



Equality Impact Assessment [version 2.9]

Title: LED/CMS Project	
<input type="checkbox"/> Policy <input type="checkbox"/> Strategy <input type="checkbox"/> Function <input type="checkbox"/> Service <input checked="" type="checkbox"/> Other Contract	<input checked="" type="checkbox"/> New <input type="checkbox"/> Already exists / review <input type="checkbox"/> Changing
Directorate: Growth and Regeneration	Lead Officer name: Razvan Constantinescu
Service Area: City Transport	Lead Officer role: Assets & Contracts Manager

Step 1: What do we want to do?

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

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

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

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

The proposal is for the replacement of Bristol's current street lighting network with state-of-the-art, energy saving Light Emitting Diodes and Centrally Monitored System.

The overall impact of these proposals is likely to be a significant reduction in electricity use and light pollution from more energy efficient equipment with better controls, as well as a reduction in emissions and air pollution from lower emission vehicles.

1.2 Who will the proposal have the potential to affect?

<input type="checkbox"/> Bristol City Council workforce	<input type="checkbox"/> Service users	<input checked="" type="checkbox"/> The wider community
<input type="checkbox"/> Commissioned services	<input type="checkbox"/> City partners / Stakeholder organisations	
Additional comments:		

1.3 Will the proposal have an equality impact?

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

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

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

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

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

Please use this section to demonstrate an understanding of who could be affected by the proposal. Include general population data where appropriate, and information about people who will be affected with particular reference to protected and other relevant characteristics: <https://www.bristol.gov.uk/people-communities/measuring-equalities-success>.

Use one row for each evidence source and say which characteristic(s) it relates to. You can include a mix of qualitative and quantitative data e.g. from national or local research, available data or previous consultations and engagement activities.

Outline whether there is any over or under representation of equality groups within relevant services - don't forget to benchmark to the local population where appropriate. Links to available data and reports are here [Data, statistics and intelligence \(sharepoint.com\)](#). See also: [Bristol Open Data \(Quality of Life, Census etc.\)](#); [Joint Strategic Needs Assessment \(JSNA\)](#); [Ward Statistical Profiles](#).

For workforce / management of change proposals you will need to look at the diversity of the affected teams using available evidence such as [HR Analytics: Power BI Reports \(sharepoint.com\)](#) which shows the diversity profile of council teams and service areas. Identify any over or under-representation compared with Bristol economically active citizens for different characteristics. Additional sources of useful workforce evidence include the [Employee Staff Survey Report](#) and [Stress Risk Assessment Form](#)

