

Equality Impact Assessment [version 2.9]



Title: Portway Park and Ride Bus Access Improvements	
<input type="checkbox"/> Policy <input type="checkbox"/> Strategy <input type="checkbox"/> Function <input type="checkbox"/> Service <input checked="" type="checkbox"/> Other [Project]	<input type="checkbox"/> New <input type="checkbox"/> Already exists / review <input checked="" type="checkbox"/> Changing
Directorate: Growth and Regeneration	Lead Officer name: Toby Clayton
Service Area: City Transport	Lead Officer role: Senior Public Transport 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 \(EqIA\) \(sharepoint.com\)](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.

The proposed project will deliver infrastructure changes to the Portway P&R site that allow bus services to access and egress the site from the north and west, as currently the site can only accommodate for buses travelling to and from the city centre (east)

The aim is set to be achieved through the following strategic objectives

1. Contribute to improving public transport journey times, punctuality, and reliability of along the corridor by delivering enhanced access to/from Portway P&R site
2. Deliver a Park and Ride facility that has the capacity to accommodate event shuttle buses for the YTL Arena in time for the Arena opening in 2025/2026
3. Safeguard the possibility of running new or additional services from the Portway Park Ride site northbound to serve Avonmouth, Weston Super Mare, Portbury, Portishead, Severnside, South Gloucestershire, North Somerset, South Wales etc
4. Contribute to the increase in the proportion of trips that are made by bus
5. Contribute to the reduction of levels in air pollution and CO2 emissions through mode shift from private car to public transport

The measures proposed as part of this project will contribute to meeting the regional objectives of driving growth and productivity through infrastructure investment, levelling up services towards the standards of the best, and decarbonisation of transport, especially promoting modal shift from cars to public transport, walking and cycling.

The measures to be implemented as part of the project are needed on a local level to contribute to the modal shift away from the private car, to ensure geographical and physical connectivity of communities, to provide infrastructure to support the occupancy growth in the recovery of the Covid pandemic, and passenger growth following the implementation of the Clean Air Zone, to reduce general traffic levels, congestion, and pollution, and to safeguard bus infrastructure and services for any increase in congestion and their capacity for increased demand. The gravity behind these reasons is enhanced by the need to become carbon neutral by 2030.

The proposal to make improvement to the bus access will also contribute to the creation of a mobility hub at the Portway Park and Ride site, whereby users are able to access multiple modes of transport. The proposals would complement the opening of the new rail station, and expansion of the site's car park.

The key action we are proposing to take includes making infrastructure changes to the current layout of the bus junction, so that a bus can make the left turn out of the site and the right turn into the site. The proposals also include a straight across crossing at the bus entrance. In addition to this key action, the project will also look to improve the walking and cycling environment near the site through the implementation of walking and cycling wayfinding signs to local destinations.

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 checked="" type="checkbox"/> Commissioned services	<input checked="" type="checkbox"/> City partners / Stakeholder organisations	
Additional comments:		

1.3 Will the proposal have an equality impact?

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

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

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

<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No	[please select]
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Step 2: What information do we have?

2.1 What data or evidence is there which tells us who is, or could be affected?

Please use this section to demonstrate an understanding of who could be affected by the proposal. Include general population data where appropriate, and information about people who will be affected with particular reference to protected and other relevant characteristics: <https://www.bristol.gov.uk/people-communities/measuring-equalities-success>.

