

Equality Impact Assessment [version 2.10]



| | |
|--|--|
| Title: GR2.1 City Transport Discretionary Activities | |
| <input checked="" type="checkbox"/> Budget Proposal | <input checked="" type="checkbox"/> New <input type="checkbox"/> Already exists / review <input type="checkbox"/> Changing |
| Directorate: EoP | Lead Officer name: Adam Crowther |
| Service Area: City Transport | Lead Officer role: Head of Service |

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.

Budget context

Every year, the council must agree an annual budget which balances the money we spend with the money we are expecting to receive. Councils across the country are facing financial challenges and based on our current forecasts, we face a funding gap over the next five years (to 2027/28) of up to £87.6 million dependent on the severity of factors such as rising costs of fuel, energy and inflation. This is in addition to the £34.3 million of savings and efficiencies proposals for 2022-2027 outlined in the 2022/23 budget.

The Council has defined statutory responsibilities, but deliver against a far broader agenda, providing universal services benefiting the whole community, and targeted services aimed at individuals, communities with particular needs, and businesses – administered by our workforce, city partners, stakeholder organisations and commissioned services.

To address these challenges we must look again across all of our services to find where we can do things differently to reduce costs, be more efficient in how we do things and, in some cases, stop doing some things entirely.

City Transport Proposal

Reduce the City Transport budget by focusing on statutory areas and making reductions in discretionary activities, including transport studies, and reviewing our approach to income and expenditure on bus-shelters and bus-stops:

- Bus shelter contract £100k contract inflation additional income
- Transport Studies £190k, replace with £1m CAZ income to cover 5 years

- Trains £10k (as above)
- Bus stop closure additional income £100k
- Res Parking review budget reduced by £50k
- Minor bus stop maintenance budget reduced by £60k
- Road safety Education, Training and Promotion budget reduced by £30k

1.2 Who will the proposal have the potential to affect?

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

1.3 Will the proposal have an equality impact?

Yes No [please select]

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

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: [How we measure equality and diversity \(bristol.gov.uk\)](http://bristol.gov.uk)

