

Equality Impact Assessment / Equality Analysis

Title of service or policy	Chew Valley Lake Recreational Trail
Name of directorate and service	Transport Planning Policy
Name and role of officers completing the EIA	Alison Sherwin Senior Engineer (Accessibility and cycling) Sarah Jackson Green Infrastructure Coordinator
Date of assessment	2.10.19

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 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	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 	CVLRT is a project to deliver a multiuser recreational route around Chew Valley Lake in partnership with Bristol Water, West Of England Rural Network, Mendip Hills Area of Outstanding Natural Beauty (AONB) , CVLRT Charity Incorporated Organisation (CIO) and Sustrans B&NES is the accountable body for the scheme funding through the Rural Payments Agency. Implementation is responsibility of the Council together with Bristol Water and the CIO through a Project Management Board. Outcome is an all weather, accessible route that will provide accessible off road route for local community and tourists.
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? 	This is a new project that will link and improve existing sections of route. The scheme has obtained planning permission but detailed construction drawings have yet to be completed. These can take account of any suggested improvements identified through this EIA/EA.
1.3	Do the aims of this policy link to or conflict with	No conflicts – having been subject to planning application process policies

	any other policies of the Council?	regarding highways safety/access standards etc have been assessed.
2. Consideration of available data, research and information		
<p>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:</p> <ul style="list-style-type: none"> ● 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 reports 		
	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?	Team too small – 2 people so not appropriate to give details
2.2	What equalities training have staff received?	Team responsible have access to equalities training and development through the Council's Corporate Induction and Corporate Training programme
2.3	What is the equalities profile of service users?	Chew Valley Transport Strategy identifies The population of the Chew Valley totals nearly 11,000 (Census 2011). Clutton is the largest settlement with Camely, Chew Magna, Stowey Sutton and Publow each having over 1,000 residents, representing 51% of the Valley's population in combination; the remainder is a dispersed rural population. Younger people who are seeking work moving away and local jobs being taken largely by people from the Bristol area who have transport available. In the longer term, this could have impacts on rural communities as their

		demographic structure changes with a disproportionate number of middle aged, middle income households and a residual number of older, more immobile, people. https://www.bathnes.gov.uk/sites/default/files/siteimages/Parking-and-Travel/final_draft_chew_valley_transport_strategy_-_non_technical_report_oct_17.pdf
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?	Sustrans public consultation in June 2018 of the proposal profiled age (1% under 20, 11% 21-35, 23% over 65, 1% preferred not to say , and gender (45% male/54% female, 1% preferred not to say) of respondents. Comments received included: 92% in favour of the scheme, enabling access to the lake and providing active travel were the two highest scoring responses to the support for the route. Improving safety was third. Will be undertaking on-going consultation and as part of visitor and Communication Plan will explain how people can report issues/ideas/barriers. The charity set up to manage and maintain the route will be considering this as they develop their work.
2.5	What engagement or consultation has been undertaken as part of this EIA and with whom? What were the results?	Will be sharing EIA with project partners Bristol Water, West of England Rural Network and Mendip Hills AONB and new Chew Valley Lake Recreational Trail charity
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?	Will include as part of visitor and communication plan a check to ensure we are promoting equality including how visitor information is communicated and takes account of feedback.
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: <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 	
		Examples of actual or potential

