

Equality Impact Assessment / Equality Analysis

Title of service or policy	Active Travel Fund Schemes
Name of directorate and service	Place Management – Highways, Traffic & Parking
Name and role of officers completing the EIA	Paul Garrod – Traffic Management & Network Manager
Date of assessment	11/06/21

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 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	Briefly describe purpose of the service/policy including <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>The Highways and Transport Group (Traffic Management Team and Sustainable Transport Team) is working to introduce active travel corridors to help increase levels of walking and cycling. This is to help encourage fewer journeys to be taken by car which will help improve air quality and improve health through enabling people to participate in active travel.</p> <p>It is noted that during the Covid-19 pandemic, those who are vulnerable or shielding, who are not able to walk or cycle, will be less likely to want to use public transport, and will therefore be more reliant upon car travel until the virus is under control.</p> <p>This is an updated EIA. The previous EIA was published in February 2021.</p>
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? 	<p>The schemes are funded from the council’s Transport Improvement Programme and the government’s Active Travel Fund, which was initially set up in May 2020 as part of the response to the pandemic.</p> <p>The government has also been directing local authorities to allocate more road space for walking and cycling, and has set a target relating to the proportion of local journeys in towns and cities that should be taken on foot and by bicycle.</p>

<p>1.3</p>	<p>Do the aims of this policy link to or conflict with any other policies of the Council?</p>	<p>The Council's Corporate Strategy clearly identifies the overarching purpose of improving people's lives. The Strategy commits to greater use of public transport, micro mobility, walking and cycling for some journeys to improve outcomes when preparing for the future and to focus on prevention of health inequalities. The strategy also includes the commitment to achieving climate neutrality by 2030. Transport is responsible for 29% of the carbon emissions and as such needs to make radical changes if we are to reach the target.</p> <p>The aims of the project also correspond with other policies and priorities of the council, such as the Clean Air Zone, Bath Transport Delivery Plan, Liveable Neighbourhoods and wider improvements to public transport and the highway infrastructure (walking and cycling routes).</p> <p>The proposals have some impact on these groups and steps have been taken to mitigate for these as detailed below. It is important to highlight that the current layout and use of these roads has a negative impact on different groups of people. Upper Bristol Road and Beckford Road in particular carry high volumes of motor traffic and in some sections traffic passes very close to buildings and footways. The noise and fumes from motor traffic can have a direct impact on health and the dominance of motor traffic can cause severance issues within communities and deter some people from going out. The proposals seek to rebalance the use of the roads to make them better, safer places for everyone regardless of travel choice.</p>
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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 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?	As the project is being delivered in its entirety by teams from within the council, the equalities profile of the team is varied and reflects the profile of the wider council.
2.2	What equalities training have staff received?	All staff are encouraged to attend Equalities training (this is a prerequisite for managers and senior staff). Two members of staff working on this scheme have attended Healthy Streets training.
2.3	What is the equalities profile of service users?	The equalities profile of the users of these schemes is likely to be typical of any public highway.
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?	None – data will be collected on users if the schemes go ahead, both before implementation and after. As well as general feedback, we will undertake surveys to gauge opinions.
2.5	What engagement or consultation has been undertaken as part of this EIA and with whom? What were the results?	<p>The council's Active Travel and Accessibility Forum was consulted in December 2019 with a draft version of the proposals. Discussions have taken place with representatives of the RNIB and Bristol Disability Equality Forum. Information on the proposals were sent to Age UK, deafPlus/visionPlus and Bath Access Group.</p> <p>Public consultation on the proposed schemes took place in February and March 2021.</p> <p>The following issues were raised with respect to equalities (steps that can be taken to address these are identified in section 3 below):</p> <p>Proposed cycle lanes remove parking which will make it difficult to drop off or pick up elderly relatives and/or disabled members of the household;</p>

