

Equality Impact Assessment / Equality Analysis

(updated March 2022)

Title of service or policy	Journey to Net Zero: Reducing the Environmental Impact of Transport in Bath
Name of directorate and service	Environmental Services, Highways & Transportation
Name and role of officers completing the EIA	Nick Simons, Principal Transport Planner
Date of assessment	2nd March 2022

Equality Impact Assessment (or ‘Equality Analysis’) is a process of systematically analysing a new or existing policy or service to identify what impact or likely impact it will have on different groups within the community. The main aim is to identify any discriminatory or negative consequences for a particular group or sector of the community, and also to identify areas where equality can be better promoted. Equality impact Assessments (EIAs) can be carried out in relation to services provided to customers and residents as well as employment policies/strategies that relate to staffing matters.

This toolkit has been developed to use as a framework when carrying out an Equality Impact Assessment (EIA) or Equality Analysis. **Not all sections will be relevant – so leave blank any that are not applicable.** It is intended that this is used as a working document throughout the process, and a final version will be published on the Council’s website.

1.	Identify the aims of the policy or service and how it is implemented.	
	Key questions	Answers / Notes
1.1	Briefly describe purpose of the service/policy e.g. <ul style="list-style-type: none"> • How the service/policy is delivered and by whom • If responsibility for its implementation is shared with other departments or organisations • Intended outcomes 	A Transport Delivery Plan for Bath is required that provides a holistic approach for meeting the targets set out in the climate emergency declaration and provide a step change in public transport. The Journey to Net Zero plan will also include an evidence-based study for a mass transit system.
1.2	Provide brief details of the scope of the policy or service being reviewed, for example: <ul style="list-style-type: none"> • Is it a new service/policy or review of an existing one? • Is it a national requirement?). • How much room for review is there? 	The Journey to Net Zero plan will identifies the transport measures that we are proposing to deliver in the short, medium and long term up to 2030. Transport is responsible for 29% of carbon emissions within Bath and North East Somerset. Road traffic is a major contributor to both urban and global air pollution. Exposure to transport-related air pollution is damaging our health and our environment resulting in higher global temperatures, more droughts and flooding, more extreme weather events, a rise in sea levels and if left unchecked areas that will no longer be habitable by people.

		<p>High levels of car dependency, poor air quality and inactive lifestyles pose a major threat to public health. The quality of the public realm and green spaces are also impacted, and severance and noise caused by motorised traffic exacerbates this and deters the use of active modes. As well as impacting on physical health, it limits the integration and vitality of local communities and negatively affects quality of life</p> <p>The Journey to Net Zero plan therefore sets out to decarbonise and promote and transform cleaner and greener and more sustainable forms of transport through putting in place measures that will increase levels of cycling, walking and public transport usage (amongst those who are able to use these means of transport).</p> <p>The measures identified in the Journey to Net Zero will develop over time and provide an opportunity to create better connected, healthier and more sustainable communities for people to live and work in. It will help us tackle some of the biggest challenges we face today as a society; it will address climate emergency, road congestion and inequality whilst improving health, wellbeing and air quality.</p> <p>The Journey to Net Zero plan will include a separate detailed evidence-based study into what is possible in terms of a mass transit system in Bath, and what would work best for the city. This study will be developed alongside work currently taking place at a regional level to assess a new and ambitious mass transport system that will revolutionise the way we travel around the West of England.</p> <p>Work has already taken place to identify the existing and future transport issues facing Bath which are outlined in the Current and Future Report. The Liveable Neighbourhood policies were adopted in December 2020, and we now want to build on this with the Journey to Net Zero Plan to identify deliverable transport measures for those who live in, work in or</p>
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		visit Bath
1.3	Do the aims of this policy link to or conflict with any other policies of the Council?	<p>The aims and objectives of the Journey to Net Zero plan align with a host of other adopted transport policy both at a Council level and a West of England sub regional level. These include:</p> <ul style="list-style-type: none"> • The Joint Local Transport Plan 4 • The Placemaking Plan • Getting Around Bath Transport Strategy • The Local Cycling and Walking Infrastructure Plan • The West of England Bus Strategy • The Clean Air Zone • Liveable Neighbourhoods • West of England Mass Transit • The West of England Future Transport Zone • Active Travel Schemes • Bath City Centre Security

