Equality Impact Assessment [version 2.9]

Title: Active Travel Fund tranche 4	
☐ Policy ☐ Strategy ☐ Function ☒ Service ☐ Other [please state]	☒ New ☐ Already exists / review ☐ Changing
Directorate: Growth & Regeneration	Lead Officer name: Juliet Gardner
Service Area: City Transport, Economy Of Place	Lead Officer role: Bidding Officer

Step 1: What do we want to do?

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

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

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

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

The Active Travel Fund tranche 4 was announced by the Department for Transport (DfT) in January 2023 that sought to improve walking and cycling infrastructure. This bid from the West of England Combined Authority, included Bristol's bid to improve a number of walking and cycling routes in the city.

The need to ensure inclusivity among schemes is both mandated in the Equalities Act 2010 which places a duty on local authorities to comply with the Public Sector Equality Duty which includes making reasonable adjustments to ensure the existing built environment to ensure the designs of new infrastructure is accessible for all. To meet the requirements of the Equalities Act 2010, the highway authorities within the region have a well established track record in ensuring schemes are developed, assessed and built to consider needs of protected groups, creating schemes which are inclusive for all.

The schemes that are included in the bid cover a number of wards (namely; Central, Lawrence Hill, Hotwells & Harbourside, Windmill Hill, and Filwood) and will improve accessibility and safety for walking and cycling. In total, six schemes will affect Bristol, five of them are route or area improvements, and the sixth is a regional Cycle Hangar programme to provide safe, secure cycle storage for residents. The five Bristol specific schemes include one construction project and four development projects. They are as follows:

- The Old City & King Street
- Filwood Quietway
- Deanery Road
- Old Market quietway
- Malago Greenway

The area of focus for the Old City & King Street includes (see blue area on the map on page 3):
The Old City area is the historic city core of Bristol and is characterised by many small establishments.

The proposal is laid out in greater detail in a separate design document, but the principles behind the scheme were clear: to create a pedestrian-priority area in the Old City with vehicle access limited (except cycle users) to specified times of day for deliveries or other access needs.

There was an impact on many vehicle users, including disabled users, requiring changes to be put in place around the pedestrianisation area including further provision for disabled users and careful use of delivery schedules. However, the proposal was designed to significantly improve safety for non-motorised users, as well as the key benefit of enabling safe use of the area with space for social distancing.

King Street is an important commercial street with limited numbers of residents, with a high percentage of hospitality organisations. The proposal includes the suspension of parking bays and the pedestrianisation of the area between King William Avenue and Queen Charlotte St.

The proposals did manage access to the area for delivery vehicles and Disabled users and stimulated the need to review local provision, facilities and the experience of place on a door to door journey for Disabled users. Making changes that increase availability of space for pedestrians was designed to have a significant positive impact both on safety and the commercial viability of the area.

The four remaining schemes in Bristol are from the Local Cycling and Walking Infrastructure Plan (LCWIP) and look to implement infrastructure such as segregated cycle paths and improved crossings. As part of the LCWIP process, equalities groups were consulted and considered when developing the proposed network. At the detailed stage all schemes will be designed and built to adhered with DfT's LTN1/20 design guidance which itself caters for inclusivity.
Throughout construction, accessibility requirements will be maintained through adhering to relevant guidance such as that included within TfL's Temporary Traffic Management Handbook and through ensuring that all contractors follow procedures for installing safe and accessible diversion routes where required.

The LCWIP schemes cover the following areas of the city, as outlined in orange:
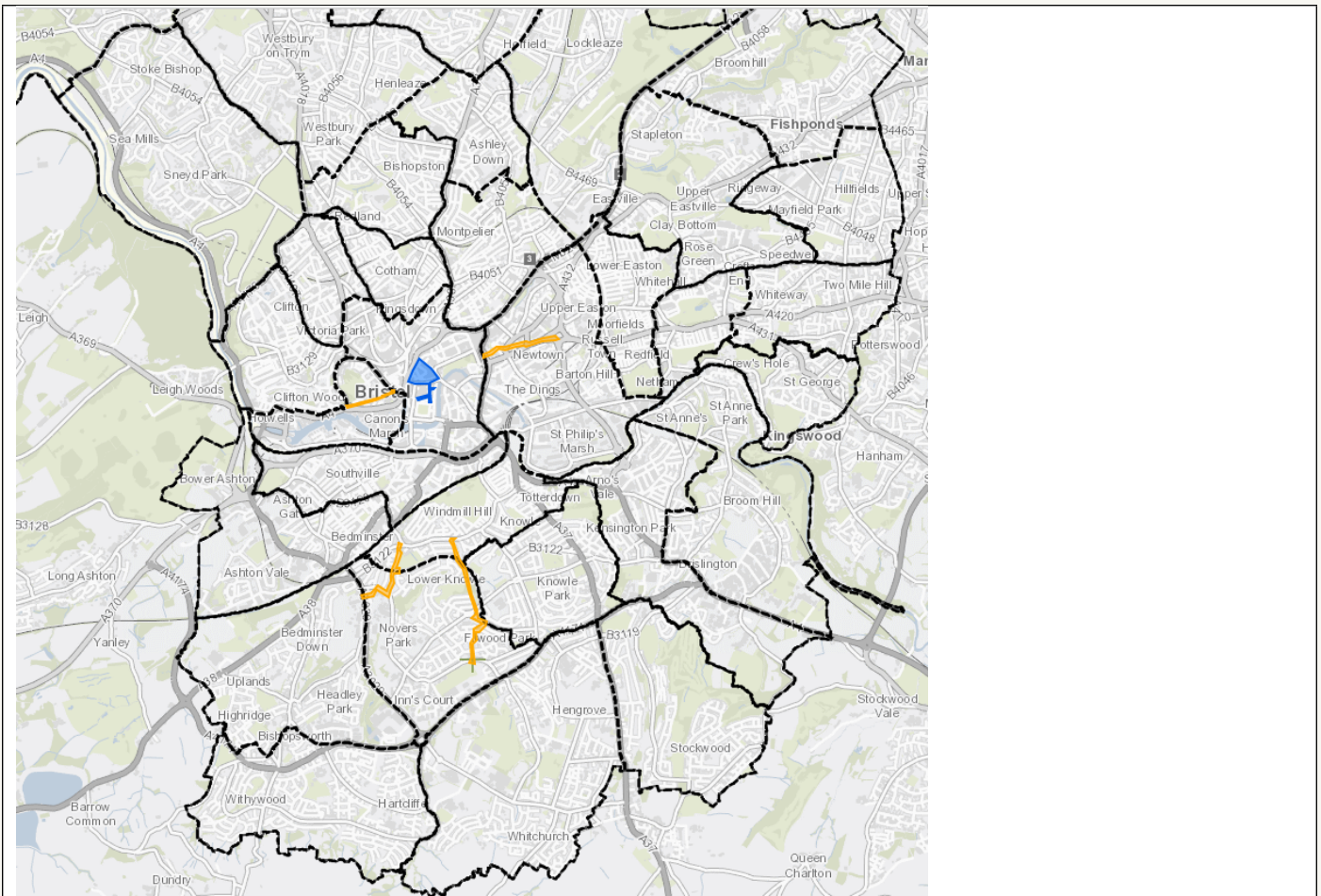
The cycle hangars programme will provide secure bike storage for residents and it is anticipated that there will be an increase in cycling levels around the chosen the site locations. This will contribute to the modal shift targets in Bristol to shift travel behaviour to more sustainable and active modes. This will help achieve the regional target 'To encourage an increase in journeys made by low carbon and sustainable modes of transport'. These cycle hangars will be strategically chosen using set criteria such as proximity to the cycle network, areas of deprivation and demand. These locations are yet to be decided and will be a regionally led programme by WECA.

The EQIA is a live document and any necessary changes will be made when we hear back from the funding body with the decision.

1.2   Who will the proposal have the potential to affect?

☒ Bristol City Council workforce	☒ Service users	☒ The wider community
☐ Commissioned services	☒ City partners / Stakeholder organisations	
Additional comments:		

1.3   Will the proposal have an equality impact?

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

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

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

| ☒ **Yes** | ☐ **No** | [please select] |

Designs

A reduction in both parking spaces outside shops and in local centres could affect access for Disabled people to services. It could also affect access for pregnant people and older people, who are more likely to rely upon a private car to access shops and services. These conditions can have a knock-on effect on walking distances and the requirement for provision to break up journeys (seating/resting places). Providing well designed, conveniently located disabled parking within the immediate zone of influence, will be crucial.

Reduction in carriageway allocation and road closures at peak hours could reduce access and lengthen journey times for the same groups who rely on cars. Altered street configuration could create issues for Disabled people's access along footways and familiarity with surroundings. We will seek to provide strict design criteria for pavement licencing to ensure that pavements remain a safe and uninterrupted space for people to use.

We are acutely aware of the challenges faced by those with visual impairments already due to the historic surface course of some sections of the Old City whilst some of the gradients can be strenuous for those with mobility issues (although no streets exceed 1 in 8 gradient for handrails/mobility aids). Wayfinding and legibility for navigating the Old City, including St Nick's Market may also be challenging but is being addressed through upgrades to signage, mapping and orientation aids.

We are aware of how changes to the public realm and carriageway may be interpreted differently by the visually and hearing impaired and the implications of low noise vehicles (scooters/electric vehicles) can have on compromising the perception of safety. Furthermore, the absence of specialist support services within the immediacy of the Old City will not improve the experience of place for certain users and may even deter access to the area before a journey has commenced.

The improvements to the LCWIP routes will intend to improve walking and cycling facilities along these routes. Infrastructure such as upgrading crossing points, introducing segregated cycle paths, raised tables and wayfinding. These improvements shouldn't negatively affect anyone, although removal of parking for road space reallocation may impact those who rely on motor vehicles.

With regard to the cycle hangars programme, we are aware of existing disparities and barriers to cycle use for Bristol citizens on the basis of their characteristics and circumstances. There may be some minor issues around who can access the hangars but this project intends to provide equal and fair access to a new resource.

Engagement & Communication

We are also aware of the barriers to engagement in the process of consulting on the scheme if businesses, residents and visitors are digitally illiterate. Only 47.8% of people in Bristol aged 65+ say they are comfortable using digital services, compared to 81.8% overall. We need to use a range of communication channels and combine conventional engagement methods, such as telephone interviews, radio and print, with virtual platforms and interactive tools, such as online interactive maps and surveys, to reach a representative audience. This is particularly true of engaging with market traders during any consultation activity.

It is vital that all communications are in plain English and that Easy Read versions are available (or on request if appropriate). People who do not speak English as a main language will require local updates and information in plain English, and alternative languages/formats to address the risk of misinformation being spread e.g., through social media. This is being met through the location, language and design of tangible communications within the public realm.

Black and Minority Ethnic-led small businesses may lack information about the support available to them from the government particularly taxi drivers, restaurants, cafes and hotels. Equally, those from more deprived parts of the city may not necessarily be engaged in the scheme or feel they can contribute in a meaningful way on balance. The Central Ward also has a transient, youthful community so a diverse range of communication techniques will be necessary to engage with such groups.

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
Population Projections: The population of Bristol - [*Population of Bristol*]	Bristol is projected to see an overall population increase of 15% between 2018 and 2043. The biggest single increase when broken down into age range is Age 75+, which is projected to be 40%. Engagement undertaken to inform the various schemes types of interventions will need to ensure targeted action to reach people within this group, to help ensure appropriate solutions are delivered.
Quality of Life Survey: [*Quality of life in Bristol*]	Feedback from the 2020/21 Bristol Quality of Life survey showed that:

Feedback from the 2020/21 Bristol Quality of Life survey showed that:
- People from the most deprived areas of Bristol are 30% less satisfied with their local areas as a place to live, compared to the cities average.
- Rates of people whose day-to-day life is affected by fear of crime is double in the most deprived areas of the city, compared to the cities average.
- People from the most deprived areas of Bristol are 25% less satisfied with parks and open spaces in their local area, compared to the cities average.
- 30% less people from the most deprived areas of Bristol feel they belong to their neighbourhood, compared to the cities average.
- People from the most deprived areas of Bristol are 20% less satisfied with life, compared to the cities average.

These results show that people from the most deprived areas in Bristol are less satisfied across a range of indicators (including, Health & Wellbeing, Crime & Safety, Education & Skills, Sustainability & Environment) compared with the cities average.

The proposed schemes have a range of objectives, across health and wellbeing, access to goods and services (including education and employment), and greater equity (e.g., air quality, transport, crime) with which they will need to be measured against, with reference to the results of the QoL survey.

Category 2020	Sub-Category 2020	Issues Raised	2020 Ranking	2019 Ranking	2018 Ranking
Transport	Reduce congestion / less cars	612	1	2	2
Transport	Improve buses and/or public transport	456	2	1	1
Environment	Air / noise pollution	393	3	3	3
Transport	Improve cycling infrastructure / facilities	308	4	5	9
Council Services	Democracy and Governance	293	5	8	5
Waste and street cleanliness	Litter and/or street cleanliness	261	6	4	4
Community & Living	Local community and facilities	210	7	18	19
Transport	Improve traffic management	198	8	12	8
Transport	Parking	134	9	7	11
Environment	Parks and green spaces	129	10	14	17

Of the top 10 issues raised within the Quality of Life survey categories, the schemes have the ability to directly or indirectly impact positively on 8, not including Council Services or Waste and Street Cleanliness, although some aspects of the proposed schemes may still link to these

Quality of Life in Bristol [Microsoft Power BI](#)	Protected Characteristic Groups would be impacted by changes to access in and around the Old City and King Street as plans for pedestrianisation and timed closures continue to be pursued. This not only refers to access and mobility, but challenges with interpreting or receiving information (a critical indicator for informing the engagement process for the project). Some of the key stats regarding the Central ward are as follows: - 12.3% of residents noted transport issues stop them getting involved in their community (just above city average of 10.2%) - 16.3% of residents ride a bicycle once a week, much lower than the city average of 26.9% - 83.1% of residents are in 'good health' across the Central Ward; slightly below the city average.
Bristol City Council. Your City Our Future report.	From this report a number of broad statements can be made in relation to the experiences of equalities groups. There was some positive feedback on the changes that had taken place as a result of the pandemic, including: • Increased levels of walking and cycling, less traffic and better air quality and the positive changes to people's mental health. • Flexibility with working and travel arrangements and the balance between work and leisure. • Under the theme of inclusion and fairness, sustained funding to support vulnerable or disadvantaged groups ranked in the top third of subjects/priorities for the future in Bristol • Actions to make streets, buildings and transport more accessible for all ranked similarly, but higher amongst the most deprived deciles.

Additional comments:

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

☒ Age	☒ Disability	☐ Gender Reassignment
☐ Marriage and Civil Partnership	☐ Pregnancy/Maternity	☒ Race
☐ Religion or Belief	☒ Sex	☐ 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 data is largely quantitative and relates to a ward profile or city-wide scale; not necessarily the lived experiences of people who associate with a Protected Characteristic who visit, live and work in the respective area.

The need to plug the knowledge gap was recognised early in the project programme as described in the following section. The gaps in knowledge could be filled by having direct contact with Disabled people led groups alongside seeking feedback directly from organisations and individuals on their experience of the measures implemented and their thoughts on longer term proposals for permanent pedestrianisation.

Whilst it is a challenge to engage with all our citizens and we know that there are some groups with seldom heard voices with whom we can do a better job at engaging with, recent surveys do capture a credible snapshot of feeling on several key issues Bristol continues to face. Results from the Quality of Life, Your City Our Future (related to the Covid-19 pandemic and subsequent lockdowns) and Bristol Citizens Assembly, highlighted many of the imbalances and feelings of inequality across the city and made recommendations for change.

 As schemes progress (and pending the outcomes of the submitted bid), we will need to ensure ongoing engagement is meaningful with communities and representative groups for people who could be impacted by any proposed changes. As projects develop, we will continue to work with the Transport Engagement Team, following the process set out below in Section 2.5.

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.

Engagement has been captured through ongoing feedback from representatives of relevant local equalities organisations (including BPAC, WECIL, Bristol Walking Alliance, Bristol Older Peoples Forum) – including those with an understanding of the needs of Disabled and older people in Bristol. We have recently received a detailed accessibility audit from WECIL for the area that has complemented previous auditing work undertaken for the St Nick's market to help inform design proposals.

General meetings have taken place with other key stakeholders, including discussion with organisations based in the Old City and King St, residents and visitors whilst
we have gathered public feedback and continuously monitored implemented measures, including their impact upon specific protected groups. This feedback has been used to quickly and reactively modify measures, reduce the disproportionate negative impacts of changes to the public realm and parking, and maximise positive impacts for groups with protected characteristics.

Consultation will take place at a minimum as part of our statutory requirements through the Traffic Regulation Orders process. As part of this, many groups will be consulted again, and further notifications of changes will be provided in the area. Extra due diligence has taken place at this early stage to offset any objections arising to the proposals during the statutory process and to ensure we can deliver an inclusive scheme.

Citizens Assembly

The Assembly

In January 2020 Bristol begun a significant trial in deliberative democracy by running the city's first Citizens' Assembly. The transport theme posed the question:

What changes should we make to our neighbourhoods to make how we travel easier, healthier and better for the environment

The recommendations of the assembly demonstrate the appetite for transformative neighbourhood improvements with over 90% of the panel supporting the following recommendations:

- *Fundamentally reimagine the places we live so that they are people centred (i.e. create liveable neighbourhoods)*
- *Developing a pilot program to showcase what could be achieved if a citywide approach to being carbon neutral was taken received*
- *Empower local communities in the decision-making process to deliver the services and activities that they want to promote healthy lifestyle choices*

'Your City our Future' Survey

Between August and September 2020, 6,535 Bristolians responded to a survey which sought to understand their experiences of Bristol before and during lockdown as well as their hopes for the future. The responses suggest strong support for more 'liveable' and multi-functional neighbourhoods as highlighted by the graphs below:
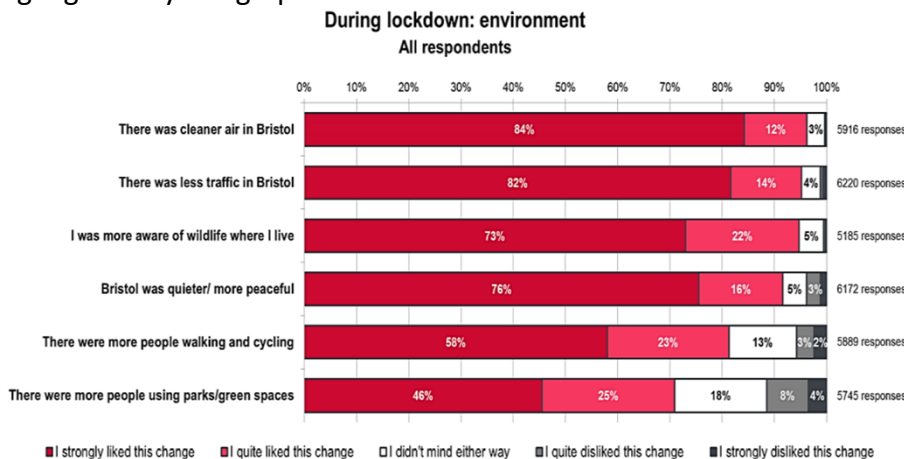
In terms of future priorities:
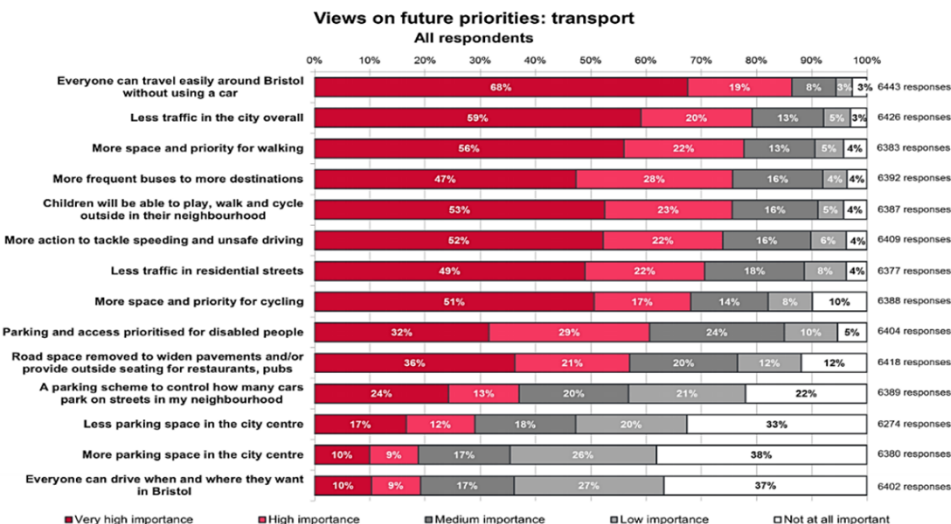
2.5 How will engagement with stakeholders continue?

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.

Effective engagement is about providing a platform for the community to help shape their local area, whether they are connected by geographic location, special interest, or affiliation to identify and address issues affecting their well-being.

The overall purpose of engaging (in the context of this EqIA) is to understand the barriers faced by people in accessing a range of amenities (e.g., employment, education, healthcare), the impacts caused by transport, and to find out how they can be addressed to ensure that all stakeholders (residents, local groups, businesses, and educational institutions) are able to access goods and services in an equitable and sustainable way.

All proposals prioritise active and sustainable travel options, and interventions are intended to make them the preferred choice of travel for those who can travel in these ways. For each individual scheme, we will engage and work with groups representing people with protected characteristics and disabilities to ensure we understand the issues faced by people in the existing environments and how the types of interventions proposed throughout the development process would impact these groups.

To ensure the engagement process with stakeholders is inclusive, schemes will include the following:
* Engagement materials in multiple languages and in accessible formats on request, such as easy read versions, braille, large print, and audio including both on and offline versions.
* Engagement events at a variety of times, days, and locations and both online and offline (e.g., virtual meetings and in person).
* One point of contact – transport.engagement@bristol.gov.uk and 0117 9036449.
* Dedicated officers who will work with under-represented groups.

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)
Bristol and its citizens face many challenges of the next decade such as, inequalities, a shortage of affordable housing, the Climate Emergency and Ecological devastation. The One-City Strategy sets several goals on how these challenges can be met with the urgency that is required. Sustainable and

active travel play a key role in creating a healthier city that unlocks the potential of its communities whilst ensuring that people are not left behind with economic growth and regeneration.

Sustainable and Active Travel requires significant investment in infrastructure to re-allocate road space and provide conditions that encourage people to make short journeys by sustainable modes where appropriate. This level of change will impact citizens in across the city in different ways. It is essential that less heard voices and communities with protected characteristics are involved in helping to re-design the city and transport network so that Bristol can meet its climate and ecological targets whilst working as well as it can do for those who may have particular transport needs.

The programme of work varies in its approach to delivering sustainable and active travel improvements. These can broadly be split into the following approaches which could be installed:

- Protected cycle tracks on streets with a high vehicle flow
- Point closures (modal filters) in neighbourhoods to reduce through traffic and create an environment that makes short trips by walking and cycling safer and attractive
- Protected traffic signal junctions to increase priority and safety for people walking and cycling, often considered to be the most vulnerable road users.
- Changes to vehicle priority, such as pedestrianisation, timed closures to vehicles (school streets) or one-ways with contra flow cycling.

The prevalent theme that connects these potential interventions is that it will change and influence how people move around the city and access services. As such the changes are likely to impact all people across the city, including those with protected characteristics. However, the changes also present significant opportunities to address inequalities and improve inclusion.

PROTECTED CHARACTERISTICS	
Age: Children	Does your analysis indicate a disproportionate impact? Yes ☒ No ☐
Potential impacts:	- Almost one third of children are in **poverty**, a greater proportion than for any other age group. This increases to nearly 50% for lone-parent families. [1] - The availability and affordability of transport can contribute to children's **access to important resources**. [3] - 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 Black, Asian and minority ethnic background. [3] - The effects of **air pollution** are particularly significant for the health of children. [3] - 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**. [3]
Mitigations:	See general comments above
Age: Young People	Does your analysis indicate a disproportionate impact? Yes ☒ No ☐
Potential impacts:	- Identified as a group at **risk of transport poverty** [1] - From the age of 16 onwards, the **bus** becomes an important tool in enabling young people to **access employment and training.** [1] **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**. [3]

	• Transport **affordability** and **availability** are **key challenges** for younger people relying on public transport to access **work, education, and other activities**. [3] • **Safety and personal security** are also important aspects of the mobility experience for younger people. Younger people are more likely to be involved in crime on public transport; as both **perpetrators** and **victims** of low-level disorder and anti-social behaviour. [3] • **Fear of antisocial behaviour** on the part of younger people (rightly or wrongly), and **lack of perceived safety** when using public transport can deter young people from using public transport
Mitigations:	See general comments above
Age: Older People	Does your analysis indicate a disproportionate impact? Yes ☒ No ☐
Potential impacts:	• Identified as a group at higher **risk of transport poverty** [1] • Identified as a group at **risk of poverty** [1] • Access to appropriate forms of transport can help older people avail themselves of **goods, services, employment and other activities**, with **public transport** playing a crucial role in remaining connected and maintain independency when older people are unable to drive [3] • Older people are more likely to be **Disabled** or have a **long-term health problem** that can affect their **ability** to use transport, including: mobility impairments, hearing impairments and cognitive impairments. [3] • Older people with a who are **Disabled** or have a **long-term health condition** might also be more **reliant on staff** on public transport to help enable them to undertake a journey. [3] • Older people can 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. [3] • 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**. [3] • There is evidence that older people are less likely to feel confident in using digital services required 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). [3] • Research also suggested that **uptake of shared mobility services is lower** amongst older people and disabled people. This is related to barriers such as the lack of on-demand accessible options, unfamiliarity with the technology needed to book services and inability to use digital payment on a smartphone, and not being comfortable with unfamiliar ride hailing drivers. [3] • Volunteer transportation systems can more easily serve older and disabled people due to higher client engagement, lower costs and higher user familiarity with the service providers. [3]

	- Older people in the **80 to 90** age groups tend **disproportionately to be women** living alone. - 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. [3] - Older people become **more reliant on taxis and lifts** from family and friends as a transport mode, providing a supplement to the publicly accessible fixed-route bus and rail system. [3] - 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**. [3] - Currently only 8% of men and 3% of women over the age of 65 in the UK **cycle**, a much lower proportion compared to both the general population in the UK and those over the age of 65 in **European countries**. [3] - A reduction in both parking spaces outside shops and in local centres could affect access on older people, who are more likely to rely upon a private car to access shops and services.
Mitigations:	Well designed and conveniently located Disabled parking within the immediate zone of influence will be implemented. Appropriately designed walking and cycling infrastructure to comply with national guidance following LTN1/20 to encourage all ages and abilities.
Disability	Does your analysis indicate a disproportionate impact? Yes ☒ No ☐
Potential impacts:	**Undertaking an analysis of current transport trends among Disabled people it is important to note that Disabled people are not a homogenous group, their needs and abilities can vary greatly depending on the nature and severity of their Disability. [3]** - Families that include a Disabled person have always been at **greater risk of poverty** (JRF 2017: 25) [1] - Disabled people face a **range of challenges** in relation to mobility and various modes of transportation. [3] - Primarily, key obstacles relate to a **lack of accessible infrastructure**, at stops, stations and other locations, as well as in use of vehicles themselves. [3] - Where people are unable to rely on public transport either due to structural barriers or because of geographical location, they are likely to **increasingly rely on more expensive services such as taxis and private hire vehicles (PHVs)** – affecting the affordability of travel. [3] **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. [3]

	- **Active travel modes** for Disabled people are reliant on well marked shared spaces and clear pedestrian routes, where these are present, modes such has walking and cycling can have both **mental and physical health benefits** for Disabled people. [3] - Appropriate transport provision enables Disabled people to participate in their community, maintain social networks, and access employment, education, healthcare and other services. [3] - 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. [3] - 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. [3] - Disabled people are more likely to report **negative and problematic journey experiences**, alongside **limited awareness** of viable alternatives. For some disabled people, the **attitude** of staff and other passengers, as well as the **unpredictability of public** transport (both timings and capacity), prevents them from using public transport. For **neurodiverse** people, a **lack of routine or unexpected events** can become overwhelming, leading to high levels of **stress and anxiety**. [3] - A reduction in both parking spaces outside shops and in local centres could affect access on Disabled people, who are more likely to rely upon a private car to access shops and services. - Altered street configuration could create issues for Disabled people's access along footways and familiarity with surroundings. - People with visual impairments may find it difficult to navigate the Old City area. - Low noise vehicles (scooters/electric vehicles) could have implications on the visually and hearing impaired and can thus compromise the perception of safety.
Mitigations:	- Well designed and conveniently located Disabled parking within the immediate zone of influence will be implemented. - Provide strict design criteria for pavement licencing to ensure that pavements remain a safe and uninterrupted space for people to use. - Wayfinding and legibility for navigating the Old City, including St Nick's Market is being addressed through upgrades to signage, mapping and orientation aids. - Suitable active travel infrastructure with appropriate lining, surfacing etc.

Sex	Does your analysis indicate a disproportionate impact? Yes ⊠ No ☐
Potential impacts:	Women • Identified as a group at **risk of transport poverty** [1] • 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. [1] • 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". [1] • Having **less access to private means of transport** such as bicycles, motorcycles and cars, women are inclined to **take work closer to home**, often in the **informal sector**, which may **limit their opportunities** for finding better paid or higher skilled positions. This may be exacerbated by a limited availability of part-time work or work that fits around school hours. [1] • 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. [1] • **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. [3] • **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. [3] • When involved in a **road accident**, women are also more likely to fall **casualties** than men. [3] • While fewer women tend to have access to private transport, women make **greater use of taxis and PHVs** in comparison to men, increasing with older age. This is despite challenges around costs and affordability as well as personal safety when using a PHV or taxi as passengers can feel vulnerable and concerned due to travelling with strangers [3] • Feelings of **personal safety and security** are thus a recognised barrier to women using public transport. [3] • Research evidences that gender **inequality** in **cycling** is common, with low levels of cycling among women compared to men. This could be due

	to cultural factors that remain in place despite an increase in the promotion of active travel. Promoting gender quality and normalising cycling culturally could benefit women in increasing the numbers of those cycling regularly [3] Men • Even though men tend to undertake **fewer trips** per year when travelling, they tend to travel **further distances**. Private **vehicle use and ownership** is also **higher** amongst men, with evidence showing differences in driving habits, as well as a higher propensity to be employed in sectors that require driving, such as freight and logistics and public transport. [3] • Men are in fact more likely to be involved in **road traffic accidents** across all transport modes this is also due to their higher propensity to use certain transport modes. [3] • **Younger men** are also more likely to be **road casualties** [3] • With **pedestrians**, female pedestrians account for just over half of journeys made by foot (52%), but **men** make up the **majority of pedestrian casualties** (57%). [3] • **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 [3]
Mitigations:	See general comments above
Sexual orientation	Does your analysis indicate a disproportionate impact? Yes ☒ No ☐
Potential impacts:	• 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 LGBTQIA+ people [3]. • 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 LGBTQIA+ people [3]
Mitigations:	See general comments above
Pregnancy / Maternity	Does your analysis indicate a disproportionate impact? Yes ☒ No ☐
Potential impacts:	• A reduction in both parking spaces outside shops and in local centres could affect access on pregnant women, who are more likely to rely upon a private car to access shops and services. • 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** [3] • Similar to disabled people, and older people, the **accessibility and design of physical spaces** can also affect pregnant people and parents' ability to travel freely with small children, especially if using pushchairs. [3] • Exposure to **poor air quality** and pollutants can also affect foetal development and cause low birth weights, premature births at well as

	stillbirth and miscarriage, as well as having long-lasting effects on the health of babies. [3]
Mitigations:	• Well designed and conveniently located disabled parking within the immediate zone of influence will be implemented.
Gender reassignment	Does your analysis indicate a disproportionate impact? Yes ☒ No ☐
Potential impacts:	• 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. [3]
Mitigations:	See general comments above
Race	Does your analysis indicate a disproportionate impact? Yes ☒ No ☐
Potential impacts:	• Black and Minority Ethnic-led small businesses may lack information about the support available to them from the government particularly taxi drivers, restaurants, cafes and hotels. Equally, those from more deprived parts of the city may not necessarily be engaged in the scheme or feel they can contribute in a meaningful way on balance. • Black, Asian, and minority ethnic households consistently have the highest rates of **poverty**, and White British households have the lowest [1] • Adults from Asian, Black or other ethnic groups took substantially **fewer trips** per person in 2017 than those from white or mixed groups. [1] • There is some disparity when looking at figures for people from a Black, Asian and minority ethnic background in relation to walking and cycling. DfT walking and cycling statistics suggest that people from a mixed ethnicity background were most likely to walk for travel once a week [3] • In terms of **cycling**, DfT data suggests that **Black** and **Asian** adults are least likely to cycle [3] • It has been highlighted in research that people from a Black, Asian and minority ethnic background fear **racial attacks** when using **public transport**, thus potentially causing a barrier to their use of transport networks. [3] • Higher level of air **pollution exposure** is linked to the high proportion of Black, Asian and minority ethnic communities living in densely populated urban areas where air pollution is highest. [3]
Mitigations:	• We are proactively using inclusive, non-online methods of communication to ensure the widest possible group of people can benefit from information as well as the consultation and feedback process. This will be reflected in a consultation material and the production of hard copy, attractive and legible brochures detailing the proposal for distribution. This will form part of a doorstop engagement process.

Religion or Belief	Does your analysis indicate a disproportionate impact? Yes ☒ No ☐
Potential impacts:	**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. [3] - 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**. [3] - The geographical distribution of **faith schools** means that younger people at these schools may have to travel further distances to access a particular school. [3]
Mitigations:	See general comments above
Marriage & civil partnership	Does your analysis indicate a disproportionate impact? Yes ☐ No ☒
Potential impacts:	There is no current evidence to suggest that this protected characteristic group might experience transport differently today. [3]
Mitigations:	
OTHER RELEVANT CHARACTERISTICS	
Socio-Economic (deprivation)	Does your analysis indicate a disproportionate impact? Yes ☒ No ☐
Potential impacts:	- 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** [1] - Key vehicles for addressing poverty include welfare and public support, education, cost of living interventions, employment, and social support (e.g. health and social care services, family relationships (Joseph Rowntree Foundation 2016). [1] - Membership of **specific demographic groups** can predict risk of poverty [1] **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**. [1] **Cycling** is regarded as a **good way to widen travel horizons** for disadvantaged individuals. [1] **Support in paying for transport** is a way in which cities can support people living in poverty to access and maintain work. [1] **Affordability of public transport** is one of the **key barriers** for **people living on low incomes**, such as people who are unemployed, in insecure or low paid work, and people who live in deprived areas. [2]

- People living in deprived areas are significantly more likely to use **buses** than other groups of people, and bus travel therefore accounts for a **larger percentage of their income**. [2]
- Evidence from the Joseph Rowntree Foundation also highlights that residents in low-income neighbourhood often find commuting options constrained by unaffordable or unreliable public transport, especially when combined with the prospect of **low-paid or unsecure employment**. Low income jobs such as cleaning or security roles may require **early starts or late finishes** when **public transport is not available.** Furthermore, **peripheral sites of employment**, such as retail, commercial and industrial parks are hard to access using the public transport system, making people living in low-income neighbourhoods **more reliant on private transport**. [3]
- Lower income households have higher **levels of non-car ownership** – **female heads of house**, **children**, **younger** and **older** people, people from a **Black, Asian and minority ethnic background** and **Disabled** people are often concentrated in this statistic. [3]
- There are geographical inequalities in the provision of transport and as a result differences in access to employment, healthcare, education, and other amenities occur. Often these are located in areas that already have good transport links or are due to have new transport hubs opening nearby. However, residential areas may have a wider scale of provision compared to areas of employment. The lower level of car ownership, combined with limited public transport services in many peripheral social housing estates, exacerbates issues around access to services, education and employment. [3]
- Evidence suggests that people living in deprived areas face **unequal access to certain modes** of transport. Research has found that only a **small number of deprived areas** are served by the **rail** network, instead mostly being accessibly by local buses. Where there are train stations, they are often perceived as **rundown** and **secluded**, leading to feelings of fear about using them. [3]
- People living in deprived neighbourhoods are significantly **more likely to feel unsafe** and believe that crime is a significant problem in the areas that they are living. [3]
- A 2018 study into **pedestrian safety** revealed that **children who live in deprived areas** are at a greater risk of being involved in a **road related accident** (as both a **passenger** and a **pedestrian**) when compared to other children. Children living in the **most deprived** quintile are **six times as likely** to be **involved in an accident** than those living in the least deprived quintile. Rates of **Killed or Seriously Injured casualties** in relation to miles walked for people in the most deprived quintile is over **double** that of those living in the least deprived (0.58 and 0.28 casualties per million miles walked). [3]

	- There is major disparity between people living in deprived areas and communities in more affluent areas regarding the exposure of individuals to **polluted air** [3] - 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**. [3] - 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** [3] - Ensuring **feelings of safety** are increased will encourage more people to participate in **active travel modes** and use **public transport** that is available. Safety can be improved by the provision of quality lighting, clear sightlines and where appropriate surveillance. Furthermore, concerns around road safety can be reduced through appropriate education, signs and road markings amongst other things. [3]
Mitigations:	See general comments above
Carers	Does your analysis indicate a disproportionate impact? Yes ☒ No ☐
Potential impacts:	- As with Age, Disability and Pregnancy and Maternity – policies which aim to change or limit driving or parking can have a disproportionate impact on people who are reliant on having their own transport to provide care for someone else. - Being a carer can be a huge barrier to accessing services and maintaining employment. Studies show around 65% of adults have provided unpaid care for a loved one, that women have a 50% likelihood of being an unpaid carer by the age of 46 (by age 57 for men), and that young carers are often hidden and may not recognise themselves as carers.
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]	
Digitally illiterate	Does your analysis indicate a disproportionate impact? Yes ☒ No ☐
Potential impacts:	Unable to sufficiently engage.
Mitigations:	Use a range of communication channels and combine conventional engagement methods, such as telephone interviews, radio and print, with virtual platforms and interactive tools, such as online interactive maps and surveys, to reach a representative audience.
English not first language	Does your analysis indicate a disproportionate impact? Yes ☒ No ☐
Potential impacts:	Unable to sufficiently engage.
Mitigations:	All communications are in plain English and that Easy Read versions are available (or on request if appropriate). People who do not speak English as a main language will require local updates and information in plain English, and alternative languages/formats to address the risk of misinformation being spread e.g., through social media. This is being met through the location, language and design of tangible communications within the public realm.

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

Moving forwards and transitioning to a permanent scheme, our holistic approach to supporting access and travel seeks to improve physical infrastructure and top up the local service offer for people visiting and living in the area.

The existing situation for wheelchair users in the Old City area is particularly difficult, with narrow footpaths and uneven surfaces. Pedestrianised streets will provide opportunity for wheelchair users to safely use the road as an alternative if desired. This activity is already happening due to obstacles on footpaths, leading to the mixing of vehicles, wheelchairs, buggies and pedestrians in a small, contested space.

Low-car or zero-car streets also make crossing the road far easier for those who are less mobile or with hearing and visual impairments. By creating better and safer active-travel alternatives to private car travel for lower-income groups and elderly persons, positive financial impacts will be realised for these groups.

Negative health impacts from air pollution also disproportionately affect young and elderly persons, lower-income groups, Black and Minority Ethnic populations, and pregnant and nursing women. Measures to re-allocate carriageway space to active travel and away from cars will reduce air pollution and benefit these groups.

Our aim is to provide an extended Shopmobility service with a satellite facility (drop off/collect) based out of St Nick's Market to provide protected characteristic groups with mobility aids and information to enhance their experience of place. This proposal dovetails investment being made by the markets team to enhance signage and wayfinding and create a more inclusive Old City.

Whilst we recognise that providing Disabled parking provision towards the west of the Old City is required, our approach seeks to promote and support alternative transport arrangements, namely Community Transport, to provide door to door journeys. The Old City is well served by bus stops and taxi bays which can be used by accessible vehicles and will provide more direct access to the area than by using private vehicles.

Other parts of Bristol Streetspace that have similar aims – such as the pedestrianisation of King St will have a combined cumulative effect on improvements to air quality. The pedestrianisation of the Old City and King Street are taking place concurrently with the introduction of the Clean Air Zone (CAZ) and the emergence of cycle logistics and freight consolidation; all of which will mitigate the impact of air quality issues on deprived communities across the city (who are disproportionately impacted).

Our plans to support public realm improvements through several 'focal point' designs aim to create inclusive areas with seating, a good surface course and legible signage. These designs are also

focused around key gateways and help improve permeability and connectivity through the area for all audiences whilst encouraging play.

Furthermore, the LCWIP proposals objectives are all focused on creating more equitable environments and providing safer, more accessible, and healthier transport options for all, with the infrastructure delivered helping to support improved health outcomes. Infrastructure proposals will all be required to be in line with latest government guidance (e.g., LTN 1/20) which sets minimum requirements around accessibility to ensure people using mobility aids, such as walking frames, adapted bikes, or blue badge holders, are not discriminated against because of the environment's characteristics. Through ongoing engagement (and the co-design process), issues and options to improve the accessibility and safety of scheme areas will be assessed and developed with input from a range of key stakeholders. As part of our early engagement work, Officers will engage with these groups locally to ensure participation in the process is possible from the start.

The availability of cycle hangars in Bristol, will help enable more people to own and securely store a cycle helping address this barrier. This is likely to boost cycling levels for people who currently don't have a secure space to lock their cycle. It's also an opportunity for people to own a cycle who previously didn't, which in turn, will boost uptake on the cycle network. This is a potential for modal shift and will contribute to city goals and targets to increase active and sustainable modes in Bristol.

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 EqIA process has helped to identify potential impacts in the areas of the city where we will be implementing measures, and the need for planned monitoring and subsequent adjustment of measures in line with feedback from equalities stakeholders and citizens. More specifically, the EqIA process has informed our ongoing need for improved provision for disabled users within and around the Old City and King St and the key need to present information in ways less-online people can access. This continues to be especially pertinent as we enter the statutory process of formalising a TRO and developing public realm designs. For the LCWIP schemes, there is the potential for some schemes to require the removal or relocation of vehicle parking. In areas where disabled parking bays are located and may be subject to change, we will engage with the relevant groups to assess the impact and develop options which mitigate any negative impact with these groups. For cycle hangars, the procurement process of this project will look to filter out options that are more suitable to offer to people with protected characteristics. However, due to the nature of the hangar, it may require some physical effort and cause discomfort to some people which may discourage them from using it. For example, someone who has mobility needs or is pregnant, may not be able to use the

hangar. This project will look to seek opportunities to address any impacts during the monitoring stage to ensure we learn and mitigate these in the future.

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

Based on the assessment and feedback, we have increased and amended the location of disabled parking locations on the periphery of the scheme and increased the number of seating/resting places. In addition, we are ensuring via engagement with the hospitality sector that pavements are kept clear as far as possible.

An advisory disabled bay has been installed on Queen Charlotte Street (close to the Old Vic theatre) and a further bay in this area will be included as part of permanent proposals. Five new advisory disabled bays are being installed around the Old City perimeter, with 4 on High Street and 1 on Bridge Street. Further advisory bays have been drawn up for inclusion on Broad Street (3 in total) and Baldwin Street (2 in total) although the deadline to change the COVID TTRO has passed and the process itself takes 12 weeks to complete based on current lead times. With the exception of the bays on Baldwin Street, which have been earmarked for inclusion in the permanent TRO.

The LCWIP schemes will look to boost numbers of people walking and cycling in some deprived areas of the city, where levels of walking and cycling are low compared to the Bristol average. Therefore, there is an opportunity to gather evidence on how targeted interventions in areas which suffer from poor health could be replicated across Bristol in the future.

The cycle hangar programme intends to provide secure storage and offer alternative transport options (i.e. cycling) for people which can address imbalances around access to services and everyday living. This should make it more equitable to cycle in these areas.

The cycle hangars will be installed in more deprived areas of Bristol therefore they should be *"Removing or minimising disadvantages suffered by people due to their protected characteristics[1]".*

A number of barriers to cycling such as a lack of cycling parking and subscription fees will be addressed by this project therefore relates to: *"Taking steps to meet the needs of people from protected groups where these are different from the needs of other people[2]".*

Cycling statistics in Bristol show that more deprived households may not cycle as much as other groups (see below). This project will therefore be *"Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low[3]".*

The 2021 Walking and Cycling Index present statistics across Bristol that shows that people in lower socio-economic groups are less likely to cycle. 'Socio-economic group is a classification based on occupation maintained by the Market Research Society. Groups A and B are professional and managerial. Groups D and E are semi-skilled and unskilled manual occupations, homemakers and people not in employment'. Proportion of residents who cycle at least once a week: 33% of AB, 26% of C1, 22% of C2, 20% of DE (9% in 2019)[4]. These statistics highlight that people in groups A, B and C have higher rates of cycling.

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[1] Public Sector Equality Duty | Equality and Human Rights Commission (equalityhumanrights.com)
[2] Ibid.
[3] Ibid.
[4] Walking and Cycling Index 2021: Bristol (sustrans.org.uk)

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
Depending on whether the Active Travel Fund bid is successful and how much money Bristol receives, the schemes will follow appropriate guidance from Active Travel England. BCC will commence engagement with stakeholders and design infrastructure in line with relevant accessibility guidance.	**Project team(s)**	**Commencing April 2023**

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.

Strong continuous feedback mechanisms have been put in place with organisations within the Old City to enable the impact to be measured and improvement and mitigation efforts to occur as soon as possible. Business surveys will also help to capture the views of people using the area on their experiences of pedestrianisation and the improvements that could be offered through a permanent scheme.

For other walking and cycling schemes, the monitoring and evaluation of schemes post-implementation is crucial for data-led evidence to test their success against the original objectives. This is known as 'legacy' and whilst evidence is gathered on changing travel behaviours, traffic collisions, air quality improvements etc, evidence is also collected to assess positive and negative impacts of the interventions on people with protected characteristics.

Evaluation approaches can involve:
- **Community surveys:** Community surveys carried out in cohorts to capture public feedback and for monitoring travel behaviour and social impacts.
- **Secondary data collation:** Collation of information from existing datasets that are collected at regular intervals to report on progress against objectives.

Evaluating schemes against their objectives can be done using both quantitative and qualitative methods. If, for example, one objective of a scheme is to 'Improve residents' physical and mental health and wellbeing', monitoring could be done through community surveys, before and after audits (e.g., Healthy Streets indicators) or the 'Quality of Life' survey. This approach describes a minimum level of monitoring and evaluation to be carried out for each scheme that is necessary to evidence their success against their intended objectives.

There is a need for flexibility in the evaluation approach given the varying context for each of the outlined schemes. Each varies according to existing place-making and travel behaviour, relevant stakeholder groups, community engagement feedback received from project inception, and differing interventions. Where relevant to a specific scheme area, the monitoring and evaluation approach should consider additional or varying monitoring and evaluation. This could include:
- Adaptations to community surveys to capture evaluative feedback on themes identified from the community engagement within a scheme area (to ensure there is an appropriate feedback loop on

issues important to the local community and which captures a representative evidence base from people with protected characteristics).
- Widening community surveys within a scheme area to include a broader range of public feedback and/or include specific stakeholder groups (if there is under-representation from people with protected characteristics).
- Additional qualitative monitoring, including focus groups with specific stakeholder, disability, or community groups, or to capture more in-depth evidence from participants of surveys.
- Expanding data collection to include a wider study area if there remains an under-representation of people with protected characteristics).
- Additional monitoring tools e.g., parking surveys (pedestrians, cyclists, and cars) to understand the varying groups of people travelling to and through the scheme areas.

Where temporary materials are used to trial interventions (generally when an Experimental Traffic Regulation Order is in place, which can span 6-18 months), changes can be made based on stakeholder feedback to help mitigate any unintended consequences of the trial. To allow for meaningful evidence to be gathered and changes to be made during trials data gathering should be done:
- Before any scheme delivery has occurred. Baseline community survey should be undertaken and count data to form an understanding of the current situation.
- Post implementation - once measures are installed on a temporary basis, a first iteration of comparative data should be undertaken and the carrying out of community surveys, traffic counts etc.
- Once adaptions have been made during the trial period and a permanent scheme is delivered, a second iteration of comparative data should be undertaken and the carrying out of community surveys and traffic counts.

For cycle hangar monitoring, user information will be collected, data such as; who uses the hangar, frequency of use, demand etc. can feed into wider cycling data for BCC.

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[5].

Equality and Inclusion Team Review: *Reviewed by Equality and Inclusion Team*	Director Sign-Off:
	JPSmith
Date: 20/3/2023	Date: 21.3.2023

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[5] 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.