has a higher percentage of people without a formal qualification, in comparison to the city average.
<b>Additional comments:</b>	

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

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

## 2.3 Are there any gaps in the evidence base?

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

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

There are no gaps in the evidence base at this stage of the process. The assessment will be continuously reviewed throughout the course of the Portway P&R extension scheme/Portway rail station access to ensure that the evidence base is comprehensive and up to date.

## 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 Portway Park and Ride expansion proposal was discussed and included in the YTL Arena Travel Mitigations Package. This package was approved at the BCC cabinet meeting on the 18<sup>th</sup> of January 2022. Engagement undertaken with officers, executive directors, and cabinet members through this process. These detailed proposals, including required funding options, are now being brought forward through the BCC key decision pathway. Engagement with statutory consultees was held as part of the planning application.

## 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.

Further public engagement will be undertaken - for example, informing new bus service contracts that serve the site. The project will look to continue engagement with the Cabinet Member for Transport, who is also a ward member for Avonmouth and Lawrence Weston.

## 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.

<b>GENERAL COMMENTS</b> (highlight any potential issues that might impact all or many groups)	
Whilst we have not identified any significant negative impacts from the proposal at this stage we are aware of existing issues for local citizens based on their characteristics which we will seek to address and mitigate where possible through project design and delivery.	
There may be location specific issues that only present themselves later in the project.	
<b>PROTECTED CHARACTERISTICS</b>	
<b>Age: Young People</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	The cost of owning and running a car is high, younger people are less likely to be able to afford these costs, therefore they are more reliant on public transport. Adults under the age of 30 have more limited car access than other age groups but make greater use of buses, trains, and bicycles.
Mitigations:	Improvements to the accessibility and affordability of public transport will be made through the expansion of the existing Portway P&R site. By expanding the site it is supporting its continued operation in the future, and continues to facilitate bus and rail usage from the site. These improvements will benefit younger people as they utilise buses and trains to access employment, education, training, and activities. Improved access from the footway along the A4 Portway will be created to help improve pedestrian access to the rail station. This access includes a ramp, which will improve accessibility for those with reduced mobility.
<b>Age: Older People</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	Older people (70+) have more limited access to cars and a lower car use than adults aged 30-69. Older people are more likely to have a disability or long-term health

	problem which could affect their ability to use transport (inclusive of mobility impairments, hearing impairments, and cognitive impairments).
Mitigations:	Maintaining and improving the accessibility and availability of public transport is essential for this demographic, in doing so it will enhance the opportunities for older people to remain connected and maintain their independence. The expansion of the Portway P&R will continue to facilitate public transport use from the area, and see that these services are upheld in the future. Improved access from the footway along the A4 Portway will be created to help improve pedestrian access to the rail station. This access includes a ramp, which will improve accessibility for those with reduced mobility. All users should be able to park close to the station entrance/exit, there will also be provision for accessible parking bays adjacent to the station entrance/exit.
<b>Disability</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	Those with mobility impairments have more limited car access and lower car use than those without mobility impairments. Disabled people use trains and bicycles considerably less than the rest of the population, which would suggest there are barriers to using trains and buses. These barriers could include lack of accessible infrastructure at the station, uneven terrain or challenging topography, and challenging pedestrian environments. Many disabled people are reliant on public transport for access to employment, maintaining social networks, education, healthcare and other services.
Mitigations:	The provision of accessible parking bays (blue badge holders) adjacent to the rail platform entrance/exit points will assist in making the platform accessible to people with mobility impairments. The expansion of the Portway P&R will continue to facilitate public transport use from the area, and see that these services are upheld in the future. Improved access from the footway along the A4 Portway will be created to help improve pedestrian access to the rail station. This access includes a ramp, which will improve accessibility for those with reduced mobility. The long term use of the public transport options facilitated at the Portway Park and Ride will help to improve the health of people who suffer from a respiratory illness and contribute toward improving air quality in Bristol.
<b>Sex</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	Experiences of public transport are different depending on Sex. It has been found that women are less likely to take longer journeys, they are less likely to travel at night or on weekends due to perception of safety. Lack of perceived safety is due to a number of factors including reduced frequency, longer wait times, no or poor CCTV, and no real time information. Inadequate public transport creates barriers for women accessing employment and educational opportunities. Women use trains and bicycles less frequently, most likely as a result of the barriers stated above.  Younger men between the ages of 16-19 are more likely to be victims of crime on the public transport network compared to men of all other age groups. Men are likely to use trains and bicycles more frequently, compared to women.
Mitigations:	Generally, the Portway Park and Ride is considered to be a safe place for people to park. Lighting and CCTV provision as a result of the scheme will help to reduce the fear of crime when travelling on public transport.  Improving safety through the provision of CCTV and lighting on public transport and at public transport stops is an important consideration for younger men.
<b>Sexual orientation</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	Low level of perceived safety on public transport or while waiting for public transport.
Mitigations:	The provision of CCTV and lighting will help to improve the levels of perceived safety among all groups when travelling on public transport.
<b>Pregnancy / Maternity</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	Public transport plays an important role in the social inclusion of many parents with young children. Parent with young children have been identified as vulnerable to social isolation. Exposure to poor air quality and pollutants can also affect the foetal