2. Consideration of available data, research and information

Monitoring data and other information should be used to help you analyse whether you are delivering a fair and equal service. Please consider the availability of the following as potential sources:

- **Demographic** data and other statistics, including census findings
- Recent **research** findings (local and national)
- Results from **consultation or engagement** you have undertaken
- Service user **monitoring data** (including ethnicity, sex, disability, religion/belief, sexual orientation and age)
- Information from **relevant groups** or agencies, for example trade unions and voluntary/community organisations
- Analysis of records of enquiries about your service, or **complaints** or **compliments** about them
- Recommendations of **external inspections** or audit reports

	Key questions	Data, research and information that you can refer to
2.1	What equalities training have staff received to enable them to understand the needs of our diverse community?	Staff have received equalities training covering the Equality Act 2010
2.2	What is the equalities profile of service users?	The policies contained in the Journey to Net Zero transport plan will impact everyone who travels into and around Bath. The need to move around and travel is a basic human requirement,
2.4	Are there any recent customer satisfaction surveys to refer to? What were the results? Are there any gaps? Or differences in experience/outcomes?	<p>The Council takes part each year in the National Highways and Transport Survey, a questionnaire that is issued to residents across the authority to gauge and assess existing levels of public satisfaction in a number of transport related areas across the district.</p> <p>The survey includes questions on a number of different areas relating to transport including levels of satisfaction on access including for disabled people and those without access to a car. The results of the survey for Bath and North East Somerset Council indicate a 64% level of satisfaction in access for disabled people compared to a national average of 66%. Levels of satisfaction in</p>

		access for those with no access to a car are reported as being 71% within Bath and North East Somerset compared to a national average of 70%.
2.5	What engagement or consultation has been undertaken as part of this EIA and with whom? What were the results?	<p>Two public consultations have been undertaken on the Journey to Net Zero including a 6 week consultation from 15th January to 1st March 2021 and a later more detailed consultation that ran from 10th January 2022 to 7th February 2022. The first consultation gave individuals and stakeholders an opportunity to put forward transport measures to deliver in Bath in the short, medium and long term. The second consultation asked for people opinion on those schemes that had been put forward and identified in the draft Journey to Net Zero plan.</p> <p>The first consultation included an opportunity for Blue Badge holders to provide us with detailed comments on how to create a more accessible environment in Bath. The responses from this question were analysed and have been feed into and form a separate chapter within the consultation report. In addition to the open question specifically for Blue Badge holders, a further opportunity was given for any additional comments at the end of the survey which allowed those disabled individuals who aren't blue badge holders to feedback comments including those who travel by other modes other than the private car.</p> <p>Both consultations asked whether respondents identified themselves as disabled. This question allowed us to analyse separately those responses given by disabled individuals to the closed questions contained in the consultation.</p> <p>Finally, in addition to the online questionnaires for each of the consultations a number of public webinar meetings were held that allowed members of the public to ask any questions they may have both on the Journey to Net Zero plan and transport in general in</p>

		<p>Bath. These sessions was open to anyone from the general public and were well attended. Following on from the public webinars a number of separate online meetings were arranged with key stakeholders and interest groups from a range of sectors. One such meeting included stakeholders representing the views of those individuals with protected characteristics as set out in the Equality Act. Those invited included:</p> <ul style="list-style-type: none"> • The Independent Equalities Advisory Group • Royal National Institute for the Blind • Youth Connect South West • Off The Record (B&NES) • Independence at Home • Bath/ Keynsham & District Mencap Society • Bath Mind • Black South West Network • U3A Bath • Age UK Bath • SARI - Stand Against Racism & Inequality • Bath Polish Association • SPACE LGBT Youth Group • Bath Gender Equality Network • Access Bath • The Stroke Association • Action on Hearing Loss
2.6	If you are planning to undertake any consultation in the future regarding this service or policy, how will you include equalities considerations within this?	No more public consultations are planned for the Journey to Net Zero Plan.

