

Equality Impact Assessment [version 2.9]



Title: MetroWest Phase 2 and Ashley Down Rail Station	
<input checked="" type="checkbox"/> Policy <input checked="" type="checkbox"/> Strategy <input type="checkbox"/> Function <input type="checkbox"/> Service <input checked="" type="checkbox"/> Other [please state] <i>Project Delivery which supports BCC Policy and Strategy</i>	<input type="checkbox"/> New <input checked="" type="checkbox"/> Already exists / review <input type="checkbox"/> Changing
Directorate: Growth & Regeneration	Lead Officer name: Melanie Bufton
Service Area: Transport	Lead Officer role: Principal Transport Planner

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 \(EqIA\) \(sharepoint.com\)](https://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.

MetroWest is a programme of rail enhancements across the West of England including the reopening of former passenger rail lines, the delivery of three new stations at Ashley Down, Henbury and North Filton and enhancements to cross-Bristol services.

The programme seeks to increase both the capacity and accessibility of the local rail network. The West of England Combined Authority is the sole promoter of this programme with Bristol City Council being a key partner.

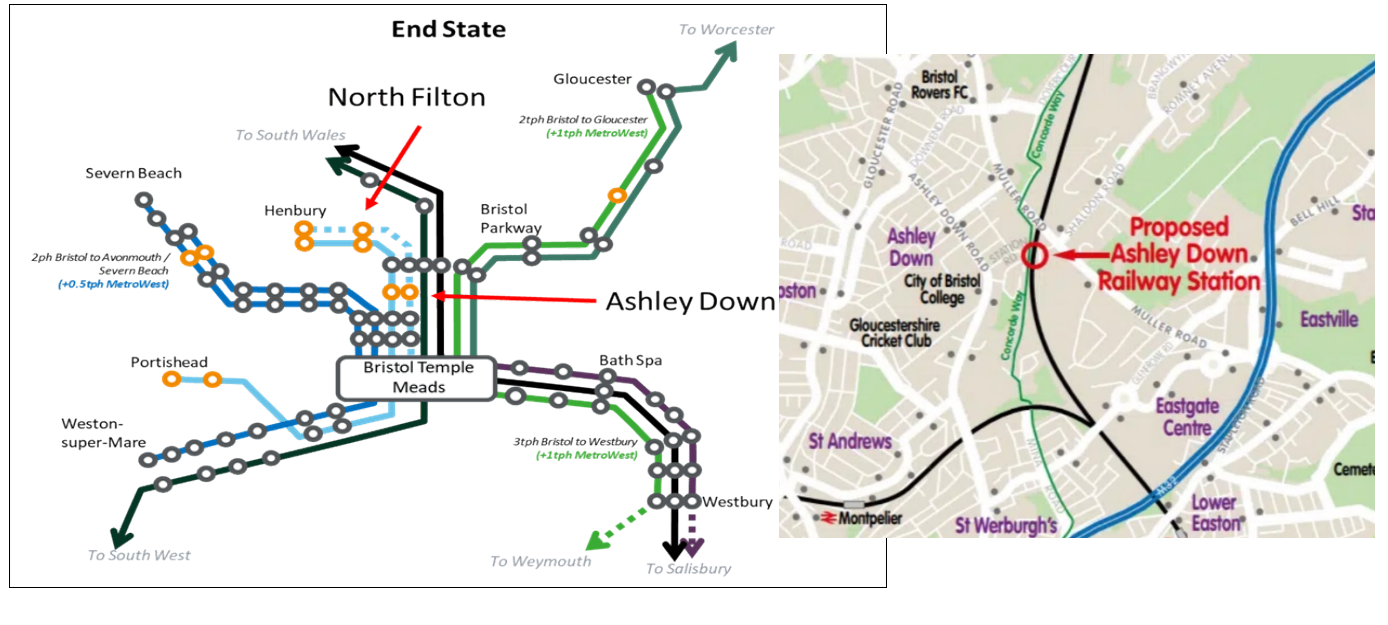
Delivery of the new Ashley Down rail station within Bristol is part of this programme, which will help encourage sustainable travel, reduce private car use leading to over 500 tons of CO2 saved each year and support new housing delivery.

