

Equality Impact Assessment [version 2.9]



Kingsweston Lane Footbridge	
<input type="checkbox"/> Policy <input type="checkbox"/> Strategy <input type="checkbox"/> Function <input checked="" type="checkbox"/> Service <input type="checkbox"/> Other [please state]	<input checked="" type="checkbox"/> New <input checked="" type="checkbox"/> Already exists / review <input type="checkbox"/> Changing
Directorate: Growth and Regeneration	Lead Officer name: Chris Dooley
Service Area: Highways and Transportation	Lead Officer role: Structures Manager

Step 1: What do we want to do?

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

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

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

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

Kingsweston Lane footbridge is a “Grade 2” Listed cast iron structure constructed circa 1800. The footbridge carries a Public Right of Way - PROW (BCC/ 70/10) footpath linking Blaise Castle Estate to Kingsweston Fields. The bridge spans over Kingweston Road (B4057).

The bridge is frequently impacted by HGV’s and ultimately sustained substantial impact bridge strike damage in late November 2015, whereupon it was closed to pedestrians with a temporary “at grade” crossing provided on Kingsweston Road. Since the initial bridge emergency closure, the remaining elements of this now unstable structure are being temporarily supported on a structural design supporting scaffolding arrangement. This arrangement is structurally visually inspected and monitored by the Bridges Team monthly.

The annual estimated ongoing cost of this support mechanism and structural inspections (routine & reactive) is in the region of approximately **£15K** per annum as well as other ongoing Traffic Management inspections and reactive repair costs.

Key Background Information to date

1. Initial Investigations are now completed and Reports issued to BCC Highways, giving recommended priced options. The only viable recommended option is to raise the footbridge by **1.075m**. The estimated cost for these works is estimated to be in the region of just under£1m, including utility diversions and construction of new facilitation steps, which have now been given Listed Approval to proceed.
2. Original Listed planning Consent submission to remove the bridge only was rejected by BCC Planning.
3. The Listed Consent as submitted also applied for this permission to dismantle the bridge was also rejected.
4. Continuing routine inspection and maintenance of supporting scaffolding and temporary pedestrian crossing is annually costing the Council approximately around **£15K**.
5. BCC Highways worked further with the BCC urban design team to address all the planning concerns to allow a for successful planning application resubmission, facilitating the bridge being dismantled and reinstated at the new raised elevated level, with new landscaped aligned approach steps in keeping with the urban surroundings Parks estate

A Highways budget was allocated for the necessary works required to facilitate the successful resubmission of any revised planning application. This required further working landscape modelling and visualisations and graphics completed by BCC Urban Design Teams in collaboration with BCC Highways.

Refurbishment works will allow the bridge to continue to operate in an effective manner, meeting the Council's statutory duty, obligations to this Listed Structure. It would also address the concerns of Corporate Council Insurers, in regard to providing related corporate insurance cover for the operational performance aspect of the bridge.

It will reduce the risk of future Bridge strike impacts by HGV,s when this footbridge is raised to a higher elevation and refurbished, which is currently affecting the operation of the surrounding pedestrian PROW highway network. It will reduce risk of increased repair costs and operational costs due to attendance and additional mitigation measures, should there be significant delay in undertaking refurbishment work. Significant investment in updating the operational aspects of the bridge will produce overall future savings and performance reliability, as well as a reduction in staff resources currently needed to ensure bridge lift. It also re-established the old route re-establishing the PROW.

1.2 Who will the proposal have the potential to affect?

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

1.3 Will the proposal have an equality impact?

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

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

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

<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No	[please select]
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The proposed refurbishment and elevation works to this Footbridge are generally urgent and would be statutory in relation to ensuring the safety of the public as users of the footbridge and the raising of its elevation will reduce the occurrence of impact from HGV's.

The ongoing and existing diversion route is clearly signed well in advance of the footbridge closure and full advance notices and clear communications has been put out in the public domain prior to the footbridge closure in late in 2019. The diversion route and signage is regularly inspected and monitored on a regime based basis.

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]	None available
Consultation with BCC Network Management	Diversion route chosen is only sensible route and has been approved by BCC Traffic Safety and BCC Network Management.
Additional comments:	

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

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

2.3 Are there any gaps in the evidence base?

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

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

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.

There will be full advance notification signage at key node points. There will also be clear public notification given in the local Press and to all the identified stakeholders to give prior advance notice of the proposed works, what exactly is being done and also why it is being done. The wording of this narrative will be agreed in good time with our Comms and PR colleagues.

We are intending to gain the views of any local interested groups including schools and other organisation to gain local consensus agreement as to the proposed possible new painting colour scheme for the footbridge to have this decision made in the local realm. This can be done by using either options questionnaires on site or to consult with the local schools or interested groups.

We will also liaise with local equalities led groups such as WECIL, Bristol Disability Equality Forum, The Care Forum and Bristol Older Peoples Forum to cascade messaging about the proposed detour to their membership and wider networks.

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.

Through usual channels such as the Council Website , Site meeting with local groups, Project Manager to monitor ICASE and Fixmystreet queries and complaints on a weekly basis. Site Notices will also give contacts for BCC and Contractor to deal with any site-specific issues and problems to allow these to be dealt with at source.

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 alternative route will be well-lit, frequently used and visible so we do not think there should be any reduction in real or perceived safety for groups who are more likely to experience harassment and antisocial behaviour.

Any problems or concerns can be dealt with through usual channels, Site meeting with local groups, Project Manager to monitor ICASE and Fixmystreet queries and complaints on a weekly basis. Site Notices will also give contacts for BCC and Contractor to deal with any site-specific issues and problems to allow these to be dealt with at source.

PROTECTED CHARACTERISTICS

Age: Young People

Does your analysis indicate a disproportionate impact? Yes No

Potential impacts:

The longer diversion route is likely to disproportionately impact younger citizens because of their higher representation in the locality, but is the only safe option available

Mitigations:	Monitor situation as work progresses and take proportionate reasonable action as required
Age: Older People	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Some older people (whether or not they are have an impairment) may be disproportionately impacted by the diversions due to slower walking speeds and mobility impairments. Older people who are less comfortable using digital services may require other / traditional communication channels to advise them of works.
Mitigations:	Monitor situation as work progresses and take proportionate action as required
Disability	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Longer diversion route may have a disproportionate impact on Disabled people including people with visual impairments or Deaf people, neurodiverse people and people with other 'hidden' impairments as well as mobility impairments.
Mitigations:	Monitor situation as work progresses and take proportionate action as required. Ensure communication about work is in a range of accessible and easy to understand formats.
Sex	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Sexual orientation	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	No
Mitigations:	No
Pregnancy / Maternity	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Longer diversion route will have a disproportionate impact on people who are pregnant with limited mobility, and families with babies and young children.
Mitigations:	Monitor situation as work progresses and take proportionate action as required
Gender reassignment	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	No
Mitigations:	No
Race	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	No
Mitigations:	No
Religion or Belief	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	No
Mitigations:	No
Marriage & civil partnership	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	No
Mitigations:	No
OTHER RELEVANT CHARACTERISTICS	
Socio-Economic (deprivation)	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	no
Mitigations:	no
Carers	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Longer diversion route is likely to have a disproportionate impact on carers
Mitigations:	As above re accessible communications and other mitigations
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:	No
Mitigations:	No

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

Benefits could be by close consultation with local interest groups positive benefits could be fostered to build up good relations with all local interested parties to aid for good relations during works.

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:

Although there is likely to be disproportionate impact for some groups the proposal is justified on the basis of operational need. The diversion route is reasonable, but with good prior notifications, appropriate advance warning and diversion route direction and information signage as well as good prior PR and comms most people will be well aware of these works and will know of the proposed diversion route and can make plans to change their journeys accordingly.

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

Good positive engagement with local groups will help the work go smoothly and hopefully will help to mitigate the negative impact the closure of this footbridge will cause.

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
Agree Diversion route and diversion and information signage required	Daniel Redmond	Sept/Oct 2023
Agree COMMS and PR Release with Mayors Office	Daniel Redmond	Sept/Oct 2023
Local Group engagement, including schools and FRANC	Daniel Redmond	Sept/Oct 2023


4.3 How will the impact of your proposal and actions be measured?

Weekly Audit by Project Manger (Daniel Redmond) of ICASE and Fixmy Street complaints and ensuring appropriate and proportionate action is taken to mitigate as fare as is reasonably possible.

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> <i>Megan Belcher</i>	Director Sign-Off:  Director Management of Place
Date: 10/05/2023	Date: 11/05/2023

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.