3. Assessment of impact: 'Equality analysis'

Based upon any data you have considered, or the results of consultation or research, use the spaces below to demonstrate you have analysed how the service or policy:

- Meets any particular needs of equalities groups or could help promote equality in some way.
- Could have a negative or adverse impact for any of the equalities groups

		Examples of what the service has done to promote equality	Examples of actual or potential negative or adverse impact and what steps have been or could be taken to address this
3.0	All groups	<p>Transport is not an aim in itself, it is mobility and accessibility - the ability for people to move from place to place and access services, employment and facilities. Car use is a mobility tool, but there are other mobility tools available (e.g. walking, cycling, public transport) which are more affordable and have fewer negative impacts on society. However it is recognised that for some disabled people, car usage is essential and necessary, as walking, cycling and public transport are not an option.</p> <p>Car usage is inherently inequitable as the most advantaged in our society tend to have greater access and benefit the most, whilst the least advantaged tend to have lesser access and suffer the most disadvantages. It is intended that the</p>	

		<p>policy discourages unnecessary car usage and plays a part in reducing vehicle mileage per person in the District, which is a key part of the Climate Emergency target. In doing so it intends to reduce the impact of car travel, including safety, severance, health (including air quality and inactivity), carbon, and congestion. Many of these impacts disproportionately affect groups with protected characteristics, who also typically have lower levels of car ownership and usage. The Transport Plan will set out measures to improve walking and cycling environments and potentially enhance public transport through reduced congestion. However, it also recognises that car travel is an essential component of mobility for many in the District, and therefore the intention is to design policy to safeguard against potential negative impacts in terms of reducing mobility, particularly for disadvantaged groups.</p> <p>By reducing the impact of car travel, supporting availability of travel choices, and safeguarding necessary car usage, the policy objectives are considered to be inherently equitable. As details of the policy are developed, these will link back to the objectives and equality to ensure alignment.</p>	
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3.1	Sex – identify the impact/potential impact of the policy on women and men.	According to national statistics women are less likely to have access to a car than men and more likely to have more complex travel patterns that are not easy to undertake, especially in areas of poor connectivity. The Council's policies on transport aims to overcome this issue by increasing the number and availability of transport options available to everyone.	<p>In aiming to reduce car usage there is a risk that it could reduce mobility for those reliant on cars to get around which given the complex travel patterns of women may mean that this group are disproportionately affected.</p> <p>The Journey to Net Zero will seek to increase the availability of realistic, accessible and affordable transport options for travel into, within and around Bath. By reducing the impact of car travel, supporting availability of travel choices, and safeguarding necessary car usage, the policy objectives are considered to be inherently equitable.</p> <p>Women in particular may be reluctant to walk, cycle or use public transport because of fears of sexual harassment. Safety issues will need to be considered at design and implementation stages.</p>
3.2	Pregnancy and maternity	No Issues identified as yet	<p>The policies contained in the Journey to Net Zero will link with other transport, environmental and health policies in place or currently being developed across Bath and North East Somerset that will increase existing levels of safety and perceived levels of safety for parents, carers and children.</p> <p>The Journey to Net Zero will also explore the issue of parking within Bath. Increased demand for car usage can lead to inappropriate parking sometimes resulting in</p>