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

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

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

| Data / Evidence Source [Include a reference where known] | Summary of what this tells us | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|--|--|---------------------------|---|----------------|------|--------------------|-----|--------------------|-----|--------|-----|------|-----|----------|------|----------------------|-----|---------------------|------|--------------------------|------|---------------|-----|-----------------------|-----|-------------------------|------|----------------------|-----|
| Census 2011 and Census 2021 2011 Census Key Statistics About Equalities Communities | <p>The Census details the demographic profile of Bristol. We have had initial data on the population of Bristol by age, ethnic group, national identity, language, and religion, but are still awaiting more detailed results and multivariate data, so demographic data is still largely informed by 2011 census and other population related documents (listed below)</p> | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| The population of Bristol Bristol Key Facts 2022 | <p>Updated annually. The report brings together statistics on the current estimated population of Bristol, recent trends in population, future projections and looks at the key characteristics of the people living in Bristol.</p> | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Ward profile data (bristol.gov.uk) | <p>The Ward Profiles provide a range of data-sets, including population, life expectancy, health and education disparities etc. for each of Bristol’s electoral wards.</p> | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Bristol Quality of Life Survey 2021-22 | <p>The Quality of Life (QoL) survey is an annual randomised sample survey of the Bristol population, mailed to 33,000 households (with online & paper options), and some additional targeting to boost numbers from low responding groups. In brief, the most recent QoL survey indicated that inequality and deprivation continue to affect people’s experience in almost every element measured by the survey.</p> <p>The Quality of Life 2021/22 data dashboard highlights those indicators, wards and equality and demographic groups which are better or worse than the Bristol average.</p> <p>For example there are significant disparities based on people’s characteristics and circumstances in the extent to which they find it difficult to manage financially:</p> <table border="1" data-bbox="624 1346 1469 2114"> <thead> <tr> <th data-bbox="624 1346 951 1435">Quality of Life Indicator</th> <th data-bbox="951 1346 1469 1435">% who find it difficult to manage financially</th> </tr> </thead> <tbody> <tr> <td data-bbox="624 1435 951 1480">16 to 24 years</td> <td data-bbox="951 1435 1469 1480">12.5</td> </tr> <tr> <td data-bbox="624 1480 951 1525">50 years and older</td> <td data-bbox="951 1480 1469 1525">6.7</td> </tr> <tr> <td data-bbox="624 1525 951 1570">65 years and older</td> <td data-bbox="951 1525 1469 1570">3.2</td> </tr> <tr> <td data-bbox="624 1570 951 1615">Female</td> <td data-bbox="951 1570 1469 1615">8.6</td> </tr> <tr> <td data-bbox="624 1615 951 1659">Male</td> <td data-bbox="951 1615 1469 1659">8.5</td> </tr> <tr> <td data-bbox="624 1659 951 1704">Disabled</td> <td data-bbox="951 1659 1469 1704">21.6</td> </tr> <tr> <td data-bbox="624 1704 951 1749">Asian /Asian British</td> <td data-bbox="951 1704 1469 1749">9.9</td> </tr> <tr> <td data-bbox="624 1749 951 1794">Black/Black British</td> <td data-bbox="951 1749 1469 1794">19.8</td> </tr> <tr> <td data-bbox="624 1794 951 1883">Mixed/Multiple Ethnicity</td> <td data-bbox="951 1794 1469 1883">16.3</td> </tr> <tr> <td data-bbox="624 1883 951 1928">White British</td> <td data-bbox="951 1883 1469 1928">7.8</td> </tr> <tr> <td data-bbox="624 1928 951 1973">White Minority Ethnic</td> <td data-bbox="951 1928 1469 1973">8.4</td> </tr> <tr> <td data-bbox="624 1973 951 2018">Lesbian Gay or Bisexual</td> <td data-bbox="951 1973 1469 2018">12.7</td> </tr> <tr> <td data-bbox="624 2018 951 2114">No Religion or Faith</td> <td data-bbox="951 2018 1469 2114">8.0</td> </tr> </tbody> </table> | Quality of Life Indicator | % who find it difficult to manage financially | 16 to 24 years | 12.5 | 50 years and older | 6.7 | 65 years and older | 3.2 | Female | 8.6 | Male | 8.5 | Disabled | 21.6 | Asian /Asian British | 9.9 | Black/Black British | 19.8 | Mixed/Multiple Ethnicity | 16.3 | White British | 7.8 | White Minority Ethnic | 8.4 | Lesbian Gay or Bisexual | 12.7 | No Religion or Faith | 8.0 |
| Quality of Life Indicator | % who find it difficult to manage financially | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 16 to 24 years | 12.5 | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 50 years and older | 6.7 | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 65 years and older | 3.2 | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Female | 8.6 | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Male | 8.5 | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Disabled | 21.6 | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Asian /Asian British | 9.9 | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Black/Black British | 19.8 | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Mixed/Multiple Ethnicity | 16.3 | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| White British | 7.8 | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| White Minority Ethnic | 8.4 | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Lesbian Gay or Bisexual | 12.7 | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| No Religion or Faith | 8.0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

| | |
|------------------------|------------|
| Christian Religion | 8.3 |
| Other Religions | 18.2 |
| Carer | 10.7 |
| Full Time Carer | 14.0 |
| Part Time Carer | 9.7 |
| Single Parent | 28.6 |
| Two Parent | 9.6 |
| Parent (all) | 12.0 |
| No Qualifications | 10.0 |
| Non-Degree Qualified | 12.9 |
| Degree Qualified | 6.7 |
| Rented (Council) | 20.3 |
| Rented (HA) | 20.6 |
| Rented (Private) | 14.6 |
| Owner Occupier | 4.6 |
| Most Deprived 10% | 18.8 |
| Bristol Average | 8.7 |

