



Equality Impact Assessment [version 2.9]

Title: metrobus consolidation project	
<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 checked="" type="checkbox"/> Changing
Directorate: Growth and Regeneration	Lead Officer name: Toby Clayton
Service Area: City Transport	Lead Officer role: 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.

Over the past few years there has been a strong local member interest around the upgrading of the existing ‘Thurlestone’ bus shelter on Bamfield to metrobus standard and the installation of a new metrobus standard bus stop in the South bound direction. Bamfield is served by the m1, which stops at the Northern end of the road (Alverstoke) and the Southern end of the road (Paddock Gardens). The interest in creating stops in the middle of Bamfield is to improve access to the metrobus service for residents living in the middle of Bamfield, and to the East of Bamfield, who find it challenging to access the Alverstoke and/or Paddock Gardens stops. Although metrobus is a limited stop service it was felt by local residents and councillors that there was too large a gap between the metrobus stops, this was in part due to the alteration in the existing bus service.

The key actions within the proposal are:

- Upgrade the existing ‘Thurlestone’ stop to metrobus standard. Upgrades will include, replacing the roof/timetable cases/seating of the current shelter to meet metrobus specification, installation of iPoint (with real time information and ticketing features), two Sheffield cycle stands, metrobus standard bin, two feeder pillars for electricity supply to iPoint and shelter, metrobus safe haven paving, 20m of 180mm raised kerb, concrete pad, CCTV, and refreshing of bus clearway markings.
- Install a new metrobus standard bus stop in the South bound direction on Bamfield. The new stop will include, a new 4 bay metrobus standard shelter, iPoint (with real time information and ticketing features), two Sheffield cycle stands, metrobus standard bin, two feeder pillars for electricity supply to the shelter and the iPoint, metrobus safe haven paving, 16m of 180mm raised kerb, concrete pads, CCTV, and bus cage markings.

The Public Transport Team have also received complaints from bus operators regarding poor visibility and long wait times at Stoke Gate, with the junction of Stoke Lane, in the Frome Vale ward. Therefore, this project is also proposing to:

- Raise the existing road sign to a height of 2.5m and insert a new yellow box junction road marking at the mouth of the Stoke Gate/Stoke Lane junction to deter standing traffic covering the junction mouth.

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.

<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 <i>[Include a reference where known]</i>	Summary of what this tells us
Children: Source:	Hengrove and Whitchurch Park have a higher percentage of children under the age of 15, compared to the Bristol average.

<ul style="list-style-type: none"> • 2011 Census profiles - Census 2011 - bristol.gov.uk • Open data Bristol 'Ward profiles' - Dashboards — Open Data Bristol • FS13 Future of Transport – Equalities and access to opportunity, FS13 Rapid Evidence Review, Department for Transport, 2020 • Access to transport and life opportunities, NatCen, 2019 	<p>The population of Children in Frome Vale is not significantly different from the Bristol average.</p>
<p>Younger people: Source:</p> <ul style="list-style-type: none"> • 2011 Census profiles - Census 2011 - bristol.gov.uk • Open data Bristol 'Ward profiles' - Dashboards — Open Data Bristol • FS13 Future of Transport – Equalities and access to opportunity, FS13 Rapid Evidence Review, Department for Transport, 2020 • Access to transport and life opportunities, NatCen, 2019 	<p>Hengrove and Whitchurch Park have a significantly lower number of people between the ages of 16-24, when compared with the Bristol average.</p> <p>The population of Younger People in Frome Vale is not significantly different from the Bristol average.</p>
<p>Older people: Source:</p> <ul style="list-style-type: none"> • 2011 Census profiles - Census 2011 - bristol.gov.uk • Open data Bristol 'Ward profiles' - Dashboards — Open Data Bristol • FS13 Future of Transport – Equalities and access to opportunity, FS13 Rapid Evidence Review, Department for Transport, 2020 • Access to transport and life opportunities, NatCen, 2019 	<p>Hengrove and Whitchurch Park have a significantly higher percentage of people over the age of 65 when compared to the Bristol average.</p> <p>The population of Older people in Frome Vale is not significantly different from the Bristol average.</p>
<p>Sex (Female): Source:</p> <ul style="list-style-type: none"> • 2011 Census profile – 2011 Census selected statistic tool - Census 2011 - bristol.gov.uk • Open data Bristol 'Ward Profiles' - Dashboards — Open Data Bristol • Open data Bristol 'Quality of Life Survey Results 2020/21' - Quality of Life 2020-21 — Open Data Bristol • Indices of Multiple Deprivation - Deprivation - bristol.gov.uk • Deprivation in Bristol - Deprivation in Bristol 2019 (LSOA11) — Open Data Bristol • FS13 Future of Transport – Equalities and access to opportunity, FS13 Rapid Evidence Review, Department for Transport, 2020 • Access to transport and life opportunities, NatCen, 2019 	<p>The percentage of people with caring responsibilities in Hengrove and Whitchurch Park, and Frome Vale is higher than the Bristol average.</p> <p>Bus service satisfaction in Hengrove and Whitchurch Park is lower than the Bristol average.</p> <p>The percentage of people reporting that inaccessibility of public transport prevents people leaving their home when they want is higher in Hengrove and Whitchurch Park, and Frome Vale, compared with the Bristol average.</p> <p>Fear of crime in Hengrove and Whitchurch Park is higher than the Bristol average.</p>
<p>Sex (Male): Source:</p>	<p>Crime rates in Hengrove and Whitchurch Park, and Frome Vale, are not significantly different than the</p>

