

# Equality Impact Assessment [version 2.12]



Title: Transport Funding Bid - A432 (Fishponds Road)	
<input checked="" type="checkbox"/> Policy <input type="checkbox"/> Strategy <input type="checkbox"/> Function <input type="checkbox"/> Service <input type="checkbox"/> Other [please state]	<input checked="" type="checkbox"/> New <input type="checkbox"/> Already exists / review <input type="checkbox"/> Changing
Directorate: Economy of Place	Lead Officer name: Jacob Pryor
Service Area: City Transport	Lead Officer role: Policy, Bidding and Strategic Projects Team 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 \(EqIA\) \(sharepoint.com\)](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 transport bid is part of a national programme intended to treat the most high-risk roads in England to prevent fatal and serious road traffic injuries.

Bristol submitted a bid on Friday 17<sup>th</sup> November in partnership with South Gloucestershire Council for £2.275m. The bid development required the use of a road safety model which has produced a list of suggested improvements such as improved crossing points, continuous footways, and speed cushions. These measures will be subject to further technical approval and public engagement before they are progressed. There will be some measure of disruption while these improvements are being delivered which we will understand better once further technical and engagement work has been completed.

The council expects to hear back from the funder in early 2024 although no specific date has been given. The programme for this project will see us deliver the improvements over 2024/25 – 2025/26.

The proposal will be managed by Bristol City Council and awarded to a contractor for delivery of the works through Bristol Highways and Maintenance framework.

If Bristol is not successful with this bid, then the safety improvements identified will be considered for funding from other relevant funding sources.

The A432 is a major road which runs from Bristol city centre to Old Sodbury in South Gloucestershire – a length of approximately 22km.

Between 01.08.2020 to 01.08.2023 there have been 140 collisions on this section of the A432, comprised of 1 fatal, 11 serious and 128 slight collisions. This resulted in 149 casualties including 1 fatal, 6 serious and 26 slight pedestrian casualties, and 3 serious and 32 slight cycle casualties.

The bid will provide investment in safety improvements for pedestrians and cyclists using the route including speed tables, revised speed limits and new pedestrian crossings.

The scheme has been modelled to prevent over 65 casualties over the next 20 years.

This EQIA is intended as an analysis of the impacts on protected characteristic groups at this stage of the proposal's development. Further analysis will need to be undertaken as the scheme matures and the full details of the proposal are identified.

## 1.2 Who will the proposal have the potential to affect?

<input type="checkbox"/> Bristol City Council workforce	<input type="checkbox"/> Service users	<input checked="" type="checkbox"/> The wider community
<input type="checkbox"/> Commissioned services	<input 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: [How we measure equality and diversity \(bristol.gov.uk\)](https://www.bristol.gov.uk/what-we-do/equality-diversity-and-inclusion/how-we-measure-equality-and-diversity)

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 \(sharepoint.com\)](https://www.bristol.gov.uk/what-we-do/equality-diversity-and-inclusion/data-statistics-and-intelligence). See also: [Bristol Open Data \(Quality of Life, Census etc.\)](https://www.bristol.gov.uk/what-we-do/equality-diversity-and-inclusion/bristol-open-data); [Joint Strategic Needs Assessment \(JSNA\)](https://www.bristol.gov.uk/what-we-do/equality-diversity-and-inclusion/joint-strategic-needs-assessment); [Ward Statistical Profiles](https://www.bristol.gov.uk/what-we-do/equality-diversity-and-inclusion/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 \(sharepoint.com\)](https://www.bristol.gov.uk/what-we-do/equality-diversity-and-inclusion/hr-analytics) 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](https://www.bristol.gov.uk/what-we-do/equality-diversity-and-inclusion/employee-staff-survey-report) and [Stress Risk Assessment](https://www.bristol.gov.uk/what-we-do/equality-diversity-and-inclusion/stress-risk-assessment)