		<p>Proposed locations for replacement parking in Royal Victoria Park causing concerns with regards to personal safety;</p> <p>Proposed design of bus stops, where cycle lane in the carriageway comes up a ramp to be level with the footway, causes safety concerns with regards to mobility impaired and sight impaired pedestrians.</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?	<p>Consultation guidance issued by the government specific to the Active Travel Fund has been considered as part of our consultation process. Due to consulting within the lockdown period, it was not be possible to hold public exhibitions in person as we would normally do for such a scheme. However, considerable effort was made to provide information on the council's web site in a form that is easily understood, with letters being sent to households and businesses directly affected and different formats of the consultation material being available upon request. The consultation was published as widely as possible.</p> <p>If the schemes proceed to the Traffic Regulation Order stage of consultation we will provide improved consultation drawings, based on feedback received from the first stage of consultation. These will be clearer than the original drawings.</p>	
3. Assessment of impact: 'Equality analysis'			
	<p>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:</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 		
		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
3.1	Sex – identify the impact/potential impact of the policy on women and men. (Are		Removal of on-street parking bays in Upper Bristol Road and Beckford Road

	there any issues regarding pregnancy and maternity?)		<p>may mean some people have to park further away from where they live. Concerns about personal safety, particularly for women, have been raised.</p> <p>Adjacent roads for alternative parking have street lighting and for Upper Bristol Road, Charlotte Street car park can be used overnight for Zone 6 permit holders, which has CCTV.</p>
3.2	Gender Reassignment –identify the impact/potential impact of the policy on transgender people		No impact based on transgender – active travel schemes benefit all.
3.3	Disability - identify the impact/potential impact of the policy on disabled people (ensure consideration of a range of impairments including both physical and mental impairments)	<p>Some disabled people who use the footways along Upper Bristol Road will benefit from the improvements to every side road junction within the extents of the scheme, which will be easier and safer to cross through the use of continuous footways, improved tactile paving and dropped crossings, and the narrowing of the Marlborough Lane junction.</p> <p>The renewal of the signalised crossing near Nile Street will use much brighter pedestrian signals which will be better for people with sight impairments and will include tactile cones under the push buttons.</p>	<p>Removal of 40 parking bays in Upper Bristol Road could have a negative impact on the ability of disabled people to park near their homes. The proposals also require the removal of single yellow line parking restrictions which have space for approximately 23 parked vehicles. It is necessary to remove these in order to accommodate the cycle lanes, where parking cannot be permitted.</p> <p>Additional parking bays in neighbouring roads would be created through the removal of existing double yellow line restrictions which would provide 20 replacement spaces in the immediate area plus a further 17 in Midland Road.</p>