The new station is proposed to be located on the site of the historic former Ashley Hill Station adjacent to Station Road. Station Road is of a steep gradient which could impact on several equalities groups in terms of accessing the station and our proposal includes two Disabled parking spaces and improvements to the highway on Station Road to improve accessibility. Blister paving and tactile paving have been used to help support visually impaired members of our community. An accessible Equality Act compliant path will lead to the station entrance from the Disabled parking spaces with a resting bench midway. At the station entrance/exit, bollards are proposed to be installed to provide a buffer before exiting the station.

Bristol City Council are delivering the new improved access to the station entrance from the highway (Station Road). Lighting and landscape plans have been prepared to compliment the access improvements and improve the public realm area. The dates for commencement of the access improvement works are not yet confirmed as they are dependent on progress of the construction of the new station, in particular progress made during a 16 day blockade planned in June 2023. Duration of the access improvement works can be confirmed once the works have been tendered and a contractor is on board to develop a programme. A review of this proposal will be submitted when these timescales and works have been confirmed.

Network Rail designed the station and their contractor began construction in March 2023. The station is expected to open in 2024.

An EqIA was submitted with a previous Report that went to Cabinet in June 2019 and this is the second EqIA in the process. The West of England Combined Authority is the sole promoter of the scheme and a Diversity Impact Assessment in relation to Ashley Down Station has also been prepared.



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.

Yes **No** [please select]

The construction and operation stage impacts on several equalities groups including Disabled and older people in terms of physical accessibility.

Through further stakeholder engagement, comments and recommendations will be considered to revise any further EqIA.

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><i>Census 2021</i></p> <p>2021 Census Profile for areas in England and Wales - Nomis (nomisweb.co.uk)</p>	<p>Data tells us that those affected by proposals would reflect the general population of Bristol and include visitors and commuters from further afield. The proportion of those affected would reflect demographic %.</p> <p>2021 Census data extract:</p> <table border="1" data-bbox="592 1274 1493 2096"> <thead> <tr> <th></th> <th>Demographics in Bristol %</th> </tr> </thead> <tbody> <tr><td>Aged 4 years and under</td><td>5.5</td></tr> <tr><td>5-9</td><td>5.7</td></tr> <tr><td>10-15</td><td>6.4</td></tr> <tr><td>16-19</td><td>5.3</td></tr> <tr><td>20-24</td><td>10.1</td></tr> <tr><td>25-34</td><td>18.7</td></tr> <tr><td>35-49</td><td>20.3</td></tr> <tr><td>50-64</td><td>15.2</td></tr> <tr><td>65-74</td><td>7.0</td></tr> <tr><td>75-84</td><td>4.1</td></tr> <tr><td>85 and over</td><td>1.8</td></tr> <tr><td>Men</td><td>49.60%</td></tr> <tr><td>Women</td><td>50.40%</td></tr> <tr><td>Disabled people under the Equality Act</td><td>17.2%</td></tr> <tr><td>White</td><td>81.1%</td></tr> <tr><td>Black, Asian or multiple groups</td><td>17%</td></tr> <tr><td>Car or van availability: No cars or vans in household</td><td>26.2</td></tr> </tbody> </table>			Demographics in Bristol %	Aged 4 years and under	5.5	5-9	5.7	10-15	6.4	16-19	5.3	20-24	10.1	25-34	18.7	35-49	20.3	50-64	15.2	65-74	7.0	75-84	4.1	85 and over	1.8	Men	49.60%	Women	50.40%	Disabled people under the Equality Act	17.2%	White	81.1%	Black, Asian or multiple groups	17%	Car or van availability: No cars or vans in household	26.2
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Never married and never registered a civil partnership	52.8%
Households where no people have English/Welsh in Wales as a main language	5.7%
Travel to work as driver or passenger in a car or van	36.2%

Office of Rail and Road
[Home | ORR Data Portal](#)