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

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

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

Data / Evidence Source [Include a reference where known]	Summary of what this tells us
<p>Open Data Bristol – Ward Statistical Profiles</p> <p>Microsoft Power BI</p>	<ul style="list-style-type: none"> • Total ward population for Avonmouth and Lawrence Weston (22,177) • 20.7% (or 4,593) of the population of Avonmouth and Lawrence Weston are under the age of 15 • 15.6% (or 3,452) of the population of Avonmouth and Lawrence Weston are over the age of 65 • Crime rates are lower than the Bristol average (113.8 per 1000) in Avonmouth and Lawrence Weston (104.2 per 1000) • Avonmouth and Lawrence Weston has a significantly lower percentage of people from Black, Asian and Minority Ethnic background (10%), when compared to the city average (18.9%) • Avonmouth and Lawrence Weston have a lower percentage of households with no access to a car or van (23.3%) when compared to the city average (26.2%) • Avonmouth and Lawrence Weston have two neighbourhoods in the top 5% most deprived areas within England • There are a higher number of people within Avonmouth and Lawrence Weston who provide unpaid care at 9.4% when compared to the City average of 7.6% • 58.4% of the Avonmouth and Lawrence Weston population believe that traffic congestion is a problem locally. • 26.2% of the Avonmouth and Lawrence Weston population ride a bicycle at least once a week which is higher than the Bristol average of 25.1% • 40.7% of the Avonmouth and Lawrence Weston population are satisfied with the local bus service • 64.3% of the Avonmouth and Lawrence Weston believe that air quality and traffic is a problem locally
<p>Bristol Quality of Life Survey 2021-2022 results</p> <p>Microsoft Power BI</p>	<ul style="list-style-type: none"> • 49.8% of the Avonmouth and Lawrence Weston population either drive their car or van to work which is significantly higher than the Bristol average of 33.1% • Only 6.8% of the Avonmouth and Lawrence Weston population take the bus, minibus, or coach to work. • Only 4.6% of the Avonmouth and Lawrence Weston population cycle to work compared to the Bristol average of 5.2% • Only 50.7% of the Avonmouth and Lawrence Weston population feel safe outdoors after dark which is lower than the Bristol average of 57.5% • 7.6% of the Avonmouth and Lawrence Weston have been a victim of crime over the past 12 months • 6.8% of the Avonmouth and Lawrence Weston population said that fear of crime prevents them from leaving their home when they want to which is lower than the Bristol average (9.3%) • 78.3% of the Avonmouth and Lawrence Weston population are in good health which is lower than the Bristol average of 83.1%

	<ul style="list-style-type: none"> • Avonmouth and Lawrence Weston have a higher population of people that are considered to be overweight or obese at 56% when compared to the Bristol average of 47.5% • Avonmouth and Lawrence Weston has a higher percentage of people that have a health condition or illness that limits their day to day activities a lot at 12.5%, when compared to the city average of 8.8% • 3.6% of the Avonmouth and Lawrence Weston population believe that air pollution prevents them from leaving their house when they want to • 21.9% of the Avonmouth and Lawrence Weston population have said that they have changed the way in which they travel around Bristol due to climate change concerns which is lower than the Bristol average of 32.9% • A higher percentage of people in Avonmouth and Lawrence Weston (64.8%) believe air quality and traffic pollution is a problem locally, when compared to the city average (70.1%) • The percentage of people who were victim of racial discrimination or harassment in the last year in Avonmouth and Lawrence Weston was 3.3% which is lower than the Bristol average of 5.3% • Avonmouth and Lawrence Weston has a significantly higher percentage of people (11.3%) with no formal qualification when compared to the city average (7.2%) • 23.3% of the Avonmouth and Lawrence Weston population said that lack of transport options prevents them from leaving their home when they want to • 12% of the Avonmouth and Lawrence Weston population take the bus to work
<p><u>Open Data Bristol – Deprivation in Bristol 2019 (LSOA11)</u></p> <p>Deprivation in Bristol 2019 (LSOA11) – Open Data Bristol</p> <p>Microsoft Power BI</p>	<ul style="list-style-type: none"> • There are seven neighbourhoods in Avonmouth and Lawrence Weston that are among the 20% most deprived areas in the country, two of these neighbourhoods are among the 5% most deprived areas.
<p><u>YouGov / BBC National Survey 2022</u></p>	<ul style="list-style-type: none"> • 45% women feel unsafe on public transport alone at night (32% when with somebody else). • Even in the daytime 17% of women feel unsafe on public transport • 38% of women feel unsafe getting a taxi/ride-share by themselves • 32% of women experienced unwanted attention or sexual harassment on public transport • 24% of women experienced unwanted attention or sexual harassment getting a taxi/ride-share by themselves
<p><u>Other sources of information</u></p>	<ul style="list-style-type: none"> • 2011 Census Profiles - Census 2011 - bristol.gov.uk • FS13 Future of Transport – Equalities and access to opportunity, FS13 Rapid Evidence Review, Department for Transport 2020 • Access to transport and life opportunities, NatGen, 2019 • Indices of Multiple Deprivation - Deprivation - bristol.gov.uk