			<p>14 permit bays currently shared with Pay & Display users in Marlborough Lane would also be changed to permit only bays, giving greater priority to residents for on-street parking.</p> <p>In response to the consultation we are amending the proposed design for Upper Bristol Road to now include 12 parking spaces, which would be limited to 30 minutes parking between 8am and 6pm. These are intended to provide space where residents can be dropped off. The short daytime time limit means there will be a regular turn around of use which should lead to space being regularly available. Blue Badge Holders can park in these spaces without being subject to the time limit. At the section of Upper Bristol Road near The Hop Pole public house where a resident commented on the difficulties the removal of parking opposite would have on taking their elderly relative out, a short stay disabled bay would now be provided. This would have to be marked across the cycle lane due to the road width preventing a full time bay being provided, but it would allow for a vehicle to park and enable a passenger with walking difficulties to be assisted from their home to the car (and vice versa). There are currently no disabled parking</p>
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			<p>bays in either Upper Bristol Road or Beckford Road. Under the current parking controls there is no certainty of being able to park close to home. It is acknowledged that there will be a lower likelihood of being able to park as close to their home for some residents as they do now. Residents can apply to have a disabled parking bay provided in the nearest parking bay to their home, subject to meeting criteria. In the short term these would be advisory bays but would be changed to enforceable disabled bays should their use be abused.</p> <p>There are 6 Blue Badges registered to people in homes in the section of Upper Bristol Road affected by the proposals. 4 of these are properties on the north side of the road of which most have access to rear off-street parking. 1 is registered to a resident living on the south side south between the junctions with Nile St and Nelson Lane, which is where the amended proposals now include a parking bay. 2 are also registered to residents living on the south side between the junctions with Nile St and Little Stanhope St, where the proposals have also been amended to include a parking bay.</p>
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			<p>Within the section of Upper Bristol Road affected by the proposals there are a number of businesses with no off-street parking which may receive visitors or have staff who are disabled:</p> <ul style="list-style-type: none"> • The Hop Pole public house: current nearest parking is opposite side of road; nearest parking under amended proposals is same side 170m away (except for 30 min disabled bay outside of the pub to be provided). • Phase 1 Gym: current nearest parking space is opposite side of road; nearest parking under amended proposals is same side 60m away. • Army Reserve Centre: current nearest parking space is opposite side of road; nearest parking under amended proposals is same side 84m away. • Mr D's takeaway: current nearest parking space is same side of road 15m away; nearest parking under amended proposals is same side directly outside. • The Courtyard Hair Consultants: currently double yellow lines on both sides of road here; nearest parking under amended proposals is same side 71m away. • It is not possible to provide any other or closer parking to these properties without ending the cycle lane, which
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			<p>would not comply with the cycle design standards.</p> <p>It will still be possible for a vehicle to stop in the road to enable a passenger to get in or out in both Upper Bristol Road and Beckford Road</p> <p>Blind or partially sighted pedestrians may have difficulty using the 'continuous footways' proposed at some of the side road junctions. Following a discussion with RNIB we will use good practice identified in a design guide from another location authority on the use of tactile paving at such junctions. The new layouts will benefit pedestrians by slowing traffic approaching the areas where people want to cross.</p> <p>In Beckford Road, the proposals require the removal of 28 parking spaces. Most, but not all, properties in Beckford Road have off-street parking. There are 4 Blue Badges registered to residents living in Beckford Road. 3 of these are registered to addresses which have some off-street parking and 1 to a property with no off-street parking.</p> <p>Blind or partially sighted pedestrians may have difficulty using the new bus stop designs, where people will have to</p>
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			<p>cross a cycle lane between the bus stop waiting area and boarding/alighting from a bus. We have engaged with specific user groups about the designs and will be making changes based on their feedback. These changes include tactile paving between the footway and cycle lane where they are at the same level; signs and road markings for cyclists telling them to give way to pedestrians; use of red colour surface where the cycle lane is at the same level of the footway; corduroy tactile paving across cycle lane acting as a rumble strip as cyclists approach the bus stop; commitment to work with bus operators if the scheme goes ahead to devise publicity that can be used to advise passengers on buses about the new bus stop layouts.</p> <p>We are proposing that if the schemes go ahead, we review the bus stops with the RNIB once they have been in place a number of months to assess how they have been operating, if any problems for disabled bus users have arisen and if changes need to be made. We would not implement any more of these bus stop designs in B&NES in addition to those proposed in Upper Bristol Road and Beckford Road until such a review has taken place.</p>
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3.4	Age – identify the impact/potential impact of the policy on different age groups		<p>Older people who have difficulty walking may be affected by the removal of on-street parking. Please see comments above in relation to Disability.</p> <p>People with small children may have difficulty using the new bus stop designs, where people will have to cross a cycle lane between the bus stop waiting area and boarding/alighting from a bus.</p> <p>The design changes outlined above in relation to disabled users would also benefit people with small children.</p>
3.5	Race – identify the impact/potential impact on different black and minority ethnic groups		No impact based on race – active travel schemes benefit all.
3.6	Sexual orientation - identify the impact/potential impact of the policy on lesbians, gay, bisexual & heterosexual people		No impact based on sexual orientation – active travel schemes benefit all.
3.7	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 impact based on religion/beliefs – active travel schemes benefit all.
3.8	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		<p>No impact based on social-economic disadvantage – active travel schemes benefit all.</p> <p>The cost of owning a motor vehicle can be a barrier to some people and active travel routes help those who may not be able to afford a car.</p>

3.9	Rural communities – identify the impact / potential impact on people living in rural communities.		No impact to rural communities – the scheme is in an urban area.
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4. Bath and North East Somerset Council 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
EIA to be reviewed following Traffic Regulation Order stage of public consultation	To review the EIA.		Paul Garrod	October 2021
Ongoing monitoring	Staff will regularly review issues raised by members of the public to identify if there are any unintended negative impacts for particular groups	Issues identified will be addressed/mitigated wherever possible. All equality issues raised will be added to the EIA.	Paul Garrod	Ongoing

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:

A handwritten signature in black ink, appearing to read 'Chris Major', with a stylized, cursive script.

Chris Major – Director of Place Management