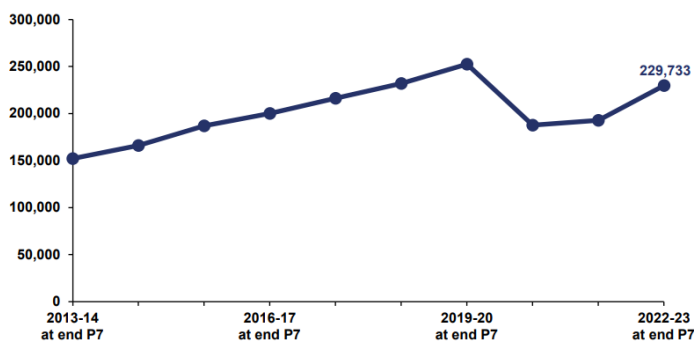
The following data is collected (data collected 2013-14 to 2022-23) by ORR (Office of Rail and Road) for Disabled People’s Protection Policies (DPPP) compliance monitoring:

1. The number of passengers that have a Disabled Persons Railcard (DPRC), which enables Disabled passengers to get a discount of a third off adult rail fares for travel on the National Rail network in Great Britain.

There were 229,733 Disabled Persons Railcards (DPRC) in circulation in rail periods 5 to 7 (July to October 2022), an increase of 19.2% compared with the same rail periods in the previous year. This reflects the increase in passenger journeys as rail usage recovers from the pandemic.

Figure 1.1 The number of DPRC in circulation has increased

DPRC in circulation at the end of rail period 7 since 2013, Great Britain, (Table 4310)

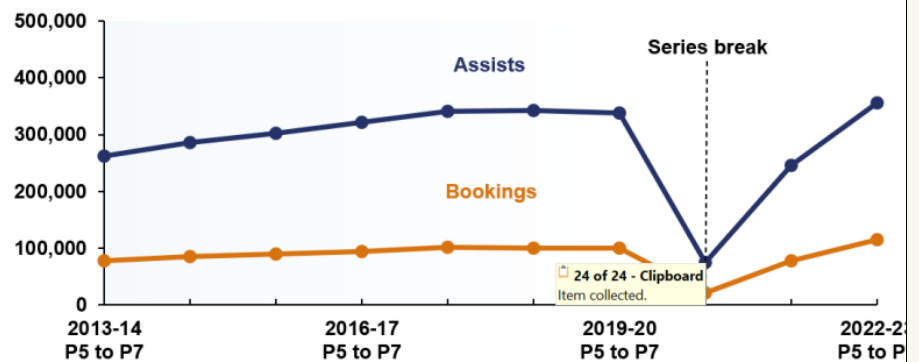


2. The number of booked passenger assists and passenger bookings for assists on the GB rail network. Bookings are made through the National Passenger Assistance Booking System managed by the Rail Delivery Group (RDG). It does not include unbooked assistance such as turn up and go.

There were 356,500 passenger assists requested during rail periods 5 to 7 (July to October 2022) up 44.8% on the same rail periods in the previous year. This data tells us that the number of rail users that have a Disabled Persons Railcard or booked passenger assists are increasing. By providing access improvements to the new rail station these users are increasingly likely to be affected.

Figure 1.1 Passenger assists and bookings have increased

Number of passenger assists and bookings, Great Britain, rail periods 5 to 7 since 2013 (Table 4210)



Note: There is a series break in Period 7 2020 due to a change in data supplier to RDG.

National Travel Survey,
Department for Transport
<https://www.gov.uk/government/statistical-data-sets/nts03-modal-comparisons#mode-by-age-and-gender>

National Travel Survey 2021 statistics identifies males made 12 trips per person per year each compared to females making 10 trips per person per year and that most rail users are commuters to either work or education. 2020 and 2021 Disclaimer: Due to changes in the methodology of data collection, changes in travel behaviour and a reduction of data collected during 2020 and 2021, as a result of the coronavirus (COVID-19) pandemic, care should be taken when interpreting this data and comparing to other years, due to the small sample sizes. This data indicates that as males make more trips per person and that most rail users are commuters these groups are most likely to be affected by the proposals.

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%. This data tells us that as the biggest single increase is expected to be in the 75+ age group, access improvements proposed will increasingly affect this age group.