<ul style="list-style-type: none"> • 2011 Census profile – 2011 Census selected statistic tool - Census 2011 - bristol.gov.uk • Open data Bristol ‘Ward profiles’ - Dashboards — Open Data Bristol • 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) - Quality of Life 2020-21 — Open Data Bristol • FS13 Future of Transport – Equalities and access to opportunity, FS13 Rapid Evidence Review, Department for Transport, 2020 • Access to transport and life opportunities, NatCen, 2019 	<p>Bristol average.</p> <p>Percentage of younger people is also relevant to this protected characteristic – please refer to the ‘Younger people’ section above.</p>
<p>Disability: Source:</p> <ul style="list-style-type: none"> • Quality of Life Survey Results 2020/21 - Quality of Life 2020-21 — Open Data Bristol • Indices of Multiple Deprivation - Deprivation in Bristol 2019 (LSOA11) — Open Data Bristol • Deprivation in Bristol - Deprivation - bristol.gov.uk • 2011 Census profile – 2011 Census Selected Statistics Tool - Census 2011 - bristol.gov.uk • FS13 Future of Transport – Equalities and access to opportunity, FS13 Rapid Evidence Review, Department for Transport, 2020 • Access to transport and life opportunities, NatCen, 2019 	<p>32% of the population in Hengrove and Whitchurch Park, and 28% of people in Frome Vale are living with a health condition or illness that limits their day-to-day movement at least a little. This figure is worse than the Bristol average.</p> <p>Inaccessibility to public transport is relevant to this protected characteristic – please see ‘Sex (Female)’ section above.</p> <p>61.1% of the population in Hengrove and Whitchurch Park, and 66.9% of the Frome Vale population believe air quality and traffic pollution is a problem locally.</p> <p>Data for ‘Older People’ is also relevant to this characteristic, please find ‘Older People’ section above.</p>
<p>Race: Source:</p> <ul style="list-style-type: none"> • 2011 Census profile – 2011 Census selected statistic tool - Census 2011 - bristol.gov.uk • Indices of Multiple Deprivation – Deprivation in Bristol 2019 (LSOA11) — Open Data Bristol • Deprivation in Bristol – Deprivation - bristol.gov.uk • Quality of Life Survey Results 2020/21 - Quality of Life 2020-21 — Open Data Bristol • Census 2011 Information – Ward profiles - Dashboards — Open Data Bristol • FS13 Future of Transport – Equalities and access to opportunity, FS13 Rapid Evidence Review, Department for Transport, 2020 • Access to transport and life opportunities, NatCen, 2019 	<p>Hengrove and Whitchurch Park has a significantly lower percentage of people from Black, Asian and Minority Ethnic backgrounds.</p> <p>19% of the Frome Vale population are from Black, Asian and Minority Ethnic Backgrounds, higher than the Bristol average.</p> <p>Over 18% of households in Hengrove and Whitchurch Park, and 27.8% of households in Frome Vale do not have access to a car or van.</p> <p>Hengrove and Whitchurch Park have a higher percentage of people who reported being a victim of racial discrimination or harassment in the last year.</p> <p>Public transport inaccessibility and air quality are relevant to this characteristic, please see ‘Disability’ information above.</p>