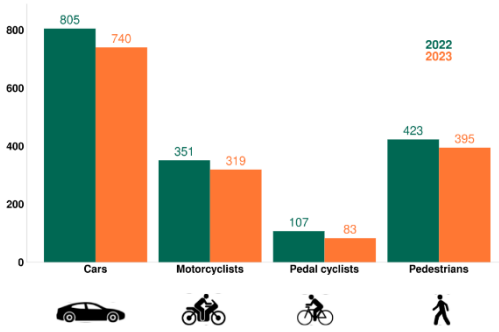
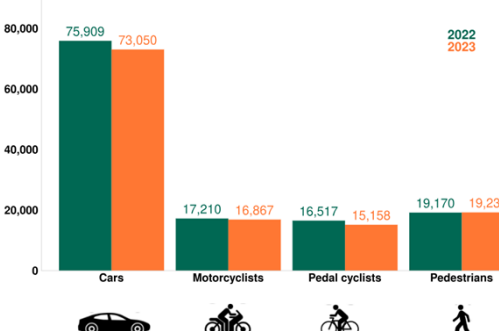
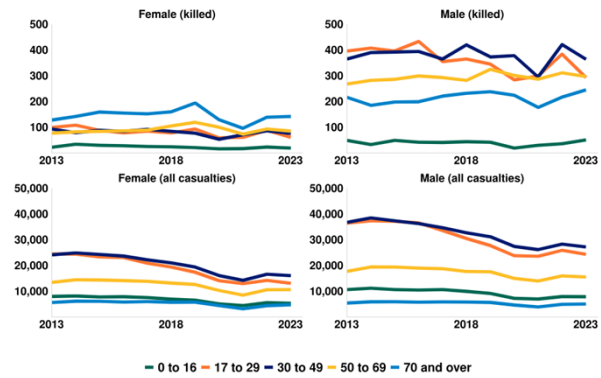
<p><b>Data / Evidence Source</b> [Include a reference where known]</p>	<p><b>Summary of what this tells us</b></p>																														
<p><i>Brake Road Safety Charity (2023)</i> [<a href="https://www.brake.org.uk/get-involved/take-action/mybrake/knowledge-centre/uk-road-safety">https://www.brake.org.uk/get-involved/take-action/mybrake/knowledge-centre/uk-road-safety</a>]</p>	<p>Based on a 10-year average from 2013-2022 someone is killed or seriously injured on our roads every 16 minutes</p>																														
<p><i>Reported road casualties in Great Britain, provisional estimates: year ending June 2023</i> (Department for Transport, 2023)</p>	<p>There were 29,429 killed or seriously injured in road traffic collisions in the UK in 2023.</p> <p>Car occupants comprised the biggest share of fatalities followed by pedestrians, motorcyclists, and pedal cyclists.</p> <p>Chart 4: Reported road fatalities by road user type, Great Britain, the year ending June 2023 (provisional) compared with the year ending June 2022 <a href="#">RAS9001</a></p>  <table border="1"> <thead> <tr> <th>Road User Type</th> <th>2022</th> <th>2023</th> </tr> </thead> <tbody> <tr> <td>Cars</td> <td>805</td> <td>740</td> </tr> <tr> <td>Motorcyclists</td> <td>351</td> <td>319</td> </tr> <tr> <td>Pedal cyclists</td> <td>107</td> <td>83</td> </tr> <tr> <td>Pedestrians</td> <td>423</td> <td>395</td> </tr> </tbody> </table> <p>Looking at overall casualties car occupants remain the highest followed by pedestrians, motorcyclists, and pedal cyclists.</p> <p>Chart 5: Reported road casualties by road user type, Great Britain, the year ending June 2023 (provisional) compared with the year ending June 2022 <a href="#">RAS9001</a></p>  <table border="1"> <thead> <tr> <th>Road User Type</th> <th>2022</th> <th>2023</th> </tr> </thead> <tbody> <tr> <td>Cars</td> <td>75,909</td> <td>73,050</td> </tr> <tr> <td>Motorcyclists</td> <td>17,210</td> <td>16,867</td> </tr> <tr> <td>Pedal cyclists</td> <td>16,517</td> <td>15,158</td> </tr> <tr> <td>Pedestrians</td> <td>19,170</td> <td>19,235</td> </tr> </tbody> </table> <p>Men are more likely to be killed or be a casualty while travelling, with men between the ages of 30-49 the most vulnerable. For women those aged 70 or over are most at risk of being killed on the road while the age group 30-49 are the most vulnerable to becoming a casualty.</p>	Road User Type	2022	2023	Cars	805	740	Motorcyclists	351	319	Pedal cyclists	107	83	Pedestrians	423	395	Road User Type	2022	2023	Cars	75,909	73,050	Motorcyclists	17,210	16,867	Pedal cyclists	16,517	15,158	Pedestrians	19,170	19,235
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Chart 6: Reported road fatalities and all casualties by age group and sex, Great Britain, the year ending June 2013 to the year ending June 2023 (provisional)



Safe Systems Approach to Road Safety 2015 to 2024 (Bristol City Council, 2015)

People living in more deprived areas in Bristol are more likely to be a victim of a road traffic collision.

In the period 2011 to 2013, the 25 most deprived Super Output Areas in Bristol had:

- 16% of casualties
- 15% of Killed or Seriously Injured casualties
- 19% of pedestrian casualties
- 18% of child casualties and
- 14% of elderly casualties

Whereas the 25 least deprived Super Output Areas had:

- 5% of casualties
- 6% of Killed and Seriously Injured casualties
- 4% of pedestrian casualties
- 3% of child casualties and
- 7% of elderly casualties.

Road Casualty Review 2021 (Bristol City Council 2021)

Casualties by age group in 2021 in Bristol were as follows:

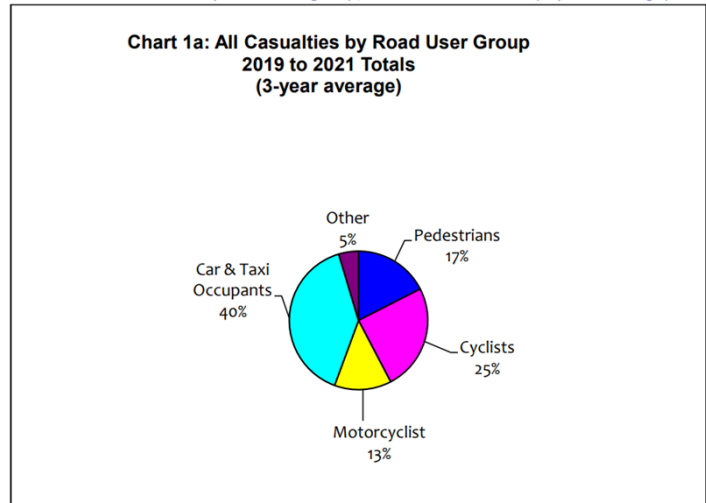
- Children 7.5% (n.69)
- Young Adults 16-24years 23.4% (n.214)
- Other Adults 25-59 years 62.7% (n.574)
- Elderly 6.4% (n.59)

Casualties by gender were as follows:

- Male 63%
- Female 37%

Vulnerable road users make up the biggest proportion of casualties despite posing little risk to others:

Chart 1a: All casualties by road user group, 2019 to 2021 totals (3-year average).



Based on 2019-21 pedestrian casualty rates per 100 thousand of population the **most vulnerable** age-group was **10-14 year olds**.

**Males** accounted for **58%** of all pedestrian casualties.

Based on 2019-2021 cycle user casualty rates per 100 thousand of the population the **most vulnerable** age-group were **30-34-year-olds**. **Males (67%)** were more likely to be a casualty using this mode.

Based on the 2019-21 motorcycle/moped user casualty rates per 100 thousand of the population, the **most vulnerable** age-group was 16-19 year-olds. **Males (79%)** were more likely to be a casualty using this mode.

Based on the 2021 overall casualty numbers, the **most vulnerable** age-group for Scooter Users is **18-22-year-olds** (predominantly male).

Based on the 2019-21 car-occupant casualty rates per 100 thousand of the population, the **most vulnerable** age group(s) for Car & Taxi Drivers was **40-44 year-olds** and **30-34 year-olds**. While for Car & Taxi Passengers it is **15-19** year-olds.

In 2021, 18-27 year-olds made up one quarter of the Car occupant casualties. Half of the Car occupant casualties were aged between 18 and 37 years of age.

Male and female casualties each made up around half of the Car occupant casualty total. However, males were more predominant as Car Driver casualties whereas females were more predominant as Car Passenger casualties.

*Male drivers three times more likely to be in road collisions with pedestrians (Guardian 2022)*

Men are more than 2.5 times more likely than women to kill or seriously injure a pedestrian.

Men are more likely to die in a road traffic collision compared to women. In 2021 men made up 78% of all deaths on the road.

<p><i>Pedestrian casualties higher among BAME people and in poor areas – study (Guardian 2021)</i></p>	<p>People living in deprived areas and those from minority ethnic backgrounds are notably more likely to be killed or injured as pedestrians on the roads.</p> <p>The research, using 10 years of casualties reported to the police across England and Wales, found black, Asian and minority ethnic (BAME) pedestrians living in poorer areas were more than three times as likely to be injured or die than white people in more affluent districts.</p> <p>White pedestrians in non-deprived areas had an average annual pedestrian casualty rate of 20 in every 100,000 people, it found. For BAME people in deprived places it was 62.</p> <p>Both ethnicity and deprivation appeared to play a role, with BAME pedestrians in better-off areas having a casualty rate of 24 for every 100,000, with a figure of 48 for white pedestrians living in deprived areas.</p>
<p>Road injuries in the National Travel Survey: under-reporting and inequalities in injury risk (Rachel Aldred, 2018)</p>	<p>The study highlights that for every mile walked, a low-income pedestrian is three times more likely to be injured by a motor vehicle than someone from a high-income household. It also reveals that disabled people are five times more likely to be injured than non-disabled people.</p>
<p><b>Additional comments:</b></p>	

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

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

National and local road safety statistics do not provide a breakdown of the following protected characteristics:

- Marriage and Civil Partnership
- Religion or Belief
- Disability
- Pregnancy/Maternity
- Gender Reassignment
- Race
- Sexual Orientation

These gaps will be reviewed to see whether they can be included in future monitoring and 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 funding bid outlined in the supporting cabinet report did not provide time for engagement prior to bid submission. Engagement with residents and councillors will be undertaken before measures are implemented to ensure groups with protected characteristics are included in decision making. The council will ensure that any consultation activity is inclusive by providing engagement materials in different languages where appropriate, ensuring that materials are accessible to those with a visual impairment and that any in-person events are in venues that are accessible in the broadest sense.