Quality of Life Survey: [Quality of life in Bristol](#)

Feedback from the 2020/21 Bristol Quality of Life survey showed 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.

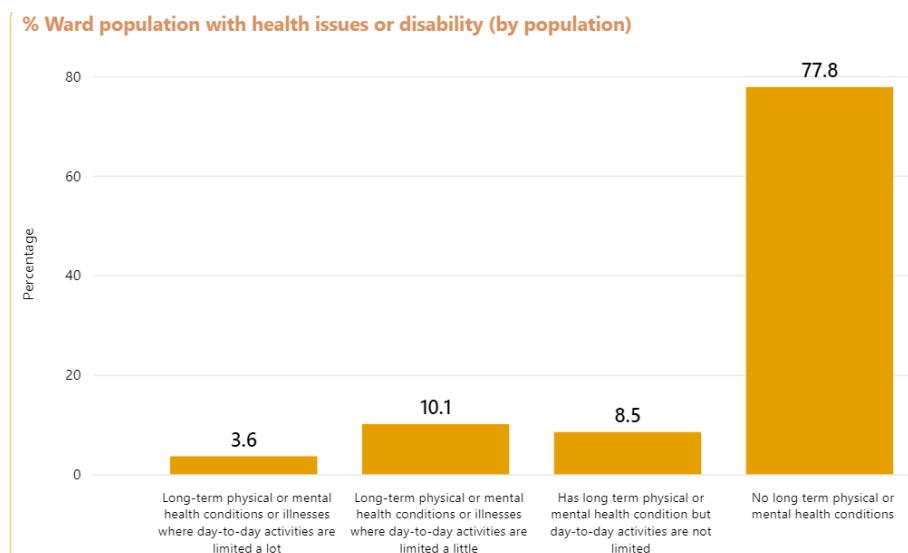
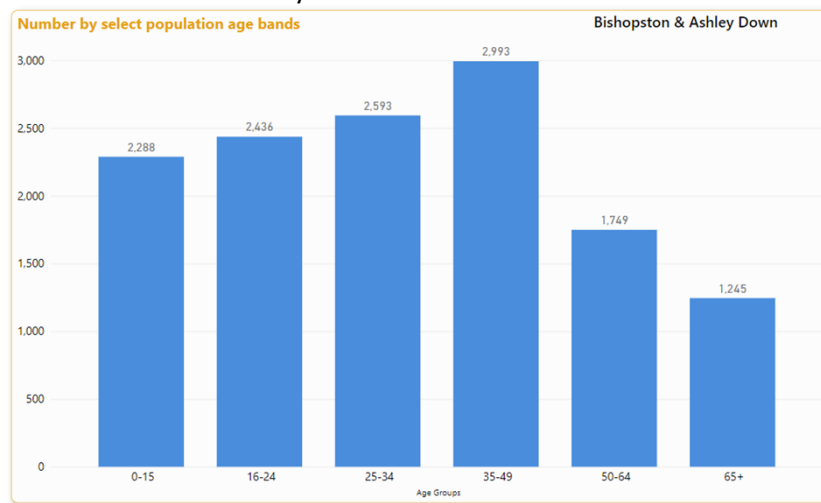
The project can directly or indirectly impact positively on 7 of out of the top 10 issues raised (not including Council Services or Waste and Street Cleanliness, Democracy and Governance) and the scheme does propose to improve the public realm in the vicinity of the station entrance with a landscape plan prepared to compliment the new improved access design.

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

Census 2021
[Microsoft Power BI](#)

Ashley Down Rail station lies within the Bishopston and Ashley Down ward within Bristol, with Henbury and North Filton stations both being in South Gloucestershire.