There are also significant disparities in the extent to which Bristol citizens say transport issues stop them from getting involved in their community based on their characteristics and circumstances:

| Quality of Life Indicator | % for whom transport issues stop them from getting involved in their community |
|----------------------------------|--|
| Bristol Average | 10.2 |
| Most Deprived 10% | 13.6 |
| 16 to 24 years | 18.2 |
| 50 years and older | 10.2 |
| 65 years and older | 12.6 |
| Female | 12.2 |
| Male | 8.2 |
| Disabled | 24.3 |
| Black, Asian and minority ethnic | 17.7 |
| Asian/Asian British | 12.1 |
| Black/Black British | 12.8 |
| Mixed/Multiple ethnic groups | 21.8 |
| White | 9.3 |
| White Minority Ethnic | 12.7 |
| White British | 8.8 |
| Christian | 10.1 |
| Other religion | 12 |

| | | |
|--|---------------------------------|------------|
| | No religion or faith | 9.5 |
| | Single parent | 10.8 |
| | Two parent | 5.0 |
| | No qualifications | 14.3 |
| | Owner Occupier | 6.8 |
| | Rented from housing association | 18.4 |
| | Rented from the council | 16.7 |
| | Rented from private landlord | 17.2 |
| | Non degree qualifications | 9.6 |
| | Degree qualifications | 9.9 |
| | Part-time carer | 8.8 |
| | Full-time carer | 20 |
| | Carer (All) | 11.5 |
| | Parents (All) | <u>5.7</u> |
| | Lesbian, Gay or Bisexual | 17.5 |

Joint Strategic Needs Assessment (JSNA)

The Joint Strategic Needs Assessment reports on the health and wellbeing needs of the people of Bristol. It brings together detailed information on local health and wellbeing needs and looks ahead at emerging challenges and projected future needs. The JSNA is used to provide a comprehensive picture of the health and wellbeing needs of Bristol (now and in the future); to inform decisions about how we design, commission and deliver services, and also about how the urban environment is planned and managed; to improve and protect health and wellbeing outcomes across the city while reducing health inequalities; and to provide partner organisations with information on the changing health and wellbeing needs of Bristol, at a local level, to support better service delivery.

HR Analytics: Power BI reports (sharepoint.com) [internal link only]

Equality and Inclusion annual progress report 2021-22 (bristol.gov.uk)

Appendix – Workforce Diversity Data – summary analysis

Additional sources of useful workforce evidence include the Employee Staff Survey Report and Stress Risk Assessment Form completed by individuals and teams [internal links only]

The Workforce Diversity Report shows Bristol City Council Workforce Diversity statistics for Headcount, Sickness, Starters and Leavers data. The report is updated once a month with data as at the end of the previous month. It excludes data for locally managed schools/nurseries, councillors, casual, seasonal and external agency employees. The report is based on the sensitive information that staff add to Employee Self Service on iTrent (ESS).

Summary of Bristol City Council workforce diversity

| Characteristic | City Transport Service (all teams) | BCC headcount % | Bristol Working Age Population (16-64) |
|-----------------------|------------------------------------|-----------------|--|
| Age 16-29 | 19.5% | 12.2% | 39.0% |
| Age 30-39 | 20.1% | 22.0% | 24.0% |
| Age 40-49 | 27.9% | 24.4% | 16.0% |
| Age 50-64 | 32.5% | 41.4% | 21.0% |
| Age 65+ | 6.7% | 3.4% | - |
| Disabled | 5.8% | 9.0% | 12% |
| Asian / Asian British | 1.9% | 2.9% | 5.8% |

| | | | |
|--------------------------|-------|-------|-------|
| Black / Black British | 5.8% | 5.1% | 5.3% |
| Mixed ethnicity | 3.2% | 3.6% | 2.9% |
| Other ethnic groups | 0.6% | 0.4% | 1.0% |
| White | 77.3% | 79.8% | 85.0% |
| Female | 44.8% | 60.1% | 49.0% |
| Male | 53.9% | 39.3% | 51.0% |
| Use another gender term | 0% | 0.2% | - |
| Christian | 20.8% | 25.9% | 43.5% |
| Other religion/belief | 6.5% | 6.6% | 7.3% |
| No religion/belief | 42.9% | 41.9% | 41.5% |
| Lesbian, Gay or Bisexual | 3.2% | 5.9% | 9.1% |
| Trans | 0.0% | 0.1% | - |