		Examples of what the service has done to promote equality	negative or adverse impact and what steps have been or could be taken to address this
3.1	Sex - – identify the impact/potential impact of the policy on women and men.	Public consultation received equal representation from men and women.	Overcome fear of isolation that some people may face using the trail if they are alone - Creating safe environment by being in close proximity to lake facilities such as cafes, restaurants and presence of Bristol Water staff. People advised of no on site surveillance after dark As some of the route is on public footpaths
3.2	Pregnancy and maternity	Design of the route is to be accessible to prams/buggies being on level ground and gentle gradients.	Toilets include baby changing facilities at Woodford Lodge and location of Salt and Malt. Check that breast feeding supported by BW tenants who run businesses on site i.e Salt and Malt and The Woodford. Seating on route - check as part of future provision
3.3	Transgender – – identify the impact/potential impact of the policy on transgender people	No issues identified as yet – keep under review	BW staff training- awareness of dealing with issues if people targeted due to prejudice. BW has own equalities policy.
3.4	Disability - identify the impact/potential impact of the policy on disabled people (ensure consideration both physical, sensory and mental impairments and mental health)	Route designed to be accessible to wheelchair users and mobility scooters. Complies with British standards or the Fieldfare Trust access guidance as appropriate A winding route has been purposefully designed in order to slow down cyclists. There is provision of clear signage of route. . We will capture feedback about accessibility and review as scheme	Visitor information will ensure sets out shared use and care, respect and enjoy principles promoted by Sustrans on other shared routes. Consideration of seating rest points on route - check as part of future provision- benches with arms to assist sitting and standing up; signage route, check all facilities accessible. Review disabled car parking provision

		<p>progresses.</p> <p>Picnic Area 1:</p> <ul style="list-style-type: none"> - Disabled toilet (public convenience outdoor space) - Disabled parking spaces - Disabled access to Salt & Malt restaurant and takeaway (ramp access) <p>Woodford Lodge:</p> <ul style="list-style-type: none"> - Disabled toilet (inside the restaurant) - Disabled Parking Spaces - Disabled access to the Woodford restaurant (ramp access) 	<p>is adequate if demand increases. Check BW visitor information clear on facilities – opening times of site– toilets open/closing times.</p>
3.5	Age – identify the impact/potential impact of the policy on different age groups	<p>Route accessible to all ages – target audience families with young children and elderly in providing an off road route</p> <p>Provision of route will assist Safer route to school and encourage children to be more active- addressing childhood obesity.</p>	
3.6	Race – identify the impact/potential impact on different black and minority ethnic groups	No issues identified - accessible to all	Ensure that visitor information and publicity represents black and minority ethnic 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
3.6	Sexual orientation - identify the impact/potential impact of the policy on lesbian, gay, bisexual, heterosexual people	No issues identified as yet- keep under review	N/A

3.7	Marriage and civil partnership – does the policy/strategy treat married and civil partnered people equally?	No issues identified as yet- keep under review	N/A
3.8	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- keep under review	N/A
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 (this is not a legal requirement, but is a local priority).	Route is free access and by providing safe active travel route will address need identified by rural communities in Neighbourhood Plans. Low car or one car ownership in rural communities.	None identified
3.10	Rural communities* – identify the impact / potential impact on people living in rural communities	Provides a recreation al off road route that currently does not exist in this area that will also improve road safety and safer route to school and between at least two communities – Bishop Sutton and Chew Stoke. Will promote sustainable travel and reduce pollution, traffic on roads.	To ensure people can safely leave bikes - Check Cycle lock up provision- is adequate.

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 responsible	By when
Ensure visitor information is appropriate for all users	Visitor and Communication Plan – pre commencement to be subject to EA	Produce Plan	Steve Smith (BW)	Nov 2020
Ensure opportunity for users to feedback /report issues/barriers	Visitor monitoring of completed scheme to ensure users are representative of local community and tourism profile , and can give feedback, report issues,	Agree monitoring approach and who and how issues will be dealt with and communicated	CVLRT CIO Trustee tbc	Nov 2020
Review seating and signage provision on route	BW audit of existing Identify requirement for additional	Audit completed CVLRT CIO	Steve Smith (BW) CVLRT CIO	Nov 2020
Check cycle lock up adequate	BW to audit	Audit completed	Steve Smith (BW)	Nov 2020
Check disable parking facilities adequate	BW audit	Audit completed Provide additional/relocate if required	Steve Smith (BW)	Nov 2020

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.

A handwritten signature in blue ink, appearing to read 'M. Roy'.

Signed off by:
Date: 21/9/20

(Director of Environment)