	development and cause low birth weights, premature births, stillbirths and miscarriages.
Mitigations:	The expansion of the Portway Park and ride will continue to facilitate access to public transport and will be a benefit to this protected characteristic group as it will reduce the likelihood of social exclusion and it will improve connectivity. Ensuring sufficient and safe parking will allow for safe and appropriate access to bus and rail encourage people to use the train more and their cars less, subsequently improving the air quality in the city and reducing the impacts of poor air quality on this demographic.
<b>Gender reassignment</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	Perception of safety is currently a concern for people within this protected characteristic.
Mitigations:	The Portway Park and Ride expansion will improve infrastructure at the site that will enhance feelings of safety. These improvements will come in the form of CCTV and Lighting.
<b>Race</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	People from a Black, Asian and minority ethnic background are less likely to have access to a private vehicle, be more reliant on public transport to access employment, and live in densely populated areas increasing their exposure to air pollution. The Quality-of-Life survey 2021 shows that; 1.2% of Asian/Asian British people; 3.5% of Black/Black British people; 5.1% of Mixed Ethnicity people, take the train to work in comparison with the Bristol average of 2.6%. Black and Asian adults are less likely to participate in active travel, especially cycling. Some people from a Black, Asian and minority Ethnic background may fear racially motivated hate incidents when using public transport, thus potentially causing a barrier to the public transport network. Higher level air pollution exposure is linked to the high proportion of Black, Asian and minority ethnic communities living in densely populated urban areas where air pollution is highest.
Mitigations:	There is a higher reliance on public transport among some Black, Asian, Minority Ethnic communities to access employment and opportunities. By delivering this expansion access to public transport is being maintained and improved which will ultimately facilitate better accessibility to employment. The provision of access to an affordable and available transport mode (rail/bus) can help in reducing the exclusion of people from activities, services, and opportunities.  Enhancing safety and security at the site will be vital in removing the barriers to train usage among this protected characteristic group – provision of CCTV and lighting will help tackle this barrier.  Ensuring the ongoing accessibility to affordable and sustainable modes of transport, such as the bus and rail can be beneficial in improving air quality in densely populated areas.  The scheme encourages people to leave their cars in a safe place and take advantage of sustainable modes of transport for journey's into and around the city. The provision of an access and egress from the railway platform helps to create an interchange with the Portway Park and Ride bus services.
<b>Religion or Belief</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	Safety and the perception of safety is particularly important for a number of groups when using the pedestrian environment and public transport. This is inclusive of people from particular religions or faith communities. The geographical distribution of faith schools means that younger people at these schools may have to travel further distances to access a particular school. The older generation may not have English as their first language, while younger people may have larger number of children. Barriers to families with a larger number of children include, cost, journey planning and ease.

Mitigations:	Safety and security at the site are a key consideration for this protected characteristic group. CCTV and Lighting at the site will improve safety and security. Ensuring the ongoing accessibility to affordable and sustainable modes of transport, such as the bus and rail can be beneficial.
<b>Marriage &amp; civil partnership</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	There is no evidence to suggest that this protected characteristic group might experience transport in a different way.
Mitigations:	N/A
<b>OTHER RELEVANT CHARACTERISTICS</b>	
<b>Socio-Economic (deprivation)</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	<p>People with lower incomes have considerably limited car access but only slightly lower car use than people with higher incomes. People with lower incomes make less use of trains. Their frequency of bicycle use is similar to those with higher incomes. Transport costs and affordability are central to the impact of transport on inequality – if people are not able to get access to a place, they may not be able to access employment, education and training that would improve their prospects. Improving the provision for cycling can have a positive impact on employment opportunities.</p> <p>Only a small number of deprived areas are served by the rail network. Where there are train stations they are often seen as rundown and secluded – leading to fear about using them.</p> <p>Public transport has the potential to increase access to employment and education, in return creating economic prosperity – as long as the transport networks connect more deprived areas to centres of employment and education.</p>
Mitigations:	<p>The scheme encourages people to leave their cars in a safe place and take advantage of sustainable modes of transport for journey's into and around the city. The provision of an access and egress from the railway platform helps to create an interchange with the Portway Park and Ride bus services.</p> <p>The provision of CCTV and Lighting will help minimise negative connotations with the Portway Park and Ride site – this will help improve perceptions of safety.</p> <p>Enabling access to rail services and buses will improve the accessibility to education and training -which could have a positive impact on improving an individual's prospects.</p> <p>The provision of access to the railway platform at Portway and the bus interchange will allow rail users to gain access to the wider, national rail network and city-wide bus network.</p>
<b>Carers</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
<b>Other groups</b> [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