[Nomis - Official Labour Market Statistics \(nomisweb.co.uk\)](https://nomisweb.co.uk)
[Business demography, UK - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk)

84% of all people in Bristol are economically active which is higher than nationally (78.6%) and in the South West (80.7%). Of economically active people in Bristol 6.9% are self-employed, compared to 9.5% nationally. Of those who are economically inactive in Bristol, 33% are Students, 29% are 'long-term sick' and 16% are looking after family/home, as well as 9.2% who are retired. The percentage of 'workless households' in Bristol is 12.1%, compared to 13.6% nationally, and the proportion of working age people who are benefit claimants is 11.2%. Bristol has a higher proportion of people working in 'professional occupations' (36.2) than for the South West (24.4%) and nationally (25.8%).

In 2020 (most recent data) the South West continued to have the highest five-year 'survival rate' in the UK of businesses that survived into 2020 (this has been the case since 2012). The largest proportion of these surviving businesses, 22%, was in the professional, scientific and technical industry.

[Bristol One City: Cost of Living Crisis – Bristol’s One City approach to supporting citizens and communities \(Oct 2022\)](#)

[Cost of Living Risk Index \(arcgis.com\)](https://arcgis.com)

The rising cost of living is not impacting on everyone equally. People who are already experiencing inequity and poverty will be disproportionately impacted:

- **People on the lowest incomes** - will have less available income but also pay more for the same services. For example, people unable to pay their bills by Direct Debit and those borrowing money are subject to higher costs and interest rates. This is what anti-poverty campaign group Fair by Design has referred to as a Poverty Premium
- **Households with pre-payment energy meters** - households with pre-payment meters often pay above-average costs for their fuel. They will face a significant rise in their monthly bills in autumn and winter with increased energy usage as they do not benefit from the "smoothing" effect of Direct Debits, which spread usage costs evenly across the year
- **Parents and young families** – parents of young children are more likely to seek credit and alternative support as they are less able, on average, to afford an unexpected expense. Single parents will be disproportionately affected; and one in four single parents find it difficult to manage financially (28.6%).
- **Disabled people** – just under half of all people in poverty in the UK are Disabled people or someone living with a Disabled

| | |
|---|---|
| | <p>person. Disabled people have higher living costs, and tend to pay more for their heating, travel, food/diet, prescription payments, and specialist equipment. It is estimated that UK households that include Disabled children pay on average £600 more for their energy bills than an average household</p> <ul style="list-style-type: none"> • Black and Minoritised people – A higher proportion of Black and minoritised ethnic groups reported finding it difficult to manage financially (14.9%) in 2021. In 2020 the Social Metrics Commission found that almost half of people living in a family in the UK where the head of the household is Black are in poverty. Age UK report that poverty among older Black and minoritised ethnic groups is twice as high as for white pensioners • People in rented accommodation – it is estimated that 69% of low-income private renters in England will be forced to go without food and heating at least one day per week to meet rising housing and living cost. Almost three in ten homes in Bristol are privately rented • Underserved populations - It is likely that populations that are not typically well represented in data and research are likely to also face increased risk from rising cost of living. For example, refugees and asylum seekers, people experiencing homelessness, and Gypsy/Roma/Traveller groups. • Cost of Living Risk Index (October 2022) identified Lawrence Hill, Hartcliffe & Withywood, Filwood, Lockleaze, Ashley, Southmead, Easton, Avonmouth & Lawrence Weston, Hillfields and Eastville as neighbourhoods in Bristol more at risk of the impact of the cost of living crisis. |
| <p><u>An evaluation of the Bristol Race Equality Covid-19 Steering Group</u></p> <p><u>Designing a new social reality - Research on the impact of covid-19 on Bristol's VCSE sector and what the future should be – Black South West Network 2020</u></p> <p><u>Delivering an inclusive economy post COVID-19</u></p> | <p>Report focusing on how co-production using a One City approach has been used to respond to the disproportionate impact of the Covid-19 pandemic on our marginalized ethnic communities.</p> <p>Local research has highlighted how long-term underinvestment and lack of equity in funding and procurement has eroded the local Voluntary and community sector.</p> <p>Our local partners have conducted research into the ongoing impact of COVID-19 for women and have provided recommendations on what service providers can do to reduce impact further impact.</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.