	<ul style="list-style-type: none"> • Crime – Offence Rates 2020/21 (Police), Youth Offending Team Data (BCC) and, Quality of Life Survey Data 2020/21 (All this information comes together in ward profiles)
Additional comments:	

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

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

2.3 Are there any gaps in the evidence base?

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

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

We know there are gaps in local diversity data, especially where this is has not historically been included in statutory 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.

An early engagement exercise was conducted with members of the public and local stakeholders for the wider A4 Portway Strategic Corridor proposals in the Summer of 2022. As part of this engagement activity, people were asked about the Portway Park and Ride, and specifically whether if the bus could access and egress the site travelling in both directions would encourage greater use of the bus – to which 31% said 'Yes' and 22% were 'Not Sure' and 47% said 'No'

Another period of public consultation was held on the Park and Ride bus access improvements in January 2023, specifically on the preferred design option. During this period, the designs were sent to residents with a letter explaining the details and rationale of the work. Virtual sessions were also held with transport stakeholders to inform them of the proposals.

The proposals have been subjected to review from local bus operating companies, who support the proposed improvements.

The proposed improvements have also been subjected to consultation and review by internal BCC specialist teams as part of the Quality Assurance process, and key decision makers.

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.

The proposals will be subject to one more round of consultation, this will be the statutory consultation as part of the TRO process. This is programmed for Autumn 2023.

The project team will continue to work with partners of Bristol City Council, including the West of England Combined Authority, and bus operators as the designs develop.

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)

Whilst we have not identified any significant negative impacts specific to the proposal, we are aware of existing issues for local citizens based on their characteristics, available to Bristol City Council through data held, which we will seek to address and mitigate where possible through project design and delivery.

Some localised impacts that were raised by stakeholder groups through the consultation period included the desire for pedestrian areas to be widened to benefit those with limited mobility, this comment has since been considered by the design team and actioned in some areas of the proposals, concerns raised about the maintenance of the shared use path and the impact of poor maintenance on those with limited mobility.

Information presented against each of the protected characteristics below has been derived from the following documents:

Transport and inequality: An evidence review for the Department for Transport, NatCen, 2019: [Transport and inequality \(publishing.service.gov.uk\)](#)

Access to transport and life opportunities, NatCen, 2019: [Access to Transport and Life Opportunities \(publishing.service.gov.uk\)](#)

FS13 Future of Transport – Equalities and access to opportunity, FS13 Rapid Evidence Review, Department for Transport, 2020: [FS13: Future of Transport - Equalities and access to opportunity - rapid evidence review \(publishing.service.gov.uk\)](#)

Equality and Human Rights Commission, Being Disabled in Britain, 2017: [Being disabled in Britain: a journey less equal | Equality and Human Rights Commission \(equalityhumanrights.com\)](#)

Pew Research Centre, religion and Living Arrangements Around the World, 2019: [Religion and household makeup around the world | Pew Research Center](#)

PROTECTED CHARACTERISTICS

Age: Young People	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	The cost of owning and running a car is high, younger people may be less likely to be able to afford these costs, therefore they are more reliant on public transport. Adults under the age of 30 have more limited car access than other age groups but make greater use of buses, trains, and bicycles. Transport and inequality (publishing.service.gov.uk)
Mitigations:	Making improvements to the accessibility, availability, and reliability of buses will be of benefit to younger people as they utilise buses to access employment education, training, and activities. The minor improvements we are making to crossing facilities, at the junction, and the inclusion of wayfinding near the site will help contribute to the uptake in walking and cycling.
Age: Older People	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	Older people (70+) have more limited access to cars and a lower car use than adults aged 30-69. (Access to Transport and Life Opportunities (publishing.service.gov.uk)) Older people are more likely to have a disability or long-term health problem which could affect their ability to use transport (inclusive of mobility impairments, hearing impairments, and cognitive impairments). Some older people will require public transport staff to assist them when boarding/disembarking. Some older people may struggle with finding accurate and up to date pre-travel information, including timetables, accessible infrastructure, and information about ticketing. For example older people in Bristol may be less likely to be comfortable using digital services than average (Quality of Life Survey) and may not use digital tools associated with public transport, such as the iPoints, touch screen ticket machines, smartphones (for travel planning). (69% in older people vs. 82% in younger people). Ageing is linked with a reduction in car usage. This is because of worsening physical conditions, increased stresses of driving, car costs, and a reduced need to drive. (FS13: Future of Transport - Equalities and access to opportunity - rapid evidence review (publishing.service.gov.uk))
Mitigations:	Maintaining and improving the accessibility and availability of public transport is essential for this demographic, in doing so it will enhance the opportunities for older people to remain connected and maintain their independence.
Disability	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	Those with mobility impairments have more limited car access and lower car use than those without mobility impairments. Many Disabled people are reliant on the use of public transport despite experiencing a range of additional barriers and challenges when doing so. Around 60% of Disabled people have no access to a car and use the bus around 20% more than their non-Disabled counterparts. For wheelchair users obstructions such as bins or advertising boards can make the pedestrian environment particularly challenging. (Being disabled in Britain: a journey less equal Equality and Human Rights Commission (equalityhumanrights.com))
Mitigations:	Measures will look to improve the trip chain (route in which people take to get to bus stops), to ensure it is accessible to all users, such as the widening of footway areas near the junction. The long-term use of the public transport options facilitated at the Portway Park and Ride will help to improve the health of people who suffer from a respiratory illness and contribute toward improving air quality in Bristol.
Sex	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	Experiences of public transport are different depending on Sex. It has been found that women are less likely to take longer journeys, they are less likely to travel at night or on weekends due to perception of safety. Lack of perceived safety is due to a number of factors including reduced frequency, longer wait times, no or poor CCTV, and no real time information. Inadequate public transport creates barriers for women accessing employment and educational opportunities.

	Younger men between the ages of 16-19 are more likely to be victims of crime on the public transport network compared to men of all other age groups. (FS13: Future of Transport - Equalities and access to opportunity - rapid evidence review (publishing.service.gov.uk))
Mitigations:	Improving the punctuality, reliability, and journey times of buses will be beneficial in providing a better network for multiple journeys in a day. The Portway Park and Ride improvements should contribute to reducing barriers for women when access employment and education opportunities. Providing an integrated transport network will help make journeys more reliable and enable women to undertake a better-connected journey. Improving safety on the bus and around the stops is also an important consideration for younger men.
Sexual orientation	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	Low level of perceived safety on public transport or while waiting for public transport.
Mitigations:	The improvement to bus infrastructure to ensure the reliability of buses can help to improve the perception of safety, as passengers can be more reassured that the bus will show up on time
Pregnancy / Maternity	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	Public transport plays an important role in the social inclusion of many parents with young children. Parent with young children have been identified as vulnerable to social isolation. Exposure to poor air quality and pollutants can also affect the foetal development and cause low birth weights, premature births, stillbirths and miscarriages. (FS13: Future of Transport - Equalities and access to opportunity - rapid evidence review (publishing.service.gov.uk))
Mitigations:	The measures to be implemented as part of the Park and Ride bus access improvements will help to facilitate access to public transport and will be a benefit to this protected characteristic group as it will reduce the likelihood of social exclusion and it will improve connectivity. The improvements being proposed to the walking and cycling infrastructure could contribute to the uptake of active travel modes as part of a wider integrated sustainable travel network. The project will conform to the citywide ambition of pollution reduction and carbon neutrality, consequently reducing the impact of poor air quality on this demographic.
Gender reassignment	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	Safety when using public transport is currently a concern for Trans people.
Mitigations:	The Portway Park and Ride proposals aim to ensure the reliability of buses which can help to improve the perception of safety for passengers at bus stops, if they can be reassured that their bus will show up on time
Race	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	People from a Black or minoritised ethnic background are less likely to have access to a private vehicle (Lack of access to a vehicle is 41% for Black people, 30% for mixed ethnicity, and 21% for Asian - FS13: Future of Transport - Equalities and access to opportunity - rapid evidence review (publishing.service.gov.uk)) and make greater use of public transport (Access to Transport and Life Opportunities (publishing.service.gov.uk)) and live in densely populated areas increasing their exposure to air pollution (FS13: Future of Transport - Equalities and access to opportunity - rapid evidence review (publishing.service.gov.uk)). Black and Asian adults are less likely to participate in active travel, especially cycling. Some people from a Black, Asian and minority Ethnic background may fear racially motivated hate incidents when using public transport, thus potentially causing a barrier to the public transport network (FS13: Future of Transport - Equalities and access to opportunity - rapid evidence review (publishing.service.gov.uk)). Higher level 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.
Mitigations:	There is a higher reliance on public transport among some Black and minoritised ethnic communities to access employment and opportunities, by improving routes such as the Portway, connectivity to employment, education, and opportunities will be improved.

	<p>The provision of access to transport can help in reducing the exclusion of people from activities, services, and opportunities.</p> <p>The bus network and operational hours can affect the type of employment available to those who are reliant on it for travel.</p> <p>Ensuring the accessibility to affordable and sustainable modes of transport, such as the bus can be beneficial in improving air quality in densely populated areas – if bus journey times can be improved operators may be able to lower the price of tickets as the committed number of bus vehicles on that route can be reduced</p>
Religion or Belief	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	<p>Safety and the perception of safety is particularly important for a number of groups when using the pedestrian environment and public transport. This is inclusive of people from particular religions or faith communities.</p> <p>The geographical distribution of faith schools means that younger people at these schools may have to travel further distances to access a particular school.</p> <p>. Some religious groups tend to have a higher number of children and multi-generational households (Religion and household makeup around the world Pew Research Center). Travel barriers to larger families include, cost, journey planning and ease.</p>
Mitigations:	The Portway Park and Ride proposals aim to ensure the reliability of buses which can help to improve the perception of safety for passengers at bus stops, if they can be reassured that their bus will show up on time.
Marriage & civil partnership	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	There is no evidence to suggest that this protected characteristic group might experience transport in a different way.
Mitigations:	N/A
OTHER RELEVANT CHARACTERISTICS	
Socio-Economic (deprivation)	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	<p>People with lower incomes have considerably limited car access but only slightly lower car use than people with higher incomes. People with lower incomes make more use of buses.</p> <p>Transport costs and affordability are central to the impact of transport on inequality – if people are not able to get access to a place, they may not be able to access employment, education and training that would improve their prospects.</p> <p>Improving the provision for cycling can have a positive impact on employment opportunities.</p> <p>People who depend more on the bus network tend to be lower paid, live in more deprived areas and are more likely to turn down jobs due to transport issues, than those on higher incomes.</p> <p>Access to work is greatly improved by more accessible and affordable public transport opportunities.</p> <p>Affordability of transport is a key barrier to transport use for those living on low-incomes 26.7% of people in the most deprived 10% of the Bristol population said that that the lack of transport options prevents them from leaving home when they want to (Microsoft Power BI).</p> <p>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.</p> <p>Public transport has the potential to increase access to employment and education, in return creating economic prosperity – as long as the transport networks connect more deprived areas to centres of employment and education.</p>

Mitigations:	Improving the accessibility of buses will improve connectivity to education and training -which could have a positive impact on improving an individual's prospects. Ensuring there is public transport infrastructure in place within deprived areas could allow buses to serve said communities, which may result in a decline in transport-related employment issues. The provision of access to public transport interchanges will allow rail users to gain access to the wider, national rail network and city-wide bus network.
Carers	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
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:	
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

