

Equality Impact Assessment [version 2.9]



Title: A4 Portway Strategic Corridor	
<input type="checkbox"/> Policy <input type="checkbox"/> Strategy <input type="checkbox"/> Function <input type="checkbox"/> Service <input checked="" type="checkbox"/> Other [Project]	<input checked="" type="checkbox"/> New <input type="checkbox"/> Already exists / review <input 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 A4 Portway is a work package under the wider strategic corridor work programme. The aim of the project is to deliver infrastructure changes that will make bus travel, walking, and cycling people's natural choice in mode of travel.

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

1. Improve the journey time, punctuality, and reliability of bus services along the corridor
2. Increase the proportion of trips made by bus, cycling and walking along the corridor
3. Reduce levels of air pollution and CO2 emissions along the corridor
4. Enhance streetscapes, public spaces and the urban environment along the corridor

The measures to be implemented as part of the project are needed, to enable 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.

An optioneering process will be complete as part of the business case and design process, however at this stage it is anticipated that the measures to be taken may be inclusive of bus priority measures, enhanced bus stop infrastructure, walking and cycling infrastructure improvements, and public realm improvements.

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

1.3 Will the proposal have an equality impact?

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

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

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

<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No	[please select]
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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
Open Data Bristol – Ward Statistical Profiles Microsoft Power BI	<ul style="list-style-type: none"> • Avonmouth and Lawrence Weston has a higher percentage of children under the age of 15 compared to the city average • Clifton, and Hotwells and Harbourside have a lower percentage of children under the age of 15, when compared to the city average • Avonmouth and Lawrence Weston has a lower percentage of young people aged 16-24 when compared to the city average • Clifton, Stoke Bishop, and Hotwells and Harbourside have a higher percentage of young people between the age of 16 and 24 when compared to the city average • Avonmouth and Lawrence Weston, and Stoke Bishop have a higher percentage of people over the age of 65 when compared to the city average

	<ul style="list-style-type: none"> • Hotwells and Harbourside, and Clifton, both have a lower percentage of people over the age of 65, when compared to the city average • Crime rates are higher than the city average (101.0 per 1,000 population) in Avonmouth and Lawrence Weston (103.0 per 1,000), and significantly higher in Hotwells and Harbourside (190.7 per 1,000) • Crime rates are lower than the city average in Clifton (51.2 per 1,000), and Stoke Bishop (52.7 per 1,000) • Avonmouth and Lawrence Weston has a significantly lower percentage of people from Black, Asian and Minority Ethnic background (6.8%), when compared to the city average (16%) • Clifton (11.4%), and Stoke Bishop (8.7%) have a lower percentage of people from Black, Asian, and Minority Ethnic background, when compared to the city average • Avonmouth and Lawrence Weston have a lower percentage of households with no access to a car or van (27.6%) when compared to the city average (28.9%) • Stoke Bishop has a significantly lower percentage of households with no access to a car or van (11.8%) when compared to the city average • Hotwells and Harbourside has a higher percentage of households with no car or van access (34%) when compared to the city average
<p><u>Bristol Quality of Life Survey 2021-2022 results</u></p> <p><u>Microsoft Power BI</u></p>	<ul style="list-style-type: none"> • Fear of crime is significantly higher in Avonmouth and Lawrence Weston (27.2%) when compared to the city average (19.4%) • Fear of crime is significantly lower than the city average in Clifton (8.4%), Hotwells and Harbourside (8.2%) and Stoke Bishop (11%) • Caring responsibilities are higher than the city average (3.2%) in Avonmouth and Lawrence Weston (3.3%) • Caring responsibilities are lower than the city average in Clifton (0.8%), Hotwells and Harbourside (1.7%) and Stoke Bishop (1.7%) • The percentage of people who have said that inaccessible public transport prevents them from leaving their home when they want is higher than the city average (11.8%) in Clifton (16%), Stoke Bishop (12.9%), and lower than the city average in Hotwells and Harbourside (10.7%) • Avonmouth and Lawrence Weston (12.9%) has a higher percentage of people that have a health condition or illness that limits their day to day activities a lot, when compared to the city average (7.7%) • Clifton (4.3%), and Hotwells and Harbourside (2.6%) have a lower percentage of people that have a health condition or illness that limits their day to day activities a lot, when compared to the city average. • A higher percentage of people in Avonmouth and Lawrence Weston (75%) believe air quality and traffic pollution is a problem locally, when compared to the city average (74.7%) • A lower percentage of people in Clifton (69.3%), Hotwells and Harbourside (73%), and Stoke Bishop (47.5%) believe that air quality and traffic pollution is a problem locally, when compared to the city average • The percentage of people who were victim of racial discrimination or harassment in the last year was lower than the city average (4.9%) in Avonmouth and Lawrence Weston (4.7%),