## 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.

Should Bristol be successful in receiving funding for the proposals outlined above and in the cabinet report then residents will be engaged over a 4-month period prior to delivery of the scheme. As with all transport schemes the engagement will seek to raise the voices of 'seldom heard' groups including those with protected characteristics to ensure a fair and representative sample of the city is reviewing the proposals.

## 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)

The evidence and statistics highlighted in section 2.1 suggest that certain groups are more likely to be involved in a road traffic collision than others. Men, Disabled People, people from a Black Asian or Minority Ethnic background, lower income groups and middle-aged people are typically more likely to become a road traffic casualty.



<b>PROTECTED CHARACTERISTICS</b>	
<b>Age: Young People</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	The analysis does suggest young people have a higher representation among road traffic casualties across some modes. but overall, they are not disproportionately impacted by these proposals.
Mitigations:	None required
<b>Age: Older People</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	There is no substantial evidence to suggest older people will be disproportionality impacted by this proposal
Mitigations:	None required
<b>Disability</b>	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	There is some impact to suggest that Disabled People will be disproportionately impacted by this proposal. This impact will be a positive one as Disabled People are more likely to be involved in a road traffic collision. Slower speeds and more crossing points will improve the experience for this group
Mitigations:	None required
<b>Sex</b>	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Men are more likely to be perpetrators and a victims of road traffic collisions. This proposal will improve overall road safety infrastructure providing a disproportionately positive outcome for this group
Mitigations:	None required
<b>Sexual orientation</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	There is no evidence to suggest this group will be disproportionately impacted by this proposal
Mitigations:	None required
<b>Pregnancy / Maternity</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	There is no evidence to suggest this group will be disproportionately impacted by this proposal
Mitigations:	None required
<b>Gender reassignment</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	There is no evidence to suggest this group will be disproportionately impacted by this proposal
Mitigations:	None required
<b>Race</b>	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	There is some impact to suggest that people from a Black, Asian or Minority Ethnic background will be disproportionately impacted by this proposal. This impact will be a positive one as people with from this group are more likely to be involved in a road traffic collision. Slower speeds and more crossing points will improve the experience for this group
Mitigations:	None required
<b>Religion or Belief</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	There is no evidence to suggest this group will be disproportionately impacted by this proposal
Mitigations:	None required
<b>Marriage &amp; civil partnership</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	There is no evidence to suggest this group will be disproportionately impacted by this proposal
Mitigations:	None required
<b>OTHER RELEVANT CHARACTERISTICS</b>	
<b>Socio-Economic (deprivation)</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/>



Potential impacts:	There is some impact to suggest that people from deprived areas will be disproportionately impacted by this proposal. This impact will be a positive one as people with from this group are more likely to be involved in a road traffic collision. Slower speeds and more crossing points will improve the experience for this group
Mitigations:	None required
<b>Carers</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	None required
<b>Other groups</b> [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

Yes. As outlined in section 2.1 and 3.1 the proposal should provide additional benefits to men, people from a Black, Asian or Minority Ethnic background, Disabled People and people living in deprived areas. Community engagement as part of the scheme development will help to identify ways in which we can maximise the benefits to these (and other) groups.

## 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 are no significant negative impacts of the proposal that the EQIA has identified

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

There are several positive impacts that have been identified through the EQIA which note that several groups who hold protected characteristics will be positively impacted.

### 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
Identify opportunities to maximise the benefits of the proposal through community engagement	Jacob Pryor	2024-2025
Identify opportunities to review and improve road safety data collection	Jacob Pryor	January 2024

Improvement / action required	Responsible Officer	Timescale


### 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.

Bristol City Council reports annually on road safety statistics. These reports will help to inform whether the proposal has delivered the benefits it is projected to.

### Step 5: Review

The Equality and Inclusion Team need at least five working days to comment and feedback on your EqIA. EqIAs should only be marked as reviewed when they provide sufficient information for decision-makers on the equalities impact of the proposal. Please seek feedback and review from the [Equality and Inclusion Team](#) before requesting sign off from your Director<sup>1</sup>.

<p><b>Equality and Inclusion Team Review:</b> <i>Reviewed by Equality and Inclusion Team</i></p>	<p><b>Director Sign-Off:</b></p> 
<p>Date: 4/1/2024</p>	<p>Date: 23<sup>rd</sup> February 2024</p>

<sup>1</sup> 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.