<ul style="list-style-type: none"> • Increasing the proportion of journeys made by public transport, walking and cycling will bring about improvements in air quality, particularly affecting those groups who live in densely populated areas. • It is hoped that the improvements included in this scheme will help encourage bus patronage and reduce the amount of people that use cars, consequently improving the air quality along the route. Better air quality will also benefit the health and wellbeing of residents local to the route. • Through potential walking and cycling infrastructure improvements, it is hoped that the scheme will encourage active travel and improve health and wellbeing. • Improving bus services, making them quicker, more efficient and broadening the network coverage will have beneficial impacts to all groups but particularly groups that are more reliant on buses as their primary mode of transport. This particularly applies to younger people, women, parents/carers with young families and Disabled people. A good network will enable all groups to access jobs, education and other services and opportunities. • Improving the physical accessibility to/from stops will particularly benefit Disabled people and parents/carers with young families.

Step 4: Impact

4.1 How has the equality impact assessment informed or changed the proposal?

What are the main conclusions of this assessment? Use this section to provide an overview of your findings. This summary can be included in decision pathway reports etc.

If you have identified any significant negative impacts which cannot be mitigated, provide a justification showing how the proposal is proportionate, necessary, and appropriate despite this.

Summary of significant negative impacts and how they can be mitigated or justified:

- There is a potential for negative impacts to be experienced by car users as a result of proposals that develop as part of the proposals. The operation of the junction will be modified to accommodate longer periods for pedestrians / cyclists to cross the whole junction at the bus entrance exit, and a longer green time will be given to buses travelling towards the city from the site as the stop line at the exit is pushed further back into the site. The resulting impact of this means that the delay at the junction could be more than it is currently, however the junction can still operate at an acceptable capacity. The justification for this is that, giving priority to sustainable transport methods will help ensure the reliability and punctuality of bus services, low public transport journey times, improved air quality through a reduction in traffic, and improved health and wellbeing through the uptake in active travel methods.

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

- Shorter bus journey times, better bus punctuality, and reliability along the A4 Portway, A4 Hotwell Road, and A4 Anchor Road
- Improved connectivity to education, jobs, and other services by sustainable modes of transport
- Improved air quality – improved health
- Improved physical accessibility to the bus network
- Improved pedestrian and cycle links – improved benefits of active travel
- Potential for improved public realm and tree planting opportunities

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
Statutory consultation to inform residents and stakeholders of the changes coming into effect. Ensure that engagement and public consultation is accessible and inclusive to all groups.	Project team	Autumn 2023
Monitor local data that informs the proposal, update scheme and EqIA as necessary – all groups.	Project team	Ongoing
Work with Arcadis to develop the full business case	Project manager + Project manager support	May 2022 – June 2023
Continue engagement with the cabinet member for transport.	Project manager	Ongoing
Improve bus reliability, punctuality, and journey times through measures identified as part of this project	Scheme project manager	Ongoing
Improve the physical and geographical connectivity to communities in Avonmouth and Lawrence Weston and beyond	Scheme project manager	Ongoing
Update the EqIA after all key milestones in the project – relevant to all groups	Project Manager	Ongoing

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


How will you know if you have been successful? Once the activity has been implemented this equality impact assessment should be periodically reviewed to make sure your changes have been effective your approach is still appropriate.

A monitoring and evaluation plan will be produced before the scheme is implemented so that it is ready to assess the benefits of the work. The plan will be considerate of issues set out in the Equalities Impact Assessment and the plan will help to inform updates to the Equalities Impact Assessment. There will be monitoring of general bus passenger usage, as well as more specific information from the Quality of Life Survey and the Transport Focus Annual Bus Passenger Survey.

There will be ongoing engagement with the Public Transport Safety and Equalities Group, and the Disabled people and older people pavement and roads advisory group, to monitor the outcomes of the scheme.

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: 31/5/2023	Date: 2.6.2023

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.