

Equality Impact Assessment [version 2.12]



Title: Detailed Five Year Programme for Application of Bristol Clean Air Zone net proceeds	
<input type="checkbox"/> Policy <input checked="" type="checkbox"/> Strategy <input type="checkbox"/> Function <input type="checkbox"/> Service <input type="checkbox"/> Other [please state]	<input type="checkbox"/> New <input checked="" type="checkbox"/> Already exists / review <input type="checkbox"/> Changing
Directorate: Growth and Regeneration	Lead Officer name: Alex Hearn
Service Area: Economy of Place	Lead Officer role: Director, Economy of Place

Step 1: What do we want to do?

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

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

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

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

The proposal is to agree a detailed programme for applying the net proceeds from the Bristol Clean Air Zone in to four thematic investment areas now that the council has been able to forecast income over the expected lifetime of the Clean Air Zone.

The four thematic areas are:

1. Improving public transport, including through funding the council’s contribution to the regional Transport Levy, and with additional investment for supported bus services.
2. Match funding for City Regional Sustainable Transport Settlement (CRSTS) to deliver improvements to public transport corridors and new active travel routes across the city and region.
3. Improving and maintaining infrastructure, to make improvements to the network and to maintain these to support ongoing and growing use of public transport, walking and cycling as alternatives to private car use.
4. Enabling local and neighbourhood transport schemes through funding for projects across the city

This is in line with the Bristol Clean Air Zone Charging Order (adopted 2022) and the Joint Local Transport Plan (adopted 2019).

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: The vast majority of citizens, visitors and in-commuters use the cities transport and highway network on a regular basis to access services and facilities, learn, work, provide care for others and to participate in leisure activities.		

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 proposal will provides funding for existing public transport services within the city and additional investment in supported bus services.

The proposal will match-fund significant capital investment in new public transport and walking and cycling infrastructure, providing greater connections and access to opportunities in the city and the region and help to ensure that the highway network is maintained to continue to support these connections.

The proposal will fund projects in local areas across the city, including through Area Committees that will result in changes to local highways and public realm.

Projects funded by the net proceeds may result in reallocation of road space through private vehicle parking restrictions, loading restrictions, changes to the public realm, relocation of blue badge parking bays, relocation of pedestrian crossing facilities and introduction of new bus and cycle lanes.

All initiatives can be expected to support the achievement of the objectives and policies of the Joint Local Transport Plan.

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: [How we measure equality and diversity \(bristol.gov.uk\)](http://bristol.gov.uk)

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 \(sharepoint.com\)](http://sharepoint.com). See also: [Bristol Open Data \(Quality of Life, Census etc.\); Joint Strategic Needs Assessment \(JSNA\); Ward Statistical Profiles.](http://sharepoint.com)

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 \(sharepoint.com\)](http://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](http://sharepoint.com) and [Stress Risk Assessment](http://sharepoint.com)

Data / Evidence Source [Include a reference where known]	Summary of what this tells us																																																																		
Car Ownership, (Census 2021)	Across Bristol 45.8% of households have access to 1 car or van; 21.6% have access to two cars of vans and 6.4% have access to 3 or more cars of vans. 26.2% of residents have no access to a car or a van																																																																		
Travel to Work, (Census 2021)	<p>Across Bristol 38.6% of people work mainly at or from home, 33.1% travel by car or van, 11.2% travel by foot, 6.1% by bus, minibus, or coach, and 5.2% by bicycle.</p> <p>In terms of distance, 12.9% travel less than 2km, 17.8% travel 2km to less than 5km, 10.6% travel 5km to 10km, and 38.6% work mainly from home.</p>																																																																		
Indicators, (Quality of Life Survey)	Across Bristol 25.1% of people feel a lack of transport options prevents them from leaving their home when they want to, 74.4% of people think traffic congestion is a problem locally, 5.3% of people for whom air pollution prevents them from leaving their home when they want to, 32.9% of people have changed they way they travel around Bristol due to climate change concerns, and 70.1% of people think air quality and traffic pollution is a problem locally.																																																																		
Quality of Life Survey 2022/23 – Final Report, (Quality of Life Survey) file (bristol.gov.uk)	<p>Overall, feedback regarding Transport from the Bristol Quality of Life survey showed that results in this section are worse than last year, and worse than results pre-pandemic. Satisfaction with the local bus service continued to fall significantly (38% from 49%) and fell even further in the most deprived areas (34% from 49%). Those taking ‘active travel’ (walk or cycle) to get to work also fell significantly (32%) and fell in the most deprived areas (23%). Only 1 in 4 (25%) now cycle at least once a week. However, 74% of people think ‘traffic congestion is a problem locally’, same as last year but significantly better than pre-pandemic; this is 63% in the most deprived areas.</p> <table border="1" data-bbox="480 1111 1289 1462"> <thead> <tr> <th>Category 2022</th> <th>Sub-Category 2022</th> <th>Issues Raised</th> <th>2022 Ranking</th> <th>2021 Ranking</th> <th>2020 Ranking</th> </tr> </thead> <tbody> <tr> <td>Transport</td> <td>Improve Buses and/or Public Transport</td> <td>819</td> <td>1</td> <td>1</td> <td>2</td> </tr> <tr> <td>Waste and street cleanliness</td> <td>Litter and/or Street Cleanliness</td> <td>323</td> <td>2</td> <td>4</td> <td>6</td> </tr> <tr> <td>Transport</td> <td>Reduce Congestion/ less cars</td> <td>276</td> <td>3</td> <td>2</td> <td>1</td> </tr> <tr> <td>Council Services</td> <td>Democracy and Governance</td> <td>225</td> <td>4</td> <td>3</td> <td>5</td> </tr> <tr> <td>Environment</td> <td>Air Pollution</td> <td>207</td> <td>5</td> <td>5</td> <td>3</td> </tr> <tr> <td>Transport</td> <td>Improve Cycling Facilities</td> <td>193</td> <td>6</td> <td>6</td> <td>4</td> </tr> <tr> <td>Transport</td> <td>Affordability of Public Transport</td> <td>167</td> <td>7</td> <td>16</td> <td>21</td> </tr> <tr> <td>Environment</td> <td>Parks and Green Spaces</td> <td>156</td> <td>8</td> <td>10</td> <td>14</td> </tr> <tr> <td>Community & Living</td> <td>Local Community and Facilities</td> <td>138</td> <td>9</td> <td>7</td> <td>7</td> </tr> <tr> <td>Housing</td> <td>House Price / Rent Affordability</td> <td>138</td> <td>9</td> <td>8</td> <td>13</td> </tr> </tbody> </table> <p>Of the top 10 issues raised within the Quality of Life survey categories, the proposal could directly or indirectly impact positively on improved bus/public transport, reduced congestion, air pollution, improved cycling facilities, parks and green spaces and local community and facilities.</p> <p>Satisfaction with the local bus service continued to fall significantly (38% from 49%) and fell even further in the most deprived areas (34% from 49%). Those taking “active travel” (walk or cycle) to get to work also fell significantly (32%), and fell in the most deprived areas (23%). Only 1 in 4 (25%) now cycle at least once a week. However, 74% of people think “traffic congestion is a problem locally”, same as last year but significantly better than pre-pandemic; this is 63% in the most deprived areas.</p> <p>27.4% of disabled people report issues with transport that stops them getting involved in their community compared with the Bristol average of 13.5% Fewer disabled people drive to work than the Bristol average (29.6% compared with 38.8%)</p>	Category 2022	Sub-Category 2022	Issues Raised	2022 Ranking	2021 Ranking	2020 Ranking	Transport	Improve Buses and/or Public Transport	819	1	1	2	Waste and street cleanliness	Litter and/or Street Cleanliness	323	2	4	6	Transport	Reduce Congestion/ less cars	276	3	2	1	Council Services	Democracy and Governance	225	4	3	5	Environment	Air Pollution	207	5	5	3	Transport	Improve Cycling Facilities	193	6	6	4	Transport	Affordability of Public Transport	167	7	16	21	Environment	Parks and Green Spaces	156	8	10	14	Community & Living	Local Community and Facilities	138	9	7	7	Housing	House Price / Rent Affordability	138	9	8	13
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17.6% of people within Black, Asian and minority ethnic groups take the bus to work compared with a Bristol average of 14.1% and 20.6% walk to work compared with a Bristol average of 17.6%

21.8% of the 10% most deprived people in the city take the bus to work compared with 14.1% Bristol average and 22.8% walk or cycle to work compared with a Bristol average of 32%

Various surveying

Citizens Assembly

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

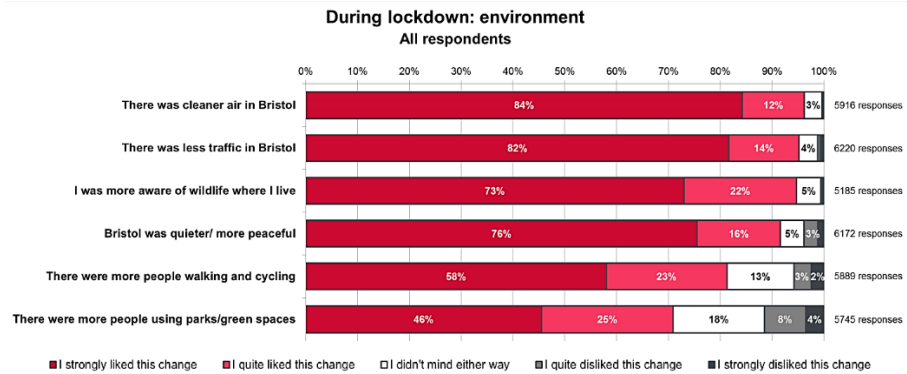
What changes should we make to our neighbourhoods to make how we travel easier, healthier and better for the environment"

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

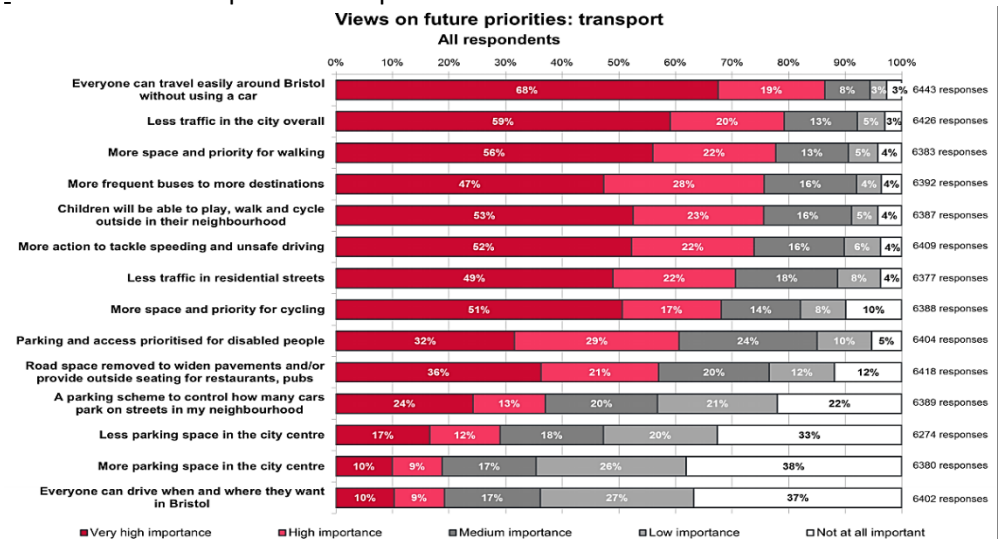
- *Fundamentally reimagine the places we live so that they are people centred (i.e. create liveable neighbourhoods)*
- *Developing a pilot program to showcase what could be achieved if a citywide approach to being carbon neutral was taken received*
- *Empower local communities in the decision-making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

'Your City our Future' Survey

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



In terms of future priorities respondents:



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 type="checkbox"/> Gender Reassignment |
| <input type="checkbox"/> Marriage and Civil Partnership | <input type="checkbox"/> Pregnancy/Maternity | <input checked="" type="checkbox"/> Race |
| <input 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 has not historically been included in statutory reporting. Census data is currently collected every 10 years. The ONS has also published mid-2020 population estimates. 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.

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 a change process 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.

The proposal does not consider the introduction of the Clean Air Zone or the preparation of the Order as this was undertaken prior to 2022. The proposal intends to apply net proceeds to deliver the policies and objectives of the Joint Local Transport Plan (JLTP) which was published in 2019 following public consultation by the Combined Authority, supported by Bristol City Council. The consultation process entailed in person, written, video, audio and digital simulator tools to be available to as wide an audience as possible, including those with protected characteristics. The exercise was supported by a professional advisory group to support interpretation of technical material. A full Equalities Impact Assessment was prepared for the JLTP and is available on the Combined Authority website [here](#).

Where the proposals make changes to transport services within the city, for example through investment in a major new bus route or cycling route with detailed design proposals, this will be supported by public consultation with Equalities Impact Assessments will be undertaken for these projects. The following proposals were also included within the Bristol City Council budget consultation process:

- Use of the net proceeds to fund the council's contribution to the Transport Levy (which supports public transport in the region);
- Use of net proceeds to fund improvements and maintenance to highway network assets to support the safe, accessible and reliable use of public transport, walking and cycling
- Use of net proceeds to deliver local and neighbourhood transport schemes, which will require funded service capacity and resources to deliver

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.

Where the proposals make changes to transport services within the city, for example through investment in a major new bus route or cycling route with options and design proposals funded by the City Regional Sustainable Transport Settlement, this will be supported by engagement and public consultation with Equalities Impact Assessments will be undertaken for these projects.

The proposal provides net proceeds to fund projects that can be developed through Area Committees and with local communities and engagement and consultation stages will be developed for these.

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 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)	
As individual projects progress through project maturity through the City Region Sustainable Transport Settlement (CRSTS) and Local and Neighbourhood Transport Schemes, individual Equalities Impact Assessments will explore further any specific adverse impacts upon groups with protected characteristics.	
Of the top 10 issues raised within the Quality of Life survey categories, the proposal could directly or indirectly impact positively on improved bus/public transport, reduced congestion, air pollution, improved cycling facilities, parks and green spaces and local community and facilities. Those with higher or lower than average satisfaction / dissatisfaction will be considered.	
PROTECTED CHARACTERISTICS	
Age: Young People	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Age: Older People	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Disability	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
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:	
Mitigations:	
Pregnancy / Maternity	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>

Potential impacts:	
Mitigations:	
Gender reassignment	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Race	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
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 type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
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 any other relevant groups as appropriate e.g. asylum seekers and refugees; care experienced; homelessness; armed forces personnel and veterans]	
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

Overall, the proposal is positive for Bristol's citizens because it enables the council to sustain and increase investment in public transport services and the maintenance of the highway network to enable public transport, walking and cycling at a time when the commercial viability of some bus services and local government funding is challenged. This can include those who may otherwise be disenfranchised from the labour market because of a lack of reliable transport options or those that rely on supported bus services.

The proposal also injects significant new investment in infrastructure projects that will further improve connections for people to learning, employment or community facilities in the city whether through match funding toward City Regional Sustainable Transport Settlement or Local and Neighbourhood Transport Schemes. Over time and in a growing city undergoing regeneration, more citizens including those with protected characteristics will be able to access opportunities without only having to rely on the private car.

Step 4: Impact

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

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

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

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

The proposal is for significant funding to be applied to the development and delivery of projects that will inevitably make changes to how people can move around the city through infrastructure for buses, walking and cycling. This could result in changes to on street parking (including for disabled users) or the location of bus stops. These impacts will be explored through project-specific Equalities Impact Assessments.

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

The proposal entails investment in public transport services and infrastructure and walking and cycling infrastructure which are both fundamental to how the city works and how citizens participate in work and learning, receive services and support the economy. The proposals provide funding for investment including for projects that will develop specific Equalities Impact Assessments. It can be anticipated that positive impacts and opportunities to promote the Public Sector Equality Duty through:

- Supporting safer, more inclusive, and accessible active travel, based on providing more equitable spaces and transport options for all people including those that share a protected characteristic and those who do not;
- Enabling more people to use more public transport and active travel options, including protected groups who may disproportionately rely on these forms of mobility over the private car; and
- Open up connections for people to access opportunities that can improve their lives because they may have greater access to learning, training, services and work that they may not otherwise benefit from.

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
Instruct project specific Equality Impact Assessment as proposals are developed to understand the adverse and positive impacts	Alex Hearn	0 to 5 years

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.

Capture learning through project specific Equality Impact Assessments of a similar type (for example walking and cycling projects) to understand if proposals can be improved, assessed and evaluated. Analysis of findings from future survey data to understand if people's experiences of the city, including those with protected characteristics change once projects are implemented.

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: John Smith, G&R Executive Director 
Date: 12/1/2024	Date: 12-01-2024

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.