	<p>Stoke Bishop (2.9%), and Clifton (0%). It was higher than the city average in Hotwells and Harbourside (5%)</p> <ul style="list-style-type: none"> • Avonmouth and Lawrence Weston has a significantly higher percentage of obese people (30.9%) when compared to the city average (15.5%) • Clifton (8.3%), Stoke Bishop (15.2%), and Hotwells and Harbourside (8.9%) have a lower percentage of obese people when compared to the city average • Avonmouth and Lawrence Weston has a significantly higher percentage of people (13.1%) with no formal qualification when compared to the city average (7.6%) • The percentage of people without a formal qualification is lower than the city average in Clifton (5.4%), Hotwells and Harbourside (0%), and Stoke Bishop (1.7%) • A lower percentage of people in Avonmouth and Lawrence Weston (42%), Hotwell and Harbourside (42.4%), and Stoke Bishop (39.5%), are satisfied with the local bus service when compared to the city average (49.4%) • A significantly lower number of people are satisfied with the local bus service in Clifton (36%), when compared to the city average • 14% female respondents said inaccessible public transport stop them leaving the house when they want to (9.6% male) • Only 43.5% female and 47.5% satisfied with information on local bus services (49.5% overall satisfied with local bus service) • 12% female and 9% male take bus to work
<p><u>Open Data Bristol – Deprivation in Bristol 2019 (LSOA11)</u></p> <p><u>Deprivation in Bristol 2019 (LSOA11) – Open Data Bristol</u></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. • There are no neighbourhoods within Clifton in the 20% most deprived areas. • Stoke Bishop has one neighbourhood in the 20% most deprived areas in the country. • There are no neighbourhoods in Hotwells and Harbourside within the 20% most deprived areas in the country.
<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, NatCen, 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)
Children:	Data relevant: Children under the age of 15
Younger People:	Data relevant: Younger people between the ages of 16 and 24
Older People:	Data relevant: People over the age of 65
Sex (Female):	Data relevant: Fear of crime Caring responsibilities Public transport accessibility
Sex (Male):	Data relevant: Crime rates
Disability:	Data relevant: Health conditions that effect daily activities/movement Public transport accessibility Air quality Older people
Race:	Data relevant: Percentage of people from Black, Asian, Minority Ethnic communities Car availability Racial discrimination/harassment Public transport accessibility Fear of Crime Air quality
Pregnancy and Maternity:	Data relevant: Younger people Public transport accessibility Air Quality
Religion and Belief: Source:	Data relevant: Fear of crime Crime rates
Gender Reassignment:	Data relevant: Fear of crime
Sexual Orientation:	Data relevant: Fear of crime
Marriage and Civil Partnership:	

There is no evidence to suggest that this protected characteristic group might experience transport differently today.	
Poverty and Deprivation: Source:	Data relevant: Deprived neighbourhoods Levels of obesity Car ownership Satisfaction with public transport Public transport accessibility Fear of crime Air quality
Education, Language, and Literacy:	Data relevant: Levels of formal qualifications
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.

There are no gaps in the evidence base at this stage of the process. The assessment will be continuously reviewed throughout the course of the A4 Portway Strategic Corridor project to ensure that the evidence base is comprehensive and up to date.
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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.

The A4 Portway strategic corridor is in the early stages of the project lifecycle. Currently, only internal conversations and discussions with Bristol City Council teams has occurred through meetings and presentations. The project has been presented to the BCC Transport Steering Group, and BCC Quality Assurance Board. Decision makers on the BCC key decision pathway have also been informed of the emerging project.

Presentations have been delivered to First Bus and Stagecoach West, in their capacity as partners, to gain their support on the project.

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.

Engagement with residents and key stakeholders along the route is set to go live in June and will last for 6 weeks. The purpose of this early engagement exercise is to understand local issues and provide residents and stakeholders with a chance to input into the design process with measures that they would like to see. This engagement exercise will take the form of drop-in sessions, road show events, posters, leaflets, and an online survey. Engagement will be targeted at all demographics and will highlight the views of bus users.

A public consultation event will be run by Bristol City Council once the concept designs have been produced. The purpose of public consultation is to present residents and stakeholders with a set of proposed designs for the area, and acquire their thoughts, comments, feedback, and level of support, which will then feed into the design process again, prior to the completion of the preliminary designs, and the Bristol City Council Quality Assurance Stage 3 approval. It is likely the public consultation will take the form of drop-in sessions, posters, leaflets, online consultation events, and an online platform with a survey.

Finally, a statutory consultation event will be run by Bristol City Council to inform stakeholders and residents of the final preliminary designs before the designs are then subjected to the TRO process. The details of how the statutory will be carried out are yet to be determined.

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 from the proposal at this stage. It is acknowledged that existing local issues will become apparent as the project progresses through the engagement, and consultation exercises. 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.

There may be location specific issues that only present themselves later in the project.

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 are 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.
Mitigations:	<p>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.</p> <p>Improving the safety and security of public transport interchanges will be a benefit to this characteristic, the project will look to achieve this through the implementation of CCTV, Lighting and real time information.</p>
Age: Older People	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	<p>Older people (70+) have more limited access to cars and a lower car use than adults aged 30-69. 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.</p> <p>Older people in Bristol are 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).</p> <p>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.</p>
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. Enhancements to the bus stop infrastructure will improve accessibility for disabled people and those with a long-term health problem.
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 – such as a lack of accessible infrastructure at stops, stations, interchanges, and other locations on the trip chain. These barriers could include lack of accessible infrastructure at the stop or on the bus. 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.
Mitigations:	Essential that bus stops are made fully accessible for people within this protected characteristic. Improvements to bus stops will include raised kerbs, and adequate paving space for all users. Information relating to routes and tickets will be made accessible and inclusive to all making journeys easier and increasing the perceptions of safety. 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.

	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.
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 A4 Portway strategic corridor improvements should assist in 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 stop infrastructure to include elements such as CCTV, RTI, and lighting can help to improve the level of perceived safety among all groups when travelling on public transport.
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.
Mitigations:	The measures to be implemented as part of the Portway strategic corridor 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 enhancements made to bus stops will ensure that bus stops are fully accessible for parents with small children, especially where parents have pushchairs. The enhancements to bus stops along the route will ensure that stops have enough paving space for pushchairs and the raised kerb will help with the boarding/alighting process. There is potential for cycle infrastructure, and public realm improvements to be made as part of this project which would help encourage 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:	Perception of safety is currently a concern for people within this protected characteristic.
Mitigations:	The Portway Strategic Corridor will improve infrastructure at bus stops that will enhance feelings of safety. These improvements will come in the form of CCTV, Real Time Information and Lighting.
Race	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	People from a Black, Asian and minority ethnic background are less likely to have access to a private vehicle, be more reliant on public transport to access employment, and live in densely populated areas increasing their exposure to air pollution. 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. 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:	<p>There is a higher reliance on public transport among some Black, Asian, Minority Ethnic communities to access employment and opportunities, by improving routes such as the Portway, connectivity to employment, education, and opportunities will be improved. 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>Enhancing safety and security at the site will be vital in removing the barriers to bus usage among this protected characteristic group – provision of CCTV, RTI, and lighting will help tackle this barrier.</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.</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>The older generation may not have English as their first language, while younger people may have larger number of children. Barriers to families with a larger number of children include, cost, journey planning and ease.</p>
Mitigations:	<p>Safety and security both on the bus and at stops are a key consideration for this protected characteristic group. The measures to be implemented as part of this project should seek to help better the safety at shelters and stops along the route.</p> <p>All public engagement events and consultations will be made accessible to all citizens. This accessibility extends to include those who may not have English as their first language.</p>
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</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:	<p>Improving the accessibility of buses will improve connectivity to education and training -which could have a positive impact on improving an individual’s prospects.</p> <p>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.</p> <p>Safety at stops is set to be improved by lighting, CCTV, and real time information.</p> <p>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.</p>
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.

- The proposals are helping to create a safe and secure environment where passengers can wait for the bus, by potentially implementing CCTV, lighting, and real time information at bus stops.
- In addition to the benefits outlined above, the Portway corridor improvements will also include enhancements to the public realm.

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 Portway strategic corridor project. The options to be carried forward are not yet apparent, however it is anticipated that road space could be reallocated to prioritise sustainable mode of transport. If road space re-allocation is progressed as an option it can be justified in 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.
- The options may reveal potential negative impacts on some waiting and loading restrictions. Removal/amendments of some waiting and loading restrictions could significantly improve the reliability, punctuality, and journey times of public transport services that operate along the corridor.
- More negative impacts may arise following the engagement and public consultation, these will be addressed as they come up.

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
Early engagement and Public Consultation – ensuring the early engagement, and public consultation is conducted and actioned. Ensure that engagement and public consultation is accessible and inclusive to all groups.	Project team	June 2022 – November 2023
Monitor local data that informs the A4 Portway development, update scheme and EqIA as necessary – all groups.	Project team	Ongoing
Work with Arcadis to develop the concept designs and the outline business case	Project manager + Project manager support	May 2022 – January 2024
Continue engagement with the cabinet member for transport. Extend this engagement to the ward councillors affected by the scheme.	Project manager	Ongoing
Improve bus reliability, punctuality, and journey times through measures identified as part of this project	Scheme project managers	Ongoing
Improve safety on buses and at bus stops – all groups	Scheme project managers	Ongoing
Improve the physical and geographical connectivity to communities in Avonmouth and Lawrence Weston, Stoke Bishop, Clifton, and Hotwells and Harbourside	Scheme project managers	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: 27/5/2022	Date: 6.6.2022

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.