<p>Pregnancy and maternity: Source:</p> <ul style="list-style-type: none"> • 2011 Census profile – 2011 Census selected statistic tool – Census 2011 - bristol.gov.uk • 2011 Census information – Ward profiles - Dashboards — Open Data Bristol • Quality of Life Survey Results 2020/21 - Quality of Life 2020-21 — Open Data Bristol • FS13 Future of Transport – Equalities and access to opportunity, FS13 Rapid Evidence Review, Department for Transport, 2020 • Access to transport and life opportunities, NatCen, 2019 	<p>Percentage of children, air quality, and public transport provision are all relevant to this characteristic – please see the above sections for the data relating to these matters.</p>
<p>Religion and belief: Source:</p> <ul style="list-style-type: none"> • 2011 Census profile – 2011 Census selected statistic tool - Census 2011 - bristol.gov.uk • 2011 Census information – Ward profiles - Dashboards — Open Data Bristol • Quality of Life Survey Results 2020/21 - Quality of Life 2020-21 — Open Data Bristol • 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) - Dashboards — Open Data Bristol • FS13 Future of Transport – Equalities and access to opportunity, FS13 Rapid Evidence Review, Department for Transport, 2020 • Access to transport and life opportunities, NatCen, 2019 	<p>Fear of crime and crime rates are relevant to this section, please see the data in ‘Sex (Female)’ and ‘Sex (Male)’ sections above.</p>
<p>Gender reassignment: Source:</p> <ul style="list-style-type: none"> • Quality of Life Survey Results 2020/21 - Dashboards — Open Data Bristol • FS13 Future of Transport – Equalities and access to opportunity, FS13 Rapid Evidence Review, Department for Transport, 2020 • Access to transport and life opportunities, NatCen, 2019 	<p>Fear of crime is relevant to this protected characteristic. Please see fear of crime data in ‘Sex (Female)’ section above.</p>
<p>Sexual orientation: Source:</p> <ul style="list-style-type: none"> • Quality of Life Survey Results 2020/21 - Dashboards — Open Data Bristol • FS13 Future of Transport – Equalities and access to opportunity, FS13 Rapid Evidence Review, Department for Transport, 2020 • Access to transport and life opportunities, NatCen, 2019 	<p>Fear of crime is relevant to this protected characteristic. Please see fear of crime data in ‘Sex (Female)’ section above.</p>
<p>Marriage and civil partnership:</p>	

<p>Source: There is no evidence to suggest that this protected characteristic group might experience transport differently today.</p>	
<p>Poverty and deprivation: Source:</p> <ul style="list-style-type: none"> • Deprivation in Bristol - Deprivation - bristol.gov.uk • Indices of multiple deprivation - Deprivation in Bristol 2019 (LSOA11) — Open Data Bristol • Quality of Life Survey Results 2020/21 - Quality of Life 2020-21 — Open Data Bristol • 2011 Census Information – Ward Profiles - Dashboards — Open Data Bristol • FS13 Future of Transport – Equalities and access to opportunity, FS13 Rapid Evidence Review, Department for Transport, 2020 • Access to transport and life opportunities, NatCen, 2019 	<p>Four of the Lower Super Output Areas in Hengrove and Whitchurch Park are within the 20% most deprived neighbourhoods in the country. Two of the Lower Super Output Areas, Whitchurch Park West and Hengrove West, are within the 10% most deprived neighbourhoods in the country.</p> <p>One of the Lower Super Output Areas in Frome Vale is among the 5% most deprived neighbourhoods in the country.</p> <p>Car ownership, public transport provision/satisfaction, fear of crime, and air quality are all relevant to this protected characteristic please see the ‘Race’, ‘Sex (Female)’, and ‘Disability’ sections above.</p>
<p>Education, Language, and Literacy: Source:</p> <ul style="list-style-type: none"> • Quality of Life Survey Results 2020/21 - Quality of Life 2020-21 — Open Data Bristol • 2011 Census Information – Ward profiles - Dashboards — Open Data Bristol • Deprivation in Bristol – Deprivation - bristol.gov.uk • Indices of multiple deprivation - Deprivation in Bristol 2019 (LSOA11) — Open Data Bristol • FS13 Future of Transport – Equalities and access to opportunity, FS13 Rapid Evidence Review, Department for Transport, 2020 • Access to transport and life opportunities, NatCen, 2019 	<p>The percentage of the population with no formal qualification is significantly higher in Hengrove and Whitchurch Park, when compared to the Bristol average.</p> <p>The percentage of people with no formal qualification in Frome Vale is lower than the Bristol average</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 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 metrobus consolidation package 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.

Early engagement on this project was held between the ward member for Hengrove and Whitchurch Park and Bristol City Council – Ward member expressed interest for this project to be delivered.

Engagement with internal Bristol City Council teams to refine the designs, as part of the Quality Assurance process.

Ongoing engagement with the Bristol City Quality Assurance board.

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.

There are plans to consult with the Mayor's Office on the proposals as part of the key decision pathway, the Mayor's Office may then be consulted again following a positive decision from the WECA Joint Committee.

The proposals will be put before the Transport Management Team and the Executive Directors as part of the key decision pathway.

The cabinet member for transport, and local ward members will be consulted on the proposals with the caveat that they are subject to funding from the West of England Combined Authority. The cabinet member for Transport, and local ward councillors will be consulted following a positive decision from the West of England Combined Authority Joint Committee in April 2022.

Ongoing engagement between the Public Transport Team and the Public Transport Safety and Equalities Group. Any significant outcomes of meetings with this group, relating to bus stops, will feed into the bus stop design/development.

There will be a wider public engagement following a positive decision from the Mayors office and cabinet member for transport. The public engagement will include letter and leaflet drops. Meetings with stakeholders, community groups, and protected characteristic specific forums, will be held should the PM see it necessary.

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)	
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 issues specific to the location, however these issues may only present themselves at public consultation.	
PROTECTED CHARACTERISTICS	
Age: Young People	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	The cost of driving lessons, buying a car, and running a car is high, younger people are less likely to be able to afford these costs, therefore people under the age of 30 have limited car access and lower car use, but better bus access and make greater use of buses. This protected characteristic group is more reliant on public transport for access to employment and training. The promotion of active travel could also offer opportunities for younger people, when used to undertake first and last mile journey's. Data from the Department for Transport has also shown that the number of young people with driving licences has declined due to the restrictions on driving lessons during the pandemic. The financial pressures exacerbated by the pandemic have also led to the reduction in the number of young people with driving licenses.
Mitigations:	Improving accessibility to the bus network and access to an affordable mode of transport will benefit young people as it will improve their ability to access employment, education, training, and activities. The provision of cycle stands at the bus stops will help to encourage younger people participate in active travel. Improving the bus journey time and reliability will help to encourage bus patronage and promote the modal shift away from private cars.
Age: Older People	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	There has been research to suggest that an improved provision of public transport benefits older people. Increasing the provision of public transport is likely to increase levels of active travel. 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). They may be more reliant on public transport staff assisting them when boarding/disembarking. Older people may struggle with finding accurate and up to date pre-travel information, including timetables, accessible infrastructure, and information about ticketing.

	<p>There is evidence to suggest that older people will struggle to use many of the digital tools associated with public transport, such as the iPoints, touch screen ticket machines, smartphones (for travel planning). (69% in older people vs. 82% in younger people). Ageing is linked with a reduction in car usage. This is because of worsening physical conditions, increased stresses of driving, car costs, and a reduced need to drive.</p>
Mitigations:	<p>The provision of safe walking and cycling opportunities that integrate with the bus network can be beneficial for older people in improving their overall health. The scheme looks to encourage participation in active travel through the provision of cycle stands, and safe haven paving – which creates a safe and attractive public realm.</p> <p>The delivery of these metrobus stops will improve the accessibility and availability of essential services for this demographic. The scheme will help older people to retain their independence as their ability to participate in everyday activities is improved. The social inclusion of this protected characteristic group will have knock on benefits on mental health. Raised kerbs and safe haven paving will help improve accessibility for people with a mobility issues and/or other long-term health problems. Seating within the shelters will also benefit people with mobility issues and/or other long term health issues.</p> <p>Ticketing infrastructure and information will be made accessible and available in multiple formats to ensure that it can be used by everyone.</p> <p>Improving bus journey times and bus reliability will help to increase bus patronage and encourage the modal shift away from the private car. Bus reliability can also help to improve perceptions of safety at bus stops.</p>
Disability	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	<p>Those with mobility impairments have a more limited car access and lower car use than those without mobility impairments. Disabled people may experience barriers when using buses and experience a range of challenges in relation to mobility and various modes of transportation. These barriers could relate to a lack of accessible infrastructure at stops, stations and other locations. Disabled people may be reliant on public transport. Around 60% of disabled people have no access to a car and use the bus around 20% more than their non-disabled counterparts. For wheelchair users obstructions such as bins or advertising boards can make the pedestrian environment particularly challenging.</p>
Mitigations:	<p>Our analysis indicates that the scheme would benefit people disabled people. Raised kerbs will allow people with reduced mobility to board/alight with greater ease. The provision of safe haven paving will create a safe and attractive space for passengers to wait for the bus, with adequate paving space for all users. All information relating to the route and tickets will be made accessible and inclusive to all users to make journeys easier and improve the perception of safety at stops. Safe haven paving will improve the public realm and help to encourage active travel. The provision of cycle stands at the stops will also help to encourage increased participation in active travel.</p> <p>The scheme will install 4 bay shelters at each stop, but the shelters will only have 3 bay seats. The additional space will improve the shelter accessibility for wheelchair users and other disabled people that may need the additional space.</p>
Sex	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	<p>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, which ultimately comes from a lack of suitable transport during these periods. Inadequate public transport creates barriers for women accessing employment and educational opportunities. Women have more limited car access than men. Women use buses more frequently and trains and bicycles less frequently.</p>

	Car access is higher for men than women. Men use buses less frequently and trains and bicycles more frequently. Younger men between the ages of 16-19 are also more likely to be victims of crime on the public transport network compared to men of all other age groups.
Mitigations:	The provision of an extended, raised kerb, will accommodate for two double door buses. This will speed up the boarding and alighting process, as passengers will be able to exit the bus through the middle door and board through the front door. This measure will improve the punctuality and reliability of buses which will help create a better network for multiple journey's within a day. The scheme will help to reduce barriers for women when accessing employment and educational opportunities. The provision of CCTV, lighting, and real time information at the stops can help to improve the perception of safety. Improving passenger safety at bus stops is also an important consideration for Men.
Sexual orientation	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	LGBTQ+ people have lower levels of perceived safety on public transport or while waiting for public transport.
Mitigations:	The bus stop upgrades will include the provision of CCTV, real time information, and lighting, all of which can help improve the level of perceived safety among all users.
Pregnancy / Maternity	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 provision of these bus stops will help with the social inclusion and connectivity of many parents with young children in the Hengrove and Whitchurch Park area. These stops will be made fully accessible for parents with small children, raised kerb platform will allow for easy access for parents with a pushchair. The safe haven paving will create an attractive public realm that allows people with pushchairs to freely move about/through the space. The upgrades to the stops will help encourage bus patronage and align with the city's wider aim of improving air quality. The scheme will install 4 bay shelters at each stop, but the shelters will only have 3 bay seats. The additional space will improve the shelter accessibility for people with pushchairs.
Gender reassignment	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	As Sexual Orientation above LGBTQ+ people have lower levels of perceived safety on public transport or while waiting for public transport.
Mitigations:	The scheme includes the provision of CCTV, lighting, and real time information at both stops – all of which will help contribute towards perceptions of safety, and benefit trans / transgender passengers
Race	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	People from Black, Asian and minority Ethnic backgrounds 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. Black, Asian and minority ethnic households have consistently higher rates of poverty. When it comes to active travel, Black and Asian adults are least likely to cycle. Black, Asian and minority ethnic passengers may fear racially motivated hate incidents when using public transport, thus potentially causing a barrier to the public transport network.
Mitigations:	There is a higher reliance on public transport among Black, Asian and minority ethnic communities. The provision of these bus stops will facilitate better access to employment. The provision of these stops and operational hours of buses will encourage bus patronage and allow people to take advantage of an affordable and accessible bus network, which can help in reducing exclusion from activities, employment,

	<p>opportunities, and services.</p> <p>The provision of CCTV, lighting, and real time information can help improve personal safety at bus stops. The cycle stands and improvement to the public realm will help to encourage participation in active travel. Both of these measures will help in improving the air quality of the city.</p> <p>All public engagement events and consultations will be made accessible to all citizens. This accessibility extends to include those who may not have English as their first language.</p>
Religion or Belief	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	<p>Safety and the perception of safety is particularly important for a number of groups when using the pedestrian environment and public transport. This includes people from particular religions or faith communities.</p> <p>The geographical distribution of faith schools means that younger people at these schools may have to travel further distances to access a particular school.</p>
Mitigations:	Safety and security both on the bus and at bus stops are key considerations. The provision of CCTV, lighting, and real time information will improve safety and security at these proposed stops.
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:	<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 greater use of buses and less use of trains. Their frequency of bicycle use is similar to those with higher incomes. People who are dependent on the bus network for work tend to be lower paid, live in more deprived areas and more likely to turn down jobs due to transport issues.</p> <p>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.</p> <p>Access to work can be greatly improved by more accessible and affordable public transport opportunities.</p> <p>Cycling provision can also have a positive impact on employment opportunities.</p> <p>Affordability of public transport is one of the key barriers for people living on low incomes.</p> <p>Some low paid jobs have anti-social hours where public transport options are more limited.</p> <p>Lower income households are more likely to not own a car/van.</p> <p>There is a major disparity in exposure to air pollution between those living in deprived communities and those residing in more affluent communities. With the more deprived communities suffering from worse air quality.</p> <p>There is a relationship between deprivation and obesity rates in children. Encouraging active travel to improve health and wellbeing within deprived communities is essential.</p>
Mitigations:	The provision of these bus stops will allow people who suffer from deprivation to access an affordable mode of public transport. This access can improve their employment, education, and training opportunities. These stops will help to make the bus network more inclusive for people with low income by reducing the barrier of high public transport ticket costs.

	<p>Employment and educational prospects will be improved through the provision of these bus stops as people will have access to an accessible, affordable, and integrated bus network.</p> <p>Cycle stands at both stops will help to encourage cycling – this will be a benefit to people on low incomes as it could help to improve employment opportunities. The cycle stands and the safe haven paving will help to encourage greater participation in active travel, consequently improving the health and well-being prospects for people within all protected characteristic groups.</p> <p>People on lower income are more likely to be reliant on public transport due to lower levels of car ownership/usage.</p> <p>The provision of these bus stops will help to encourage bus patronage and reduce the reliance on private cars – this will help to contribute to the city’s vision of reducing air pollution. Improved air quality will be disproportionately beneficial as deprived communities are more likely to suffer from poor air quality.</p>
Carers	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	Carers often need to make frequent short trips; these journeys are often made using private cars.
Mitigations:	The provision of these stops will help to encourage bus use for carers and reduce the group’s reliance on private cars for short journeys.
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:	None
Mitigations:	N/A