Data / Evidence Source [Include a reference where known]	Summary of what this tells us																																	
Quality of Life 2020-21 — Open Data Bristol	<p>There are disparities in the extent to which Bristol citizens feel safe outdoors after dark depending on their characteristics, circumstances and where they live:</p> <table border="1" data-bbox="357 1323 1249 2103"> <thead> <tr> <th data-bbox="357 1323 740 1368">Quality of Life Indicator</th> <th data-bbox="740 1323 1249 1368">% who feel safe outdoors after dark</th> </tr> <tr> <th data-bbox="357 1420 740 1464">Characteristic</th> <th data-bbox="740 1420 1249 1464">% Percentage</th> </tr> </thead> <tbody> <tr> <td data-bbox="357 1464 740 1509">16 to 24 years</td> <td data-bbox="740 1464 1249 1509">55.8</td> </tr> <tr> <td data-bbox="357 1509 740 1554">50 years and older</td> <td data-bbox="740 1509 1249 1554">62.6</td> </tr> <tr> <td data-bbox="357 1554 740 1599">65 years and older</td> <td data-bbox="740 1554 1249 1599">61.3</td> </tr> <tr> <td data-bbox="357 1599 740 1644">Female</td> <td data-bbox="740 1599 1249 1644">54.2</td> </tr> <tr> <td data-bbox="357 1644 740 1688">Male</td> <td data-bbox="740 1644 1249 1688">71.8</td> </tr> <tr> <td data-bbox="357 1688 740 1733">Disabled</td> <td data-bbox="740 1688 1249 1733">45.5</td> </tr> <tr> <td data-bbox="357 1733 740 1778">Black Asian & Minority Ethnic</td> <td data-bbox="740 1733 1249 1778">57.0</td> </tr> <tr> <td data-bbox="357 1778 740 1823">White Minority Ethnic</td> <td data-bbox="740 1778 1249 1823">62.8</td> </tr> <tr> <td data-bbox="357 1823 740 1868">White British</td> <td data-bbox="740 1823 1249 1868">63.7</td> </tr> <tr> <td data-bbox="357 1868 740 1912">Asian/Asian British</td> <td data-bbox="740 1868 1249 1912">64.1</td> </tr> <tr> <td data-bbox="357 1912 740 1957">Black/Black British</td> <td data-bbox="740 1912 1249 1957">50.8</td> </tr> <tr> <td data-bbox="357 1957 740 2002">Mixed Ethnicity</td> <td data-bbox="740 1957 1249 2002">51.6</td> </tr> <tr> <td data-bbox="357 2002 740 2047">White</td> <td data-bbox="740 2002 1249 2047">63.6</td> </tr> <tr> <td data-bbox="357 2047 740 2103">Lesbian Gay or Bisexual</td> <td data-bbox="740 2047 1249 2103">58.6</td> </tr> </tbody> </table>		Quality of Life Indicator	% who feel safe outdoors after dark	Characteristic	% Percentage	16 to 24 years	55.8	50 years and older	62.6	65 years and older	61.3	Female	54.2	Male	71.8	Disabled	45.5	Black Asian & Minority Ethnic	57.0	White Minority Ethnic	62.8	White British	63.7	Asian/Asian British	64.1	Black/Black British	50.8	Mixed Ethnicity	51.6	White	63.6	Lesbian Gay or Bisexual	58.6
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No Religion or Faith	66.4
Christian Religion	58.5
Other Religions	63.6
Carer	59.7
Full Time Carer	43.3
Part Time Carer	65.0
Single Parent	49.8
Two Parent	63.0
Parent (all)	61.4
No Qualifications	55.5
Non-Degree Qualified	52.9
Degree Qualified	67.8
Rented (Council)	42.4
Rented (HA)	43.6
Rented (Private)	62.6
Owner Occupier	65.8
Most Deprived 10%	32.9
Bristol Average	62.9
<i>Source: Quality of Life in Bristol 2020-21</i>	

Quality of Life Indicator	% who feel safe outdoors after dark
Ward	% Percentage
Ashley	65.3
Avonmouth & Lawrence Weston	54.8
Bedminster	73.5
Bishopston & Ashley Down	78.2
Bishopsworth	58.8
Brislington East	69.5
Brislington West	68.5
Central	53.4
Clifton	85.1
Clifton Down	88.9
Cotham	79.1
Easton	54.3
Eastville	61.4
Filwood	45.1
Frome Vale	55.5
Hartcliffe & Withywood	27.5
Henbury & Brentry	52.3
Hengrove & Whitchurch Park	65.0
Hillfields	45.1
Horfield	68.5
Hotwells & Harbourside	76.0

	Knowle	63.9
	Lawrence Hill	44.8
	Lockleaze	64.2
	Redland	78.4
	Southmead	38.6
	Southville	73.4
	St George Central	59.1
	St George Troopers Hill	64.6
	St George West	52.4
	Stockwood	57.0
	Stoke Bishop	84.4
	Westbury-on-Trym & Henleaze	83.7
	Windmill Hill	60.2
	Bristol Average	62.9

Source: Quality of Life in Bristol 2020-21

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.

Although we do not have service specific data we have Quality of Life, Census and other diversity information about who is likely to be impacted by the proposal

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

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

Include the main findings of any engagement and consultation in Section 2.1 above.

If you are managing a workforce change process or restructure please refer to [Managing change or restructure \(sharepoint.com\)](#) for advice on consulting with employees etc. Relevant stakeholders for engagement about workforce changes may include e.g. staff-led groups and trades unions as well as affected staff.

At this stage (prior to project approval) we have not engaged with stakeholders. As part of project design we will seek the views of expert stakeholders including Bristol Sight Loss Council and other local disability-led organisations; Bristol Older People's Forum; and Bristol Women's Voice to better understand and mitigate any potential disproportionate impact for equalities groups.

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.

We will develop an engagement and consultation plans with input from the Equality and Inclusion, and External Communications and Consultation Teams, once the project receives the green light.

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 impact from the proposal at this stage we are aware that any dimming of street lighting may have a disproportionate impact on some people on the basis of their protected characteristics – in terms of reduced visibility and safety (including feeling safe). LED luminaries tend to provide a more focused beam or cone of light onto the pavement and road surface than existing street light, which could also lead to darker areas between lighting columns.