Population (all persons) of Bishopston & Ashley Down by age bands and by health issues or disability is as follows:



<p>Census 2021 Microsoft Power BI</p> <p><i>Inequalities in Mobility and Access in the UK Transport System, March 2019, Government Office for Science.</i> Future of mobility: inequalities in mobility and access in the UK Transport System (publishing.service.gov.uk)</p>	<p>Data tells us that 18.4% of households in the Bishopston & Ashley Down ward have no access to a car. Direct rail links connecting Ashley Down to Bristol will increase the community's connectivity, in particular for those that have no access to a car, to the wider train network and employment opportunities at London, Wales, the Midlands and the South West of England.</p> <p>Nationally, data identifies that the lowest income households have higher levels of non-car ownership, 40% still have no car access – female heads of house, children, young and older people, black and minority ethnic (BME) and Disabled people are concentrated in this quintile. In addition, there are considerable affordability issues with car ownership for many low-income households.</p>
<p>Additional comments:</p>	

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

<input checked="" type="checkbox"/> Age	<input checked="" type="checkbox"/> Disability	<input type="checkbox"/> Gender Reassignment
<input type="checkbox"/> Marriage and Civil Partnership	<input type="checkbox"/> Pregnancy/Maternity	<input checked="" type="checkbox"/> Race
<input checked="" type="checkbox"/> Religion or Belief	<input checked="" type="checkbox"/> Sex	<input checked="" type="checkbox"/> Sexual Orientation

2.3 Are there any gaps in the evidence base?

Where there are gaps in the evidence, or you don't have enough information about some equality groups, include an equality action to find out in section 4.2 below. This doesn't mean that you can't complete the assessment without the information, but you need to follow up the action and if necessary, review the assessment later. If you are unable to fill in the gaps, then state this clearly with a justification.

For workforce related proposals all relevant characteristics may not be included in HR diversity reporting (e.g. pregnancy/maternity). For smaller teams diversity data may be redacted. A high proportion of not known/not disclosed may require an action to address under-reporting.

There are no comprehensive statistics on rail usage by equalities community. (National Travel Survey statistics is a sample of the general population and not only users of rail.)

Data is not collected on all passengers who use rail services nationally or locally, and many travellers purchase tickets on line without providing equality monitoring data.

A number of Railcards are available, eg 16-25, Two Together, Family & Friends, Senior, Disabled Persons or 26-30 Railcard which entitle the holder to reduced rail fares and therefore it is likely that a proportion of these groups use rail services.

There are gaps in overall diversity data at a local and national level for some characteristics e.g. gender reassignment – especially where this has not historically been included in statutory reporting e.g. for sexual orientation. As council we rarely monitor marriage and civil partnership. There is a corporate approach to diversity monitoring for service users and our workforce, however the quality of available evidence across various council service areas is variable. No robust data on gender identity exists. Gaps in data will exist as it becomes out of date or is limited through self-reporting.

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

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

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

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

Early in the design process, the project team engaged with relevant local equalities organisations to help inform design proposals. The project team engaged with Bristol Physical Access Chain (BPAC) on several occasions throughout 2019-2021 on the access improvements design. Including a site visit in October 2019 with BPAC auditors. BPAC's input was received in April 2021 as part of the public engagement exercise that was undertaken on the access improvement design. The feedback informed the access improvement design to maximise positive impacts for equalities groups. BPAC is now known as WECIL's Access and Inclusion Team.

Engagement with Network Rail's Built Environment Accessibility Panel (BEAP) who are an independent panel of Disabled people, older people and access experts to make sure Network Rail buildings are accessible and inclusive.

Public engagement took place to seek input on the access improvement proposals. Public engagement was undertaken by BCC's Transport Engagement Team who engaged with key stakeholders, including equalities groups, walking groups, cycling groups etc, businesses and the community.

Meetings to discuss the project and provide an update have taken place online with local residents, which included provision of BSL interpreters to ensure meetings were inclusive.

Consultation took place as part of the planning process and further consultation will take place as part of the 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.

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.

A Stakeholder and Engagement Strategy has been prepared for MetroWest Phase 2 and for the new Ashley Down Station with input from Communications Teams from Bristol City Council, West of England Combined Authority, Network Rail, Great Western Railway. This is a living document and is updated as appropriate throughout the project.

Further engagement with key stakeholders and the community is expected to take place throughout the construction phase to provide updates on project progress as set out in the Stakeholder and Engagement Strategy.

Statutory Consultation will form part of the Traffic Regulation Order process and will be an opportunity to feedback on proposals covered by the Order.