- Increasing the proportion of journeys made by public transport, walking and cycling will bring about improvements in air quality, particularly affecting those groups who live in densely populated areas.
- It is hoped that the improvements included in this scheme will help encourage rail and bus patronage and reduce the amount of people that use cars, consequently improving the air quality along the route. Better air quality will also benefit the health and wellbeing of residents local to the route.
- Facilitating a greater capacity for people to access public transport will reduce social exclusivity within the area. It will allow people from all protected characteristic groups to gain access to education, employment, training, and activities.
- On site lighting and CCTV can help reduce the unlawful acts on public transport/at public transport stations. This will benefit all users of the site through enhanced feelings of safety and security.
- The provision of accessible parking bays (blue badge) adjacent to the access/egress points of the station will be of benefit to people with reduced mobility.
- The proposals are helping to create a safe and secure place in which people can leave their cars and then continue their onward journeys using the train or bus – which is a more sustainable mode.

## 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:

- Private car users wishing to use the Park and Ride site may be disrupted by construction traffic during the construction phase of the station access. There may be a temporary reduction in the number of parking spaces available. Construction will be contained to one area of the car park and construction impacts will be managed.
- Localised negative impact of more cars using the Park and Ride site. An element of traffic encouragement will remain.

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

- Improved physical accessibility to the public transport network.
- Improved access to the National rail network.
- Improved accessibility to education, employment, training, and activities.
- Improved air quality – improved health especially for those wards in the centre of the city.
- More direct route for pedestrians and cyclist wishing to access the site from the A4 Portway, removing a barrier to walking and cycling.
- Improved accessibility for people with reduced mobility through the provision of accessible parking bays (blue badge holders) and the provision of an accessible entrance from the A4 Portway footpath to the park and ride site

- Improved perceptions of safety – Installation of CCTV and lighting.

## 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
Monitor local data that informs the Portway Station Access development, update scheme and EqIA as necessary – all groups.	Project team	Ongoing
Continue consultation with Atkins (consultant appointed to develop the Full Business Case (FBC)).	Project manager	October 2021 – January 2022
Continue engagement with the cabinet member for transport. Extend this engagement to the ward councillors affected by the scheme.	Project manager	
Improve site accessibility by developing access/egress with the A4 Portway at the Portway P&R site – all groups.	Project manager	
Improve safety at the site through the provision of lighting and CCTV – all groups, especially women, younger people, Black Asian and minority ethnic communities, LGBTQ+ community.	Project manager	
Develop disabled parking bays adjacent to the rail platform to improve accessibility for those people with reduced mobility – this action will benefit people within the following protected characteristics: Disability, Age, Pregnancy and Maternity.	Project manager	

## 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.


A monitoring and evaluation plan will be produced before the scheme is implemented so that it is ready to assess the benefits of the work. The plan will be considerate of issues set out in the Equalities Impact Assessment and the plan will help to inform updates to the Equalities Impact Assessment. There will be monitoring of general site usage, as well as more specific information from the Quality-of-Life Survey.

There will be ongoing engagement with the Public Transport Safety and Equalities Group, and the Disabled people and older people pavement and roads advisory group, to monitor the outcomes of the scheme.

There will be a plan in place to monitor the use of the accessible parking bays.

## Step 5: Review

The Equality and Inclusion Team need at least five working days to comment and feedback on your EqIA. EqIAs should only be marked as reviewed when they provide sufficient information for decision-makers on the equalities impact of the proposal. Please seek feedback and review from the Equality and Inclusion Team before requesting sign off from your Director<sup>1</sup>.

<b>Equality and Inclusion Team Review:</b> Reviewed by the Equality and Inclusion Team	<b>Director Sign-Off:</b> 
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<sup>1</sup> Review by the Equality and Inclusion Team confirms there is sufficient analysis for decision makers to consider the likely equality impacts at this stage. This is not an endorsement or approval of the proposal.

Date: 1 February 2022

Date: 02/02/2022