The main mitigations for any potentially disproportionate impact are:

- With the aid of a Central Management System (CMS) we can dynamically adjust the dimming levels to suit individual areas of the city, where there may be different needs of citizens.
- No in-depth design has been carried out at this stage regarding the dimming and this will only take place once the project gets the green light. We will then start to look at individual dimming regimes, and in certain cases not dimming – based on need identified from further engagement with expert stakeholders.
- Prioritisation of roll-out will be based on higher wattage lanterns first, so the energy savings will be maximised (not area based in a way that may disadvantage specific local communities).

Overall we believe the proposal can be justified on the basis that dimming the units is required because it impacts heavily on the energy saving and is essential to the project saving money and paying back. The dimming regime we are using has been based on typical traffic and pedestrian movement and incorporates a 5 step dimming regime known as a D06 regime.

We will appoint a contractor with robust requirements around minimising disruption during works and do not anticipate works will cause any significant impact re. detours / routes which could affect disabled people or other

people with limited mobility.	
PROTECTED CHARACTERISTICS	
Age: Young People	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Young people in Bristol are less likely to feel safe outdoors after dark
Mitigations:	See general comments above
Age: Older People	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Older adults (whether or not they consider themselves to be disabled) are more likely to have impaired night vision in terms of increased glare and reduced contrast sensitivity making it harder to see objects in low light.
Mitigations:	See general comments above
Disability	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Disabled people in Bristol are less likely to feel safe outdoors after dark
Mitigations:	See general comments above
Sex	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Women and girls in Bristol are less likely to feel safe outdoors after dark
Mitigations:	See general comments above
Sexual orientation	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Lesbian, Gay and Bisexual people in Bristol are less likely to feel safe outdoors after dark
Mitigations:	See general comments above
Pregnancy / Maternity	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Gender reassignment	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Although too small a cohort to be reportable in the Quality of Life survey, transgender people are likely to feel less safe outdoor after dark as they are statistically more vulnerable to verbal and physical abuse, and regularly face prejudice and discrimination.
Mitigations:	See general comments above
Race	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Black/Black British and Mixed Ethnicity people in Bristol are less likely to feel safe outdoors after dark in comparison to White British and Asian/Asian British people.
Mitigations:	See general comments above
Religion or Belief	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	People from Christian faith groups in Bristol are less likely to feel safe outdoors after dark when compared to 'other religions' – see above.
Mitigations:	See general comments above
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 checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	People living in the most deprived areas of Bristol are less likely to feel safe outdoors after dark
Mitigations:	See general comments above
Carers	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Carers in Bristol are less likely to feel safe outdoors after dark
Mitigations:	See general comments above
Other groups [Please add additional rows below to detail the impact for other relevant groups as appropriate e.g. Asylums and Refugees; Looked after Children / Care Leavers; Homelessness]	
Potential impacts:	
Mitigations:	

3.2 Does the proposal create any benefits for people based on their protected or other relevant characteristics?

Outline any potential benefits of the proposal and how they can be maximised. Identify how the proposal will support our Public Sector Equality Duty to:

- ✓ Eliminate unlawful discrimination for a protected group
- ✓ Advance equality of opportunity between people who share a protected characteristic and those who don't
- ✓ Foster good relations between people who share a protected characteristic and those who don't

The proposal could potentially reduce light pollution and generate significant reduction in carbon emissions, which is likely to benefit all citizens.

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:

We did not identify negative impacts on equality, to be derived from upgrading Bristol's street lighting.

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

We envisage that a better technical specification of the latest generation of street lighting could only improve the quality of life, reduce light pollution and generate significant reduction in carbon emissions.

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
Liaise with equalities stakeholders to inform service design prior to implementation	TBC	TBC

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.

The impact of our proposal will be robustly monitored through BCC's corporate Performance Monitoring Framework, regular review meetings and feedback received from the public through the Fix my Street application.

Step 5: Review

The Equality and Inclusion Team need at least five working days to comment and feedback on your EqIA. EqIAs should only be marked as reviewed when they provide sufficient information for decision-makers on the equalities

impact of the proposal. Please seek feedback and review from the Equality and Inclusion Team before requesting sign off from your Director¹.

Equality and Inclusion Team Review: <i>Reviewed by Equality and Inclusion Team</i>	Director Sign-Off:  Acting Director Management of Place
Date 2/3/2022	Date: 2/3/2022

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.