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*

<ul style="list-style-type: none"> • 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 encourage 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. • Through cycling and walking infrastructure improvements, it is hoped that the scheme will encourage active travel and improve health and wellbeing of all protected characteristic groups. • Improving bus services, making them quicker, more efficient and broadening the network coverage will have beneficial impacts to all groups but particularly groups that are more reliant on buses as their primary mode of transport. This particularly applies to younger people, women, parents/carers with young families and disabled people. A good network will enable all groups to access jobs, education and other services and opportunities. • Improving the physical accessibility at stops will particularly benefit disabled people and parents/carers with young families.
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- The safe haven paving will help to improve the public realm at the stops.
- The stops will provide access to an affordable mode of public transport, this will be beneficial to people on lower incomes, and protected characteristic groups with limited access to private vehicles.
- CCTV, lighting and the real time information will help to improve the safety and security of passengers waiting at the stop. This will benefit all protected characteristic groups.

Step 4: Impact

4.1 How has the equality impact assessment informed or changed the proposal?

What are the main conclusions of this assessment? Use this section to provide an overview of your findings. This summary can be included in decision pathway reports etc.

If you have identified any significant negative impacts which cannot be mitigated, provide a justification showing how the proposal is proportionate, necessary, and appropriate despite this.

Summary of significant negative impacts and how they can be mitigated or justified:

- There is a potential for negative impact to be experienced by the small number of residents who use the lay-by for parking. The loss of lay-by space has been minimised by proposing to build the bus stop out into the road, which means some of the informal parking space in the lay-by has been retained. The justification behind the loss of lay-by space is that the scheme looks to encourage bus patronage and a modal shift away from the private car which will help to contribute to Bristol's aim of improving the air quality.
- There may be temporary negative impacts to road users during the construction of the bus stops. These impacts could include small delays in journey times and temporary traffic management measures. The justification behind these negative impacts is that the provision of these bus stops will provide access to a high quality bus network, encourage bus patronage, reduce the dependency on private cars (thus improving the air quality), and improve connectivity to employment, education, and training.
- More negative impacts may arise following public consultation, these will be addressed as they come up. The EqlA form will be updated accordingly.

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

- Improved bus punctuality and reliability along the m1 and m3 routes.
- Improved connectivity to education, employment, training, and other activities by a sustainable mode of transport
- Improved air quality, which will have beneficial impacts on health and well-being.
- Improved physical accessibility to the bus network
- Cycle stands to help encourage cycling – benefits of active travel.
- Improved public realm/provision of safe haven paving to encourage walking – benefits of active travel.

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
Consult with Atkins and WECA to assist in the preparation of the Full Business Case.	Project manager	Ongoing
Engage with the Transport Management Team, Cabinet Member for Transport, Executive Directors, Mayors Office, and Cabinet, as part of the key decision pathway. Follow up on any actions as a result of consultation. Engage with the above stakeholders and the ward councillors following a positive decision from West of England	Project manager	January 2022 – May 2022

Improvement / action required	Responsible Officer	Timescale
Combined Authority Joint Committee in April 2022.		
Following engagement with the key decision pathway (above), consult the public on the proposals, with the caveat that proposals are subject to funding from west of England Authority. Engagement will be made accessible and inclusive to all groups.	Project manager	March 2022 – June 2022
Monitor the local data that informs bus stop delivery/bus infrastructure development and update the scheme and EqIA as necessary – all groups.	Project manager	Ongoing
Improve accessibility at bus stops through the delivery of raised kerbs, to assist passengers with boarding/alighting the bus – particularly relevant for disabled groups and parents/carers with young families.	Project manager	Construction dates to be determined
Improve safety on buses and around bus stops through the provision of lighting, CCTV, safe haven paving, and real time information – all groups, especially women, younger people, Black Asian and minority ethnic communities, LGBTQ+ community.	Project manager	Construction dates to be determined
Make improvements at the junction between Stoke Lane and Stoke Gate	Project manager	Construction dates to be determined
Update the EqIA after all key milestones in the project – relevant to all groups.	Project manager	Ongoing

