



**Bath and
North East Somerset**

**Bath & North East
Somerset Council**

Working together for health & wellbeing

Equality Impact Assessment / Equality Analysis

Title of service or policy	Kennet and Avon Towpath improvements and cycle parking
Name of directorate and service	Environmental Services – Highways & Parking
Name and role of officers completing the EIA	Alison Sherwin – Senior Engineer (Accessibility and Cycling)
Date of assessment	October 2015

Equality Impact Assessment (or 'Equality Analysis') is a process of systematically analyzing a new or existing policy or service to identify what impact or likely impact it will have on different groups within the community. The primary concern is to identify any discriminatory or negative consequences for a particular group or sector of the community. Equality impact Assessments (EIAs) can be carried out in relation to service delivery as well as employment policies and strategies.

This toolkit has been developed to use as a framework when carrying out an Equality Impact Assessment (EIA) or Equality Analysis on a policy, service or function. It is intended that this is used as a working document throughout the process, with a final version including the action plan section being published on the Council's and NHS Bath and North East Somerset's websites.

1. Identify the aims of the policy or service and how it is implemented.		
	Key questions	Answers / Notes
1.1	<p>Briefly describe purpose of the service/policy including</p> <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 	<p>This Kennet an Avon canal towpath improvements are being designed by B&NES council in partnership with the Canals & Rivers Trust (CRT) and delivered by CRT within the "National Engineering and Construction Framework Contract 2015-21".</p> <p>The primary outcome will be an improved canal towpath between Bathampton and Beckford Road for all users all year round.</p> <p>The other element to this project, the installation of additional cycle parking throughout B&NES is to encourage more people to cycle short journeys to the local shops and other trip generators such as schools, rather than use cars.</p>
1.2	<p>Provide brief details of the scope of the policy or service being reviewed, for example:</p> <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? 	<p>Within the Joint Local Transport Plan encouraging and Bath Transport Strategy an increase of cycling plays a key part in tackling congestion, especially for journeys of less than 5 miles.</p>
1.3	<p>Do the aims of this policy link to or conflict with any other policies of the Council?</p>	<p>The schemes are in line with the Council's priorities of the West of England Joint Local Transport plan 3 and Bath Transport Strategy.</p>

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, gender, 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 report.

	Key questions	Data, research and information that you can refer to
2.1	What is the equalities profile of the team delivering the service/policy?	The team is comprised of people of different ethnicities (white British, Eastern European, Mediterranean, South American and Asian), sex, age (ranging from early twenties to late fifties), religion and sexual orientation. .
2.2	What equalities training has staff received?	The majority of staff in the team has received some equalities training.
2.3	What is the equalities profile of service users?	The people who will benefit from the scheme are the cyclists, pedestrians and disabled users who use the network. Their equalities profile is considered not applicable for this proposal as it is based on improving the cycle/pedestrian network for them and all other road users by providing a safer environment for all.

2.4	What other data do you have in terms of service users or staff? (e.g. results of customer satisfaction surveys, consultation findings). Are there any gaps?	The consultation events invited comments from a wide range of users and contact was made with local and national user groups.
2.5	What engagement or consultation has been undertaken as part of this EIA and with whom? What were the results?	<p>The C&RT have already carried out a Scoping Environmental Appraisal which has flagged issues regarding listed bridges and buildings and working within a Conservation Area, for example. The C&RT will build on this initial assessment by carrying out a full Environmental Appraisal which will further highlight areas that require consultation with specialist national and local organisations. On 28th and 29th August 2015 two public consultation events were held to establish towpath user's views on the towpath improvement proposals. This was done by questionnaire. There was also the opportunity to complete an on line questionnaire up to 11th September 2015. Invitations to the consultation events were sent out to local Councillors, local user groups, local residents, anglers, boaters, and national user groups. The consultation events were advertised by the erection of posters along the towpath, the distribution of leaflets and via the media. Stakeholders directly affected by the proposals were invited by letter to the consultation events.</p> <p>The results are detailed in the Single member Decision report. In summary there is support for the improvements but concerns about speeding cyclists.</p>
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?	N/A

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

	<p>you have analysed how the service or policy:</p> <ul style="list-style-type: none"> ● Meets any particular needs of equalities groups or helps promote equality in some way. ● Could have a negative or adverse impact for any of the equalities groups 		
		<p>Examples of what the service has done to promote equality</p>	<p>Examples of actual or potential negative or adverse impact and what steps have been or could be taken to address this</p>
3.1	<p>Gender - identify the impact/potential impact of the policy on women and men.</p>	<p>All of the proposals are non-gender specific, and will affect / benefit everyone equally.</p>	<p>N/A</p>
3.2	<p>Pregnancy and maternity -</p>	<p>The proposed towpath improvements will improve access for people with pushchairs.by providing a wider path and smooth hard surface for all year round access.</p>	<p>N/A</p>
3.3	<p>Transgender - identify the impact/potential impact of the policy on transgender people.</p>	<p>See comments contained within item no. 3.1 above.</p>	<p>N/A</p>
3.4	<p>Disability - identify the impact/potential impact of the policy on disabled people (ensure consideration both physical and mental impairments).</p>	<p>The proposed towpath improvements will improve access for all by providing a wider path and smooth hard surface for all year round access.</p>	<p>There are concerns that by improving the path, surface there will be more speeding cyclists. It is considered that robust signage implemented in accordance with the C&RT document "Better Towpaths for Everyone" and ongoing safety education (which could include CRT Share the Space events on the towpath) would provide sufficient information to remind all users of how to behave courteously on the towpath.</p>

3.5	<p>Age - identify the impact/potential impact of the policy on different age groups.</p>	<p>The proposed towpath improvements will improve access for all.</p>	<p>There are concerns that by improving the path, surface there will be more speeding cyclists making the elderly and young children more vulnerable on the towpath. It is considered that robust signage implemented in accordance with the C&RT document "Better Towpaths for Everyone" and ongoing safety education (which could include CRT Share the Space events on the towpath) would provide sufficient information to remind all users of how to behave courteously on the towpath.</p>
3.6	<p>Sexual orientation - identify the impact/potential impact of the policy on lesbians, gay, bisexual & heterosexual people.</p>	<p>See comments contained within item no. 3.1 above.</p>	<p>N/A</p>
3.7	<p>Marriage and civil partnership - does the policy/strategy treat married and civil partnered people equally?</p>	<p>See comments contained within item no. 3.1 above.</p>	<p>N/A</p>
3.8	<p>Religion/belief - identify the impact/potential impact of the policy on people of different religious/faith groups and also upon those with no religion.</p>	<p>See comments contained within item no. 3.1 above.</p>	<p>N/A</p>

3.9	Socio-economically disadvantaged - identify the impact on people who are disadvantaged due to factors like family background, educational attainment, neighbourhood, employment status can influence life chances.	See comments contained within item no. 3.1 above.	N/A
3.10	Rural communities - identify the impact / potential impact on people living in rural communities.	See comments contained within item no. 3.1 above.	N/A

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. 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 responsible	By when
Concerns about speeding cyclists on path users	It is considered that robust signage implemented in accordance with the C&RT document "Better Towpaths for Everyone" and ongoing safety education (which could include CRT Share the Space events on the towpath) would provide sufficient information to remind all users of how to behave courteously on the towpath.	Positive feedback from path users	Alison Sherwin	Jan 2017

improvements will benefit people with a range of mobility and visual impairments							
--	--	--	--	--	--	--	--

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: 22nd October 2015