Although our corporate approach is to collect diversity monitoring for all relevant characteristics, there are gaps in the available local diversity data for some characteristics, especially where this has not always historically been included in census and statutory reporting e.g. for sexual orientation. We also know there are some under-reporting gaps in our workforce diversity information - where personal and confidential information is voluntarily requested from staff.

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.

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.

We launched a public consultation on our budget proposals between Friday 11 November and Friday 23 December. This consultation set out all the savings proposals we had identified to produce a balanced budget in the context of reduced available funding and increasing financial pressures.

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.

All responses to the Budget Consultation will be analysed and included in the Council's Budget report that will be published on the Bristol City Council website in early 2023. We will take Budget consultation responses into account when developing this and other final proposals to put to the Cabinet and a meeting of Full Council for approval. The final decision will be taken by Full Council at its budget setting meeting in February / March 2023.

Following the setting of the overall budget envelope there will be extensive engagement, consultation and co-design with affected communities on particular proposals which will inform future decision making prior to implementation. Our approach to public engagement and consultation will proactively target under-represented respondents to increase the participation of people from equality groups and their local representative organisations. This will help to ensure that our services and actions are informed by the views and needs of all our citizens.

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)

Bus shelter contract £100k contract inflation additional income we do not anticipate any significant equality impact for citizens/service users from this revenue generated from bus shelter advertising.

Transport Studies £190k, replace with £1m CAZ income to cover 5 years we do not anticipate any significant equality impact for citizens/service users from this use of CAZ income.

Trains £10k - (as above) we do not anticipate any significant equality impact from this saving for citizens/service users

Bus stop closure additional income £100k We do not anticipate any equality impact from this revenue generated when e.g. utility companies have to close parts of roads to carry out works and we charge them for temporary bus stops etc.

Residential Parking review budget reduced by £50k We do not anticipate any significant equality impact for citizens/service users from this savings because we do not anticipate as much future requirement to carry out RPZ reviews as previously.

Minor bus stop maintenance budget reduced by £60k This savings proposals will not affect bus shelters or other transport infrastructure such as CCTV which could have a significant impact on accessibility and safety. However it may impact the maintenance of e.g. bus stops with a pole, flag and timetable case, and a reduced budget may delay accessibility improvements. Our priority will be to ensure that bus stops are functional with clear timetable information as appropriate.

Road safety ETP budget reduced by £30k – This proposal relates to Education, Training and Publicity work (not crossing patrol) where the council promotes e.g. road safety and confident cycling etc. through targeted engagement with school-age children and wider campaigns. A budget reduction would limit the range of this work, and would be likely to have a disproportionate impact on children and young people, including those from more deprived areas with statistical disparities in pedestrian injuries.

Even when we plan to consult in more detail on specific service delivery proposals at a later time, we must ensure that any budget setting decisions that are likely to affect future services are informed by sufficient consultation and proper analysis. This is so that decision makers can have due regard to any likely disproportionate or negative impact on the basis of their protected and other relevant characteristics at the time the budget is approved – not afterwards¹.

Decision makers will have the ability to make changes to the individual spending plans following further consultation as appropriate and detailed evaluation of the impact of specific proposals. Within the proposed budget envelope there will be financial mitigation put aside for any non-delivery or amendments to proposals which may occur due to future consideration of equalities issues or other factors.

As well as identifying whether budget changes will have a disproportionate impact on particular groups (e.g., because they are over-represented in a particular cohort), we need to pay particular attention to the

risk of indirect discrimination: when an apparently neutral decision puts members of a given group at a particular disadvantage compared with other people because of their different needs and circumstances.

We are also aware of existing structural inequalities and particular considerations, issues, and disparities for people in Bristol based on their characteristics, which we will take into account.

Workforce changes Where budget proposals are likely to impact on our workforce we will carry out consultation in line with the Council’s Management of Change process and seek advice from HR and the Equality and Inclusion Team to mitigate risks of discrimination. For any savings which are likely to lead to changed job roles for our employees we will: use positive action initiatives as appropriate to address under representation across the workforce; advertise any new job opportunities in a range of ways to ensure a wide pool of applicants; review job paperwork including job descriptions and employee specification to make they are only for the skills, experiences and qualities needed to do the job and there are no discriminatory statements, requirements; and check tests, assessments and interview processes are accessible and transparent.

PROTECTED CHARACTERISTICS

| | |
|--------------------------|--|
| Age: Young People | Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> |
| Potential impacts: | <ul style="list-style-type: none"> • Young people in Bristol are more likely to: <ul style="list-style-type: none"> ○ have poor emotional health and wellbeing ○ find inaccessible public transport prevents them from leaving their home when they want to ○ 6.8% of 16-17 year olds (2020/21) were “not in education, employment or training” (NEET), worse than the national average (5.5%) • Road Safety ETP budget provides a variety of services and functions that improve road safety which has a disproportionate impact on younger age groups and those from more deprived areas • Younger people are more likely to use the bus than some other age groups |
| Mitigations: | See general comments above <ul style="list-style-type: none"> - Utilise road safety camera reserve to cover ETP budget reduction for 4 years - Seek to replace bus stop budget reduction using capital funds |
| Age: Older People | Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> |
| Potential impacts: | <ul style="list-style-type: none"> • Older people in Bristol are: <ul style="list-style-type: none"> ○ less likely to be comfortable using digital services ○ more reliant on public and community transport ○ more likely to be an unpaid carer ○ more likely to help out or volunteer in their community ○ less likely to have formal qualifications • Older people are more likely to use the bus than some other age groups |
| Mitigations: | See general comments above <ul style="list-style-type: none"> - Utilise road safety camera reserve to cover ETP budget reduction for 4 years - Seek to replace bus stop budget reduction using capital funds |
| Disability | Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> |
| Potential impacts: | <ul style="list-style-type: none"> • Disabled people have lower car ownership levels • Disabled people should be empowered to make independent living choices and have a say in access to service provision. • Reduction in bus stop maintenance budget may delay accessibility improvements |
| Mitigations: | See general comments above <ul style="list-style-type: none"> - Seek to replace bus stop budget reduction using capital funds |
| Sex | Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> |
| Potential impacts: | <ul style="list-style-type: none"> • Failure to address safety concerns on public transport and infrastructure has a disproportionately negative impact on women and girls as they are less safe and feel less safe, and are more likely to be victims of harassment and abuse |

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| Mitigations: | <ul style="list-style-type: none"> See general comments above. Ensure that any changes of bus stops including temporary changes due to disruption during works are well publicised in advance and information is sent to update phone apps etc. |
| Sexual orientation | Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> |
| Potential impacts: | • |
| Mitigations: | See general comments above |
| Pregnancy / Maternity | Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> |
| Potential impacts: | <ul style="list-style-type: none"> Ensure there is equality of opportunity for services in relation to pregnancy and maternity. This includes e.g. providing physical access when using prams and pushchairs, and availability of toilets and baby-changing facilities etc. , and flexible working patterns and service times for childcare arrangements Reduction in bus stop maintenance budget may delay accessibility improvements |
| Mitigations: | See general comments above <ul style="list-style-type: none"> Seek to replace bus stop budget reduction using capital funds |
| Gender reassignment | Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> |
| Potential impacts: | • |
| Mitigations: | See general comments above |
| Race | Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> |
| Potential impacts: | <ul style="list-style-type: none"> Bangladeshi, Pakistani, and Black ethnic groups are more likely to live in deprived neighbourhoods; and the same groups and Chinese ethnicities are about twice as likely to live on a low income and experience child poverty compared to White groups Black people in the UK are less likely to hold a driving licence and more likely to rely on public transport. Black, Asian and minority ethnic groups in Bristol are more likely to find inaccessible public transport prevents them from leaving their home when they want to Reduction in bus stop maintenance budget may delay accessibility improvements Road Safety ETP budget provides a variety of services and functions that improve road safety which has a disproportionate impact on younger age groups and those from more deprived areas |
| Mitigations: | See general comments above <ul style="list-style-type: none"> Utilise road safety camera reserve to cover ETP budget reduction for 4 years Seek to replace bus stop budget reduction using capital funds |
| Religion or Belief | Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> |
| Potential impacts: | • |
| 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: | <ul style="list-style-type: none"> Bristol has 41 areas in the most deprived 10% in England, including 3 in the most deprived 1%. The greatest levels of deprivation are in Hartcliffe & Withywood, Filwood and Lawrence Hill. In Bristol 15% of residents - 70,800 people - live in the 10% most deprived areas in England, including 19,000 children and 7,800 older people. There are an estimated 29,045 households living in fuel poverty in Bristol, 14.4% of all households (BEIS, 2022) 4.6% of households have experienced moderate to severe food insecurity, rising to 11.2% in the most deprived areas of the city (QoL 2021-22) |

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| | <ul style="list-style-type: none"> • 34.6% of people in Bristol are dissatisfied with the way the Council runs things, but this is 47.5% for people living in the most deprived areas of the city (QoL 2021-22). • The inequalities gap in life expectancy between the most and least deprived areas in Bristol is 9.9 years for men and 6.7 years for women. • Reduction in bus stop maintenance budget may delay accessibility improvements • Road Safety ETP budget provides a variety of services and functions that improve road safety which has a disproportionate impact on younger age groups and those from more deprived areas |
| Mitigations: | See general comments above <ul style="list-style-type: none"> - Utilise road safety camera reserve to cover ETP budget reduction for 4 years - Seek to replace bus stop budget reduction using capital funds |
| Carers | Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> |
| Potential impacts: | <ul style="list-style-type: none"> • Reduction in bus stop maintenance budget may delay accessibility improvements • Road Safety ETP budget provides a variety of services and functions that improve road safety which has a disproportionate impact on younger age groups and those from more deprived areas |
| Mitigations: | See general comments above <ul style="list-style-type: none"> - Utilise road safety camera reserve to cover ETP budget reduction for 4 years - Seek to replace bus stop budget reduction using capital funds |
| 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 scale of the potential gap in our core funding means that there is very limited opportunity to bring genuine additional benefit to equalities groups in the circumstances. However we have considered as far as possible the need to: eliminate discrimination, harassment, victimisation and any other conduct prohibited under the Equality Act 2010; advance equality of opportunity between people from different groups; and foster good relations between people from different groups.

Our budget savings proposals are aligned to our Corporate Strategy and although we have limited resources our future focus will be on achieving those priorities we have identified including tackling poverty and intergenerational inequality.

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:

Reduction in bus stop maintenance budget may delay accessibility improvements. Road Safety ETP budget provides a variety of services and functions that improve road safety which has a disproportionate impact on younger age groups and those from more deprived areas. We will utilise road safety camera reserve to cover ETP budget reduction for 4 years. We will seek to replace bus stop budget reduction using capital funds

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

None identified

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 |
|--|---------------------|-----------|
| All relevant EqlAs will be published on the Council's website https://www.bristol.gov.uk/council-spending-performance/council-budgets and continue to be updated as appropriate. | | |

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.

Our Equality and Inclusion Annual Progress Reports show what we have done to achieve the aims of our Equality and Inclusion policy and strategy, and the progress we have made including reporting on all relevant KPIs and workforce diversity [Equalities policy - bristol.gov.uk](https://www.bristol.gov.uk/equalities-policy)

The Equality and Inclusion Team need at least five working days to comment and feedback on your EqlA. EqlAs 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.

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| Equality and Inclusion Team Review: <i>Reviewed by Equality and Inclusion Team</i> | Director Sign-Off:  |
| Date: 20/12/2022 | Date: 5.1.2023 |

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.