4.3 How will the impact of your proposal and actions be measured?

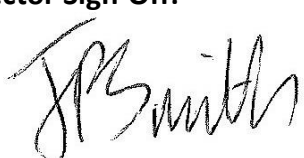
How will you know if you have been successful? Once the activity has been implemented this equality impact assessment should be periodically reviewed to make sure your changes have been effective your approach is still appropriate.

*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 EqIA and the plan will help to inform updates to the EqIA. There will be monitoring of general bus passenger usage, as well as more specific information from the Quality of Life Survey and the Transport Focus Annual Bus Passenger Survey.
Engagement with First bus and the West of England Combined Authority to monitor the outcomes of the scheme.

Further engagement with the Public Transport Safety and Equalities Group, and the Disabled People and Older People Pavement and Roads advisory group may be sought to further monitor the outcomes of the scheme.*

Step 5: Review

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

<p>Equality and Inclusion Team Review: <i>Reviewed by Equality and Inclusion Team</i></p>	<p>Director Sign-Off:  John Smith, Director: Economy of Place</p>
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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.

Date: 3/11/2021

Date: 04.11.21



Equality Impact Assessment [version 2.9]

Title: Metrobus programme budget pressure		
<input type="checkbox"/> Policy <input type="checkbox"/> Strategy <input type="checkbox"/> Function <input type="checkbox"/> Service <input checked="" type="checkbox"/> Other <i>[clarification of items previously approved for spend]</i>		<input type="checkbox"/> New <input checked="" type="checkbox"/> Already exists / review <input type="checkbox"/> Changing
Directorate: Growth and Regeneration		Lead Officer name: John Roy
Service Area: City Transport		Lead Officer role: AVTM SRO

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.

1.4 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.

This EqIA accompanies a Cabinet report setting out why there are budget pressures in the metrobus programme. There is no decision being made – the decision to provide the funding necessary to cover the pressures was made at Cabinet in January 2022 as part of the overall capital programme report, this report simply outlines how the pressures came about for Cabinet to note. For reasons of commercial confidentiality, the breakdown of the £5m allocation of budget to metrobus is included in an exempt appendix to this Cabinet report.

1.5 Who will the proposal have the potential to affect?

<input type="checkbox"/> Bristol City Council workforce	<input type="checkbox"/> Service users	<input type="checkbox"/> The wider community
<input type="checkbox"/> Commissioned services	<input type="checkbox"/> City partners / Stakeholder organisations	
Additional comments: n/a as the report is for information only		

1.6 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]


We have not identified any equality impact for citizens, service users or employees on the basis of their protected or other relevant characteristics from the report because:

- The Cabinet report is for information only following a previous decision made at the January Cabinet meeting.
- The report does not relate to any new infrastructure proposals which might require further consideration in terms of accessibility, safety or other relevant impacts for equalities communities.

However we are aware that there are existing disparities for Bristol citizens on the basis of their characteristics and circumstances: disabled citizens; Black, Asian and minority ethnic citizens; women; carers, and people living in rented accommodation and in the most deprived areas of Bristol are more likely to find inaccessible public transport prevents them from leaving their home when they want to. A high proportion of disabled people use the bus to get to work (23.3%), yet only 50.3% of disabled people are satisfied with bus services². Overall the Metrobus programme has provided a significant improvement in transport options for Bristol citizens, including an investment in safe-haven bus stops, low-floor multi-door vehicles, and more frequent services as part of the Council's commitment to reduce inequality in access to high-quality public transport options.

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 Director³.

Equality and Inclusion Team Review: <i>Reviewed by Equality and Inclusion Team</i>	Director Sign-Off: 
Date: 24/1/2022	Date: 25/01/2022

² [Quality of Life 2020-21 — Open Data Bristol](#)

³ 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.