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)	
The construction and operation stage could impact on several equalities groups including Disabled and older people in terms of physical accessibility.	
There is also potential for conflict with passengers and other pedestrians or cyclists due to the proposed accessible path leading to the station entrance crossing Concorde Way. Concorde Way is a well-used strategic walking and cycling route. To reduce the occurrence of conflict, signage and physical measures are proposed with best practice examples and community feedback sought to input into designs.	
PROTECTED CHARACTERISTICS	
Age: Young People	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	The route via Concorde Way is potentially a route used by pupils from nearby schools and interaction with other pedestrians and cyclists may have a negative impact. An increase in users of paths in and around the station entrance could increase the possibility of conflict amongst users as they will all need to share the same space. Younger people households have higher levels of non-car ownership and are often concentrated in this statistic.
Mitigations:	The design and accompanying landscape plan seeks to improve visibility where the path intersects with the proposed new alignment of the path with signage and physical measures reducing conflict of users of the path. The scheme proposes to improve the public realm providing a better environment for people walking and cycling in the station gateway area as well as providing alternative transport options.
Age: Older People	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Older people may be impacted because the topography of the station gateway area may be difficult to negotiate, especially for those with mobility impairments or access issues. Older people households have higher levels of non-car ownership and are often concentrated in this statistic.
Mitigations:	A new Equality Act compliant path with handrail and resting bench midway will be provided linking Station Road to the new station entrance. Two new Disabled parking bays with handrail adjacent to them will be provided on Station Road leading to the station entrance via the Equality Act compliant path. The existing steep stepped ramp is proposed to be replaced by level steps with handrail which will be easier for members of our community to negotiate. The scheme proposes to improve the public realm providing a better environment for people walking and cycling in the station gateway area as well as providing alternative transport options.
Disability	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

Potential impacts:	<p>For Ashley Down Station there may be negative impacts for passengers using wheelchairs accessing the proposed new station from Muller Road via Station Lane. This is because when exiting the subway which connects Station Lane with Station Road, the gradient of the path leading to the proposed new station entrance, although it is being improved, still has a steep gradient of 1 in 12. Passengers using wheelchairs and / or have mobility issues may need to access the proposed new station via Station Road or Concorde Way, which may not be the shortest route.</p> <p>The steep gradient of Station Road may be difficult to negotiate for passengers using wheelchairs or for those with mobility impairments. Disabled people households have higher levels of non-car ownership and are often concentrated in this statistic.</p> <p>A potential impact resulting from new signage in the area is that these changes could cause confusion.</p>
Mitigations:	<p>The existing subway surface is uneven and to help mitigate this we propose to resurface the subway so that it is no longer uneven, and on exiting the subway the gradients will be reduced as much as topography will allow.</p> <p>Two new disabled parking bays with handrail adjacent to them will be provided on Station Road leading to the station entrance via the Equality Act compliant path, also with handrail and a resting bench midway.</p> <p>The scheme proposes to improve the public realm providing a better environment for people walking and cycling in the station gateway area as well as providing alternative transport options.</p> <p>To help all users access the station all new signage will be in accordance with TSRGD (Traffic Signs Regulations and General Directions) and associated Traffic Signs Manuals. Blister paving and tactile paving have been used to help support visually impaired members of our community access the station.</p>
Sex	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<p>Feelings of personal safety and security are a recognised barrier to women using public transport. Female heads of house have higher levels of non-car ownership and are often concentrated in this statistic.</p>
Mitigations:	<p>The accompanying landscape plan has been designed to improve perception of safety and new lighting that is sensitive to the existing habitat and ecology is planned to illuminate the paths. Better lighting in the station gateway area and a landscaping design that improves surveillance will help alleviate negative feelings of personal safety and security when accessing the station.</p> <p>The scheme proposes to improve the public realm providing a better environment for people walking and cycling in the station gateway area as well as providing alternative transport options.</p>
Sexual orientation	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
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.
Mitigations:	The accompanying landscape plan has been designed to improve perception of safety and new lighting that is sensitive to the existing habitat and ecology is planned to illuminate the paths.
Pregnancy / Maternity	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	For Ashley Down Station there may be negative impacts for passengers using prams/buggies accessing the proposed new station from Muller Road via Station Lane. This is because the subway connecting Station Lane with Station Road has an uneven surface, and when exiting the subway the gradient of the path leading to the proposed

