

# Equality Impact Assessment [version 2.9]



Title: Bus Deal/Strategic Corridors update	
<input type="checkbox"/> Policy <input type="checkbox"/> Strategy <input checked="" type="checkbox"/> Function <input type="checkbox"/> Service <input type="checkbox"/> Other [please state]	<input checked="" type="checkbox"/> New <input type="checkbox"/> Already exists / review <input checked="" type="checkbox"/> Changing
Directorate: Growth and Regeneration	Lead Officer name: Pete Woodhouse
Service Area: City Transport	Lead Officer role: Transport Strategy 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.

To deliver a programme of works aimed at improving sustainable transport on major routes in Bristol. This will include providing bus priority measures, such as bus lanes to provide more punctual and reliable bus services, to encourage increased bus use and the investment in newer, cleaner buses and enhanced bus service frequencies. It will also upgrade infrastructure to provide better accessibility to and from the bus stops. The programme will also seek to improve walking and cycling facilities on these routes, through improved crossing facilities, and dedicated cycling facilities where possible.

### 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 [Include a reference where known]	Summary of what this tells us
<p><b>Children:</b> The availability and affordability of transport can contribute to children's access to important resources</p> <p>Active travel presents an opportunity to promote health and wellbeing among children. This is particularly important for children who are more likely to develop childhood obesity due to other characteristics, including deprivation, and for some minoritised ethnic groups.</p> <p>The effects of air pollution are particularly significant for the health of children.</p> <p>Children from a lower socio-economic background are also more likely to be exposed to high levels of pollution due to living in densely populated urban areas</p> <p>Source: FS13 Future of Transport – Equalities and access to opportunity, FS13 Rapid Evidence Review, Department for Transport, 2020</p>	<p>Improvement to public transports that can increase availability of journeys and seek to make these journeys more affordable will have a beneficial effect on children's access to services and resources</p> <p>Increasing the availability and quality of safe walking and cycling routes can attract more active travel in children and benefits to their health and wellbeing</p> <p>Increasing mode share of travel by sustainable modes will have a beneficial effect on levels of air pollution, which is of particular benefit to children overall and those in lower socio-economic backgrounds</p>
<p><b>Younger people:</b> From the age of 16 onwards, the bus becomes an important tool in enabling young people to access employment and training.</p> <p>Source: Transport and inequality: An evidence review for the Department for Transport, NatCen, 2019</p>	<p>Improving Public Transport and Active Travel will be beneficial to younger people as they are more likely to be reliant on these modes to access employment and training.</p> <p>Affordability of public transport is a key issue for this group.</p>

<p>Vehicle ownership tends to be low among younger age groups partly due to the costs of learning to drive, as well as maintaining a vehicle and the associated insurance costs, making this group increasingly reliant on public transport</p> <p>Transport affordability and availability are key challenges for younger people relying on public transport to access work, education, and other activities.</p> <p>The promotion of active travel could offer particular opportunities for younger people, when used to undertake first and last mile journeys</p> <p>Source: FS13 Future of Transport – Equalities and access to opportunity, FS13 Rapid Evidence Review, Department for Transport, 2020</p> <p>In the 2020/21 Bristol Quality of Life Survey, 21.4% of 16-24 year olds reported taking the bus to work. This compares to the Bristol average of 12.3%.</p>	<p>This group is more reliant on public transport due to costs of motoring.</p>
<p><b>Older People:</b></p> <p>Access to appropriate forms of transport can help older people avail themselves of goods, services, employment and other activities, with public transport in particular playing a crucial role in remaining connected and maintain independency when older people are unable to drive</p> <p>Older people who are Disabled or have a long-term health condition might also be more reliant on staff on public transport to provide assistance to enable them to undertake a journey</p> <p>Some older people may also struggle with elements such as finding accurate and up to date pre-travel information, including timetables, the availability of accessible infrastructure (such as Disabled parking), and information about ticketing and staff availability when using public transport.</p> <p>Evidence also suggests that older people are not as likely as younger people to be users of new technology and many choose to use familiar technology, such as TV or radio, to access information. Public Transport information therefore needs to be made available across multiple formats, not restricted to new technologies only</p> <p>There is evidence that older people are more likely to struggle to use many of the digital tools needed to undertake travel such as touch-screen ticket machines, while also being less likely to use smartphones for transport planning purposes (69% versus 82% in younger people.</p>	<p>Public Transport is important to maintaining independence for older people</p> <p>Older people may be more dependent on public transport due to a reduction in car usage . In addition free travel is available for many older people through the England National Concessionary Travelcard scheme.</p> <p>Older people may be more reliant on staff for assistance when undertaking a journey by public transport</p> <p>It is important to ensure that information and ticketing is accessible and available in many formats</p> <p>Elements of travel such as ticket purchase must remain accessible to older people</p> <p>Providing safe walking and cycling opportunities is disproportionately beneficial for older people in terms of overall health</p>

Ageing is linked with a reduction in car usage and driving, often caused by the worsening of physical conditions, increased stress associated with driving, car maintenance costs and less need to drive for full time work, as well as forced cessation of driving due to old age.

Research from Age UK has found that an improved provision of active transport (including walking and cycling) could disproportionately benefit older people. Increased provision of active transport is likely to improve the amount of physical activity, which is linked to better cognitive performance, better mental health outcomes and reduce overall morbidity and mortality.

Source: FS13 Future of Transport – Equalities and access to opportunity, FS13 Rapid Evidence Review, Department for Transport, 2020

In the most recent Bristol Quality of Life survey 18.3% of respondents who were 65 and over reported taking the bus to work. This compares to the Bristol average of 14.1%

#### **Sex – Female**

Women have more limited car access than men but use cars as frequently. They use buses more frequently and trains and bicycles less frequently

Source: Access to transport and life opportunities, NatCen, 2019

A lack of adequate public transport creates barriers to women accessing employment and educational opportunities. This is related to their patterns of participation in the labour market.

Since women are more likely to be in part-time work and exercise caring responsibilities that may require them to make multiple short journeys during a day, their transportation needs are not adequately met by the majority of transport services that are designed following a “hub and spoke model”

Kamruzzaman and Hine (2012) highlighted that an understanding of access to activity spaces can shed light on the gendered dynamics of social exclusion. For example, women had more transport constraints than men, as childcare constraints meant they were less likely to take longer journeys. They were also less likely to travel at night or on weekends due to perceptions of safety, stemming from a lack of transport during these periods

Source: Transport and inequality: An evidence review for the Department for Transport, NatCen, 2019

Improving the speed and reliability of public transport will be beneficial in providing a better network for multiple journeys in a day

Safety both on the bus and at the bus stop is an important consideration for women, and can be a barrier to travel, particularly at night.

We need to make ticketing more flexible and affordable

Ensuring that public transport provision is affordable and improving public transport connections, making them more reliable, would enable women to undertake better connected journeys

Safety and security on the bus and at bus stops is also an important consideration for younger men.

Less women across the UK hold a driving license compared to men (67% versus 77%). Women also tend to not have access to a car, particularly during the day as they either cannot afford one, or the family car is being used by a partner.

In terms of affordability and availability, it might not be financially convenient for women to pay for monthly or weekly transport passes when working flexibly. Caring responsibilities also tend to disproportionately fall to women and often require making multiple short journeys during a day – for example, to drop off children at school, visit family members and shop for food – which creates an additional challenge if private transport is not available. In such cases public transport services may not sufficiently interconnected, requiring journeys with several changes and a long commuting time.

Source: FS13 Future of Transport – Equalities and access to opportunity, FS13 Rapid Evidence Review, Department for Transport, 2020

#### **Sex – Male**

Younger men aged 16-19 are also more likely to be victims of crime on the public transport network compared to men of all other age groups

In the most recent Bristol Quality of Life survey, 16.5% of females reported taking the bus to work. This compares to the Bristol average of 14.1% and to 11.7% of males.

#### **Disability**

People with health-related mobility impairments have more limited car access and lower car use than those without mobility impairments. They use buses as frequently as the general population but not as much other people with similar characteristics (in terms of age, etc.), which implies they experience barriers to using buses. They use trains and bicycles considerably less frequently than the rest of the population.

Source: Access to transport and life opportunities, NatCen, 2019

Disabled people face a range of challenges in relation to mobility and various modes of transportation. Primarily, key obstacles relate to a lack of accessible infrastructure, at stops, stations and other locations, as well as in use of vehicles themselves

Improvements to infrastructure for better accessibility is essential

Accessible information that is inclusive and comprehensive will make journeys easier

It is important to design pedestrian and cycling routes that are clear and well-marked.

Inaccessible transport can be a barrier for disabled people accessing employment and other opportunities

Many Disabled people are reliant on public transport

Overcrowding on public transport can be stressful and can feel unsafe for disabled people.

Improvements to pedestrian spaces, the provision of dropped kerbs, better crossings and removal of

Accessible and inclusive information relating to routes and tickets is also a key challenge. Adequate information, alongside staff presence and assistance can help to make disabled passengers feel safer when travelling, as well as making journeys easier and more stress-free

Active travel modes for Disabled people are reliant on well marked shared spaces and clear pedestrian routes, where these are present, modes such as walking and cycling can have both mental and physical health benefits for disabled people

Appropriate transport provision enables Disabled people to participate in their community, maintain social networks, and access employment, education, healthcare and other services

The unemployment rate in the UK for Disabled people was 6.7% in 2019, despite this rate having reduced, it is still nearly double the national unemployment rate. Evidence shows that difficulty in accessing transport is the second most common barrier to work among disabled people.

While Disabled people tend to travel less than non-disabled people, many are nonetheless reliant on public transport. There can be large variances in a person's travel patterns depending on their disability and its severity. For example, according to DfT's 'Disabled people's travel behaviour and attitudes to travel' report, having a learning or physical disability correlates strongly to travel by bus. Around 60% of Disabled people have no access to a car and use the bus around 20% more than their non-disabled counterparts

Overcrowding at peak times can make travelling particularly difficult for those with reduced mobility and people who are more vulnerable to stress and anxiety in crowded places, as fast-moving, dense crowds of people can reduce accessibility and make vulnerable passengers feel unsafe.

There is a relatively low participation rate in active travel for Disabled people, research has shown that disabled people with a range of learning and physical impairments, state that a reason for their lack of activity is due to the inaccessibility of the pedestrian environment, particularly road crossings where evidence shows they feel particularly vulnerable. The timing of crossings, a lack of working crossings and the absence of dropped kerbs are all cited as barriers, and uneven surfaces increase the chance of falling for people with reduced mobility. For wheelchair users' obstructions such as advertising boards or bins can

footway obstructions can address some of the barriers to active travel for disabled people.

<p>make the pedestrian environment particularly challenging</p> <p>Source: FS13 Future of Transport – Equalities and access to opportunity, FS13 Rapid Evidence Review, Department for Transport, 2020</p> <p>In the most recent Bristol Quality of Life Survey, 16.7% of Disabled respondents reported taking the bus to work. This compares to the Bristol average of 14.1%</p>	
<p><b>Race</b></p> <p>People from Black and minoritised 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 urban areas – increasing their exposure to air pollution</p> <p>Source: Access to transport and life opportunities, NatCen, 2019</p> <p>Access to transport for some people is tied closely to geography, and infrequent public transport services, particularly in the evening and at weekends, can impact the type of employment people are able to access and can, for example, affect the ability to undertake shift work. Research has found that this was particularly the case for ethnic minority groups concentrated in more deprived areas</p> <p>It has been highlighted in research that people from minoritised ethnic backgrounds fear racial attacks when using public transport, thus potentially causing a barrier to their use of transport networks.</p> <p>Higher level of air pollution exposure is linked to the high proportion of people from minoritised ethnic communities living in densely populated urban areas where air pollution is highest</p> <p>Source: FS13 Future of Transport – Equalities and access to opportunity, FS13 Rapid Evidence Review, Department for Transport, 2020</p> <p>In the most recent Bristol Quality of life survey, 17.6% of Black, Asian and minority ethnic respondents reported taking the bus to work. This compares to the Bristol average of 14.1%.</p>	<p>There is higher reliance on Public Transport among people from minoritised ethnic communities for access to employment.</p> <p>The bus network and operational hours can affect the type of employment available to those who are reliant on it for travel.</p> <p>Safety and security at the bus stop and on the bus is important to remove barriers to use of buses</p> <p>A high proportion of minoritised ethnic communities are in more densely populated areas, where air pollution is highest. Increasing public transport, walking and cycling will be beneficial in improving air quality in these areas.</p>
<p><b>Pregnancy and Maternity</b></p> <p>Public transport plays a fundamental role in supporting social inclusion for many parents with young children, and parents with young children have been identified</p>	<p>Improving Public Transport will be of benefit in reducing social isolation</p>

<p>as a group that is particularly vulnerable to social isolation</p> <p>Evidence also suggests that, when private transport is available, parents with young children might chose it as a preferred transport method due to its convenience and perceived safety</p> <p>Similar to Disabled people, and older people, the accessibility and design of physical spaces can also affect parents’ ability to travel freely with small children, especially if using pushchairs.</p> <p>Provision of better physical accessibility of public transport, as well as availability of public transport services for all, would contribute to meeting parents’ travel needs – which may differ from travel patterns planned around working life – would enable this group to undertake more comfortable journeys while also responding to their needs and avoiding the risks of social isolation and severance.</p> <p>Exposure to poor air quality and pollutants can also affect foetal development and cause low birth weights, premature births at well as stillbirths and miscarriages; sometimes having long-lasting effects on the health of the baby</p> <p>Source: FS13 Future of Transport – Equalities and access to opportunity, FS13 Rapid Evidence Review, Department for Transport, 2020</p>	<p>Accessibility to/from the bus stop and its physical design are important for people who are pregnant and parents with small children, especially with pushchairs.</p> <p>Improving air quality will be particularly beneficial to this group.</p>
<p><b>Religion and Belief</b></p> <p>Safety, and perceptions of safety, are particularly important for a number of groups when using the pedestrian environment and public transport. This includes people from particular religious or faith communities, for whom concern about hate crime is a particular issue.</p> <p>In some cases, older generations may not have English as a first language, while younger generations may have a large number of children. Barriers faced for people with multiple children include cost, journey planning and ease.</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> <p>Source: FS13 Future of Transport – Equalities and access to opportunity, FS13 Rapid Evidence Review, Department for Transport, 2020</p>	<p>Safety and security both on the bus, to and from and at the bus stop are key issues for this group.</p> <p>All engagement for scheme development should be designed to reach those without English as a first language.</p> <p>Fares and ticketing structures may have an effect on travel for larger families.</p>



<p><b>Gender reassignment</b></p> <p>Measures that would improve feelings of safety and thus confidence in travel would present an opportunity for this group; including infrastructure measures such as CCTV at public transport infrastructure and on transport services, and the improved visibility of staff in areas where people feel particularly vulnerable, again, including public transport. The training of transport staff to ensure that they are able to offer appropriate support to transgender passengers would further support greater confidence in travel by this group</p> <p>Source: FS13 Future of Transport – Equalities and access to opportunity, FS13 Rapid Evidence Review, Department for Transport, 2020</p>	<p>Safety and security both on the bus, to and from and at the bus stop are key issues for this group.</p>
<p><b>Sexual orientation</b></p> <p>As with religious and faith and other protected characteristic groups, safety and security – and perceptions of safety and security – when using public spaces, and public transport is a key issue for lesbian, gay and bisexual (LGB) people</p> <p>Improvements in all aspects of transport safety, including transport infrastructure that ensures journeys can be undertaken in a safe, reliable and efficient manner, would improve feelings of personal safety and present a beneficial opportunity to all vulnerable groups when travelling, including LGB people</p> <p>Source: FS13 Future of Transport – Equalities and access to opportunity, FS13 Rapid Evidence Review, Department for Transport, 2020</p>	<p>Safety and security both on the bus, to and from and at the bus stop are key issues for this group.</p>
<p><b>Marriage and Civil Partnership</b></p> <p>There is no evidence to suggest that this protected characteristic group might experience transport differently today. Although if in a civil partnership this could indicate the sexuality of the person and so we should bear this in mind.</p> <p>Source: FS13 Future of Transport – Equalities and access to opportunity, FS13 Rapid Evidence Review, Department for Transport, 2020</p>	
<p><b>Poverty and deprivation</b></p> <p>People with personal incomes in the lowest quintile have considerably more limited car access but only slightly lower car use than people with higher incomes and make greater use of buses but less use of trains.</p>	<p>An efficient and comprehensive bus network is very important for those with lower incomes. They are more dependent on the buses to access jobs and other opportunities, due to lower car ownership.</p>

Their frequency of bicycle use is similar to those with higher incomes.

Source: Access to transport and life opportunities, NatCen, 2019

People who depend more on the bus network for work tend to be lower paid, live in more deprived areas, and are more likely to turn down jobs due to transport issues, than those on higher incomes, who tend to use cars and trains more often.

Income was found to be one of the defining aspects of socio-economic inequality. Transport costs and affordability are central to the impact of transport on inequality. If transport is too expensive, then people are not able to make the journeys they need to get into work or move into education and training that could improve their prospects.

There is a relationship between income and type of transport used. Those on lower incomes use buses more than those on higher incomes, and those on higher incomes use cars and trains more than those on lower incomes (Department for Transport 2017). This is a result of accessibility rather than choice: buses are cheaper to use than trains, and cars are expensive to own and run.

Access to work is greatly improved by more accessible and affordable public transport opportunities. Transport is important in obtaining a job, keeping a job, or getting a better job. Improving provision for cycling can also have a positive impact on employment opportunities.

Source: Transport and inequality: An evidence review for the Department for Transport, NatCen, 2019

Lower income households have higher levels of non-car ownership – female heads of house, children, younger and older people, people from a minoritised ethnic backgrounds, and Disabled people are often concentrated in this statistic.

Increasing promotion and provision of active transport directly benefits people who reside in deprived areas by improving the local air quality and improving their health and wellbeing. For example, obesity rates for children are highest amongst those in deprived areas.

Public transport has the potential to increase access to employment and education, in return creating economic prosperity. However, this is based on ensuring that transport networks connect more deprived areas to centres of employment and education.

If transport is too expensive then people can be excluded from accessing jobs, education and training.

Access to work is greatly improved by more accessible and affordable public transport opportunities.

It is important that the public transport network connects areas of deprivation with centres of employment and education.

Provision of active transport can benefit people in deprived areas by improving the air quality and improving their health and wellbeing

Source: FS13 Future of Transport – Equalities and access to opportunity, FS13 Rapid Evidence Review, Department for Transport, 2020

**Additional comments:**

## 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.

The above represents an overview relating to public transport and national active travel. This does not currently assess local data, relevant to the geography of the scheme in development. This will be developed through fuller engagement on the specific corridors and the proposals as they are formed.

## 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.

General walking and cycling improvements were consulted upon during the formulation of the Local Cycling and Walking Infrastructure Plan. Development of schemes within this plan will be subject to further detailed engagement as they are brought forward.

WECA Bus strategy consultation – a draft Bus Strategy went through public consultation between 3 February and 15 March 2020 before adoption in June 2020. A quick summary is as follows:

- The objectives set out in the strategy include: developing a comprehensive and joined-up bus network; maximising bus service reliability and reducing journey times; providing simplified ticketing; addressing congestion; developing accessible passenger waiting facilities and continuing to improve passenger satisfaction.
- Over 85% of respondents agreed with these objectives, and two thirds said our target to double passenger numbers is sufficiently ambitious. You agreed with the concept of an interchange-based network, as well as exploring other transport solutions to serve rural communities other than conventional bus services.
- There's clear support for providing buses extra "green time" at traffic Signals. Alongside the support for road space reallocation and diverting traffic away from public transport corridors.

- We also asked to rank what type of services and facilities served should be provided through the supported bus network to help us gauge people’s priorities (p.18). The top priorities for supported bus services were access to employment, hospitals and education facilities (in order of preference)

A37/A4018 (Route 2) engagement - Early engagement with local people and those who travel along the route began on 24 July 2020 and finished on 21 September 2020. A quick summary is as follows:

- Of those who responded nearly two thirds were residents and just over half walk and drive along the route and just over 40% cycle and use the bus.
- Nearly 80% agree and strongly agree with taking road space away from the car and providing more walking, cycling and bus infrastructure.
- Over 70% strongly agreed that safe crossing points and feeling safe were key for transport corridors closely followed by clean air and a place to walk and cycle.
- Over half of the respondents think the road is unsafe to cycle on and unpleasant to walk along as the streets are congested with too much traffic.
- 64% want safer cycle corridors and 52% want more cycle priority
- Over 40% of the people who answered the survey will walk and cycle more after lockdown and nearly 40% will drive less by car.

## 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.

As each project or scheme is progressed, this will involve initial or early engagement to seek and views on the specific route or corridor. This will help shape the design proposals based on the objectives of the scheme and the feedback received from the early engagement. There will then be further consultation on the specific design proposals for each route, which will inform final design. Each scheme will consider the specific requirements in relation to targeting under-represented groups based on the nature and geography of the scheme itself.

Ongoing engagement with the Public Transport Safety and Equalities Group

Ongoing engagement with the Disabled people and older people pavements and roads advisory group

## 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)

Improving the quality and extent of the bus network and improving walking and cycling opportunities is generally beneficial across all groups.

Whilst we have not identified any significant negative impact from the proposal at this stage we are aware of existing disparities relating to public transport highlighted in evidence section above, and there are some issues where barriers or challenges exist that will need to be addressed, as follows:

Any potential reduction in parking availability may have an impact on those people who are reliant on their cars for transport. This will be subject to detailed scheme design, and schemes should consider the retention of disabled parking at appropriate locations

Bus service usage for a number of groups is affected by issues around passenger safety, both on the bus and at waiting at the bus stop.

Bus services need to be provided as a coherent network of services that allow for multiple journeys that are well connected and convenient

Bus services need to be affordable, particularly for younger people

#### PROTECTED CHARACTERISTICS

<b>Age: Young People</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
<b>Age: Older People</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
<b>Disability</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	Design
<b>Sex</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
<b>Sexual orientation</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
<b>Pregnancy / Maternity</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
<b>Gender reassignment</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
<b>Race</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
<b>Religion or Belief</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
<b>Marriage &amp; civil partnership</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
<b>OTHER RELEVANT CHARACTERISTICS</b>	
<b>Socio-Economic (deprivation)</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
<b>Carers</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>

Potential impacts:	
Mitigations:	
<b>Other groups</b> [Please add additional rows below to detail the impact for other relevant groups as appropriate e.g. Asylums and Refugees; Looked after Children / Care Leavers; Homelessness]	
Potential impacts:	
Mitigations:	

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

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

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

Increasing the proportion of journeys made by public transport, walking and cycling will bring about improvements in air quality, particularly affecting those groups who live in densely populated areas.

Advance equality of opportunity between people who share a protected characteristic and those who don't - 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. Continued work with the Equalities Transport working group to support an hate crime mitigation.

Advance equality of opportunity between people who share a protected characteristic and those who don't - Improving the physical accessibility to/from stops will particularly benefit Disabled people and parents/cares with young families.

## 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:

The individual schemes will have an Equalities Impact Assessment relevant to the proposals. This assessment on general principles of improving sustainable transport modes considers that further assessment will need to consider mitigation of the following obstacle to bus use:

Address the safety or perception of safety of numerous groups using, or wishing to use, bus services. The schemes will need to address infrastructure to/from and at the affected bus stops and work with the bus service operators in relation to on bus provision. This should also include accurate information provision, particularly in relation to next bus arrivals, so that more confidence is given to passengers.

Any scheme that affects overall levels of parking availability will need to ensure that an appropriate level of disabled parking is retained.

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

The individual schemes will have an Equalities Impact Assessment relevant to the proposals. This assessment on general principles of improving sustainable transport modes considers that further assessment will need to consider the following positive impacts and opportunities:

Shorter bus journey times and better reliability of bus journeys  
 Reduction in overcrowding on peak hour bus services  
 Improved connectivity to education, job and other services by sustainable modes of transport  
 Improved air quality  
 Improved physical accessibility to the bus network  
 Improved pedestrian and cycle links

## 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
Local data informing scheme development – all groups	Scheme Project Managers	As schemes are developed
Engagement on schemes is accessible and inclusive – all groups	Transport Engagement Lead	As schemes are developed
Safety and Security on the public transport network – numerous groups, particularly women, younger people, minoritised ethnic communities, LGBTQ+ community. This will look at the number of interventions to improve security on the bus network including CCTV, on buses and at stops, improved access to real time information to give assurance on arrival times	Scheme Project Managers	As schemes are developed
Ticketing and fares structures – numerous groups, particularly women, parents/carers with young families and younger people	Project managers working with WECA and bus operators	As part of Bus Service Improvement Plan
Schemes designed to improvement accessibility to the bus stops and when boarding/alighting the bus – particularly for Disabled groups and parents/carers with young families	Scheme project managers	As schemes are developed
Review information provision with WECA and bus operators as part of their Information Strategy to improve accessibility for the blind and partially sighted, including on bus and at stop audio announcements	Scheme project managers	As schemes are developed

## 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 specific Monitoring and Evaluation plan will be produced for each project as it is brought forward but 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.  
 Ongoing engagement with the Public Transport Safety and Equalities Group  
 Ongoing engagement with the Disabled people and older people pavements and roads advisory group

## Step 5: Review

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

impact of the proposal. Please seek feedback and review from the Equality and Inclusion Team before requesting sign off from your Director<sup>1</sup>.

<b>Equality and Inclusion Team Review:</b> <i>Reviewed by Equality and Inclusion Team</i>	<b>Director Sign-Off:</b> 
Date: 13/4/2023	Date: 18.4.2023

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