			<p>pavement parking, disproportionately affecting those with pushchairs and mobility devices. Policy will aim to minimise this risk through ensuring that parking measures aimed at restricting car usage and ownership are appropriate to levels of accessibility by alternative modes and suitable controls on overspill parking.</p>
3.3	<p>Gender reassignment – identify the impact/potential impact of the policy on transgender people</p>	<p>No Issues identified as yet</p>	<p>The Journey to Net Zero will seek to increase the availability of realistic, accessible and affordable transport options for travel into, within and around Bath. By reducing the impact of car travel, supporting availability of travel choices, and safeguarding necessary car usage, the policy objectives are considered to be inherently equitable.</p> <p>It is acknowledged that transgender people can be the targets of abuse and hate crime, and therefore safety issues will need to be considered at implementation stages.</p>
3.4	<p>Disability - identify the impact/potential impact of the policy on disabled people (ensure consideration both physical, sensory and mental impairments and mental health)</p>	<p>Policy will ensure that improvements in access for disabled people are secured alongside providing suitable accessible parking for disabled people who rely on a car for mobility. Ensuring mobility and accessibility for disabled groups is about more than parking. It includes creating spaces that support movement safely on foot, by wheelchair, and by bicycle. It includes thinking carefully about the design of public transport to enable access, and also ensuring that the needs</p>	<p>Planned restrictions on vehicle use in the city centre and the re-allocation of road space could result in disabled people who are Blue Badge holders having to travel further on foot which may result in many no longer being able to travel into the city centre.</p> <p>The Journey to Net Zero will seek to increase the availability of realistic, accessible and affordable transport options for travel into, within and around Bath for disabled individuals. We will as part of the Plan look</p>

		<p>of those who use adapted and assisted mobility devices are taken into account, e.g. adapted bicycles, mobility scooters. The Journey to Net Zero will contribute policy to all of these elements.</p>	<p>specifically at disabled access in Bath and look at ways in which this existing level of accessibility can be improved upon including improvements to public transport accessibility which will reduce the need to travel into Bath by car. By reducing the impact of car travel, supporting availability of travel choices, and safeguarding necessary car usage, the policy objectives are considered to be inherently equitable.</p> <p>We acknowledge that as a consequence of the Covid-19 pandemic levels of public transport use has reduced dramatically over the past 24 months especially amongst disabled people, many of whom have been shielding over the past 24 months. Whilst we believe that this is a short-term effect of the pandemic it is likely to take an extended period before public transport usage is back to pre-pandemic levels.</p>
3.5	Age – identify the impact/potential impact of the policy on different age groups	<p>Locally there is an ageing population which has its own distinct travel needs. Older people rely increasingly on others to gain access to services, especially in rural areas where local facilities and public transport are lacking or limited. The Council's policies on transport aims to overcome this issue by promoting independence and increasing the number and availability of transport options available to everyone.</p>	<p>Planned restrictions on vehicle use in the city centre and the re-allocation of road space could result in elderly people having to travel further on foot which may result in many no longer being able to travel into the city centre.</p> <p>The Journey to Net Zero plan will seek to increase the availability of realistic, accessible and affordable transport options for travel into, within and around Bath for elderly individuals. We will as part of the Plan look at access in Bath and look at ways in which this existing</p>

			<p>level of accessibility can be improved upon including improvements to public transport accessibility which will reduce the need to travel into Bath by car. By reducing the impact of car travel, supporting availability of travel choices, and safeguarding necessary car usage, the policy objectives are considered to be inherently equitable.</p> <p>We acknowledge that as a consequence of the Covid-19 pandemic levels of public transport use has reduced dramatically over the past 24 months especially amongst elderly people, many of whom have been shielding over the past 24 months. Whilst we believe that this is a short-term effect of the pandemic it is likely to take an extended period before public transport usage is back to pre-pandemic levels.</p>
3.6	Race – identify the impact/potential impact on across different ethnic groups	No Issues identified as yet	<p>The Journey to Net Zero will seek to increase the availability of realistic, accessible and affordable transport options for travel into, within and around Bath. By reducing the impact of car travel, supporting availability of travel choices, and safeguarding necessary car usage, the policy objectives are considered to be inherently equitable.</p> <p>It is acknowledged that consideration will need to be paid to racial abuse and hate crime, and safety issues will need to be considered at implementation stages.</p>