	new station entrance has a steep gradient of 1 in 12. Passengers using prams/buggies may need to access the proposed new station via Station Road or Concorde Way, which may not be the shortest route.
Mitigations:	To help mitigate this we propose to resurface the subway so that it is no longer uneven, and on exiting the subway the gradients will be reduced as much as topography will allow.
Gender reassignment	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	May negatively impact feelings of personal safety and security.
Mitigations:	The accompanying landscape plan has been designed to improve perception of safety and new lighting that is sensitive to the existing habitat and ecology is planned to illuminate the paths.
Race	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	People from a Black, Asian and minority ethnic background households have higher levels of non-car ownership and are often concentrated in this statistic.
Mitigations:	The scheme proposes to improve the public realm providing a better environment for people walking and cycling in the station gateway area.
Religion or Belief	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Marriage & civil partnership	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
OTHER RELEVANT CHARACTERISTICS	
Socio-Economic (deprivation)	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Lower income households have higher levels of non-car ownership and are often concentrated in this statistic.
Mitigations:	The scheme proposes to improve the public realm providing a better environment for people walking and cycling in the station gateway area.
Carers	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Carers may need to help wheelchair users, visually or mobility impaired passengers to the station entrance.
Mitigations:	To help mitigate this, the subway surface will be improved so that it is no longer uneven, and on exiting the subway the gradient will be reduced as much as topography will allow. Two new Disabled parking bays with handrail adjacent to them will be provided on Station Road leading to the station entrance via the Equality Act compliant path, also with handrail which will help provide support and a resting bench midway. Blister paving and tactile paving have been used to help support visually impaired members of our community.
Other groups [Please add additional rows below to detail the impact for other relevant groups as appropriate e.g. Asylums and Refugees; Looked after Children / Care Leavers; Homelessness]	
Potential impacts:	
Mitigations:	

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

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

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

- The scheme proposes a new Equality Act compliant path with handrail and a resting bench midway.
- Two new Disabled parking bays with handrail adjacent to them will be provided on Station Road leading to the station entrance via the Equality Act compliant path.
- Blister paving and tactile paving have been used to support visually impaired members of our community.
- Bollards are proposed to be installed at the station entrance/exit to provide a buffer before leaving the station.
- Due to topography and the site being constrained it was not possible for all paths in the station gateway area to be Equality Act compliant, however the gradients have been greatly reduced to improve access.
- The existing steep stepped ramp is proposed to be replaced by level steps with handrail which will be easier for members of our community to negotiate.
- The design and accompanying landscape plan seeks to improve visibility where the path intersects with the proposed new alignment of the path with signage and physical measures reducing conflict of users of the path.
- The accompanying landscape plan has been designed to improve perception of safety and new lighting that is sensitive to the existing habitat and ecology is planned to illuminate the paths.
- The scheme proposes to improve the public realm providing a better environment for people walking and cycling in the station gateway area.

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:
Any possible negative impact and the mitigation is set out in section 3.1.
Summary of positive impacts / opportunities to promote the Public Sector Equality Duty:
New rail infrastructure to be designed in accordance with rail accessibility technical standards and comply with the Equality Act. These benefits can be further improved when considered in the context of the wider transport network with improved interchange opportunities and better connected communities. This will in turn provide better access to employment, education and health facilities for all members of our community.

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
Ensure opportunities to engage with equalities groups and underrepresented groups are maximised through regular review of the Stakeholder Engagement / Communications plans.	BCC and WECA project teams.	Ongoing until project complete.
For any future EqIA iterations, comments and recommendations received through stakeholder engagement will be considered to revise the EqIA if required.	BCC and WECA project teams	If required

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.

Survey data will be processed by WECA and fed back in a report to 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 Director¹.

Equality and Inclusion Team Review: <i>Reviewed by Equality and Inclusion Team</i>	Director Sign-Off: 
Date: 18.05.2023	Date: 18.5.2023

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