3.7	Sexual orientation - identify the impact/potential impact of the policy on lesbian, gay, bisexual, heterosexual people	No Issues identified as yet	<p>The Journey to Net Zero will seek to increase the availability of realistic, accessible and affordable transport options for travel into, within and around Bath. By reducing the impact of car travel, supporting availability of travel choices, and safeguarding necessary car usage, the policy objectives are considered to be inherently equitable.</p> <p>It is acknowledged that consideration will need to be paid to homophobic abuse and hate crime, and safety issues will need to be considered at implementation stages.</p>
3.8	Marriage and civil partnership – does the policy/strategy treat married and civil partnered people equally?	No Issues identified as yet	<p>The Journey to Net Zero will seek to increase the availability of realistic, accessible and affordable transport options for travel into, within and around Bath. By reducing the impact of car travel, supporting availability of travel choices, and safeguarding necessary car usage, the policy objectives are considered to be inherently equitable.</p>
3.9	Religion/belief – identify the impact/potential impact of the policy on people of different religious/faith groups and also upon those with no religion.	No Issues identified as yet	<p>The Journey to Net Zero will seek to increase the availability of realistic, accessible and affordable transport options for travel into, within and around Bath. By reducing the impact of car travel, supporting availability of travel choices, and safeguarding necessary car usage, the policy objectives are considered to be inherently equitable.</p>
3.10	Socio-economically disadvantaged* – identify the impact on people who are disadvantaged due to factors	No Issues identified as yet	<p>The Journey to Net Zero will seek to increase the availability of realistic, accessible and affordable transport options for travel into, within and around Bath. By reducing the</p>

	like family background, educational attainment, neighbourhood, employment status can influence life chances (this is not a legal requirement, but is a local priority).		impact of car travel, supporting availability of travel choices, and safeguarding necessary car usage, the policy objectives are considered to be inherently equitable.
3.11	Rural communities* – identify the impact / potential impact on people living in rural communities	Bath attracts large numbers of people from outside of the city each day for leisure, education and work. So, as well as improving connections around the city, the Journey to Net Zero will also consider how we can improve transport provision for those travelling into Bath from those rural communities that surround the city.	Planned restrictions on vehicle use within Bath, and the re-allocation of road space could result in those from rural areas who are currently reliant on their car to travel into Bath no longer being able to access areas of the city due to a lack of an alternative, The Journey to Net Zero will seek to increase the availability of realistic, accessible and affordable transport options for travel into, within and around Bath

There is no requirement within the public sector duty of the Equality Act to consider groups who may be disadvantaged due to socio economic status, or because of living in a rural area. However, these are significant issues within B&NES and have therefore been included here.

4. Bath and North East Somerset Council & NHS B&NES Equality Impact Assessment Improvement Plan

Please list actions that you plan to take as a result of this assessment/analysis. These actions should be based upon the analysis of data and engagement, any gaps in the data you have identified, and any steps you will be taking to address any negative impacts or remove barriers. The actions need to be built into your service planning framework. Actions/targets should be measurable, achievable, realistic and time framed.

Issues identified	Actions required	Progress milestones	Officer	By when
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			responsible	
A need to ensure that the views and experiences of those with protected characteristics who will potentially be disproportionately impacted by the Journey to Net Zero Plan are sought and considered when developing the final Plan.	Ensure that the final Plan takes account of views across all spectrums of society within Bath and North East Somerset including those with protected characteristics.	Approval – May 2022	Nick Simons	March 2022

5. Sign off and publishing

Once you have completed this form, it needs to be ‘approved’ by your Divisional Director or their nominated officer. Following this sign off, send a copy to the Equalities Team (equality@bathnes.gov.uk), who will publish it on the Council’s and/or NHS B&NES’ website. Keep a copy for your own records.

Signed off by:

(Divisional Director or nominated senior officer)

Date: