

Equality Impact Assessment / Equality Analysis

(Version 4)

Item name	Details
Title of service or policy	Active Travel Masterplan
Name of directorate and service	Sustainable Communities – Transport Development and Policy
Name and role of officers completing the EIA	Vilakone Pakdimanivong – Assistant Engineer Transport Policy
Date of assessment	January 2025

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.

1.1 Identify the aims of the policy or service and how it is implemented

Key questions	Answers / notes
<p>1.1 Briefly describe purpose of the service/policy e.g.</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>The Active Travel Masterplan will provide a comprehensive plan that sets out the existing and future active travel infrastructure required to enable and provide for sustainable and healthy forms of transport in order to reduce traffic congestion and carbon emissions across Bath and North East Somerset. The plan will be for all types of active travel whether it’s for commuting, leisure or utility.</p> <p>The Active Travel Masterplan will support the existing Local Plan framework and call upon those policies already included in other transport plans and strategies including the Local Cycling & Walking Infrastructure Plan, The Journey to Net Zero transport plan and the Transport & Development SPD. These documents have set out the policy framework including what we want to achieve and why. The Active Travel Masterplan will take this a step further by identifying how we achieve this by identifying where the improvements and measures are needed to allow people to make the change in their travel habits as well as identifying how we can ensure that more of our roads and public spaces are able to be used by those on active modes.</p>

	<p>By implementing infrastructure improvements and behaviour change campaigns, the Active Travel Masterplan will improve the safety, accessibility, and attractiveness of active travel options, while reducing carbon emissions from transport and promoting the health and wellbeing of residents.</p>
<p>1.2 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>The Active Travel Masterplan represents a strategic enhancement of existing active travel policies and infrastructures. It aligns with national requirements, particularly those set by the UK government, which has set a number of challenging targets including:</p> <p>The UK government has set a number of challenging targets for active travel levels. These include:</p> <ul style="list-style-type: none"> ● the need to double the number of trips made wholly or in part by cycling, from 2013 levels, by 2025¹ ● increasing the percentage of short journeys in towns and cities that are walked or cycled to 50% in 2030 and to 55% in 2035.² ● Increasing the percentage of children aged 5 to 10 that usually walk to school from 49% in 2014 to 55% in 2025.³ <p>The Active Travel Masterplan responds to these targets by setting out the necessary steps and improvements needed across the B&NES area.</p> <p>As a review of an existing policy and service, there is significant room for evaluation and adaptation within the Active Travel Masterplan. The plan</p>

¹ [DfT - Cycling and Walking Investment Strategy](#)

² [DfT - The Second Cycling and Walking Investment Strategy](#)

³ [DfT - Cycling and Walking Investment Strategy](#)

	<p>encompasses a wide scope that covers all major roads, urban areas, interurban regions, and transport hubs within the B&NES area. It is a comprehensive and coordinated approach to active travel, reflecting a long-term vision that seeks to transform the district's transportation. This extensive scope allows for continuous review and adaptation over time to ensure the plan remains aligned with changing needs, technologies, and evolving sustainability goals.</p> <p>The Active Travel Masterplan will be inherently dynamic, permitting revisions and adjustments to accommodate new developments, community requirements, and changing transportation trends. Its alignment with the New Local Plan for B&NES up to 2042 and its response to the climate emergency underscore the ongoing commitment to reviewing and refining the approach to sustainable transportation. This approach emphasises the adaptability of the Active Travel Masterplan and ensures that it remains relevant in achieving its overarching objectives and responding to evolving environmental and societal demands.</p>
<p>1.3 Do the aims of this policy link to or conflict with any other policies of the Council?</p>	<p>The aims and objectives of the Active Travel Masterplan align and compliment the following adopted policies:</p> <ul style="list-style-type: none"> The Corporate Strategy The Climate Emergency Strategy 2019 - 2030 The Joint Local Transport Plan 4 The Local Plan West of England Local Cycling and Walking Infrastructure Plan The Journey to Zero Plan Transport and Development Supplementary Planning Document (SPD) Active Travel Schemes

2. Consideration of available data, research and information

Key questions	Data, research and information that you can refer to
<p>2.1 What equalities training have staff received to enable them to understand the needs of our diverse community?</p>	<p>Staff have received equalities training covering the Equality Act 2010.</p>
<p>2.2 What is the equalities profile of service users?</p>	<p>The Active Travel Masterplan will impact everyone who travels into and around Bath and North East Somerset, whether you rely on walking, cycling, public transport, or private vehicles.</p>
<p>2.3 Are there any recent customer satisfaction surveys to refer to? What were the results? Are there any gaps? Or differences in experience/outcomes?</p>	<p>National Highways and Transport’s questionnaires are distributed to a number of B&NES’s residents each year to measure and evaluate the levels of public satisfaction regarding transport aspects⁴.</p> <p>The survey includes questions on different aspects including active travel. The results of the 2023 survey for B&NES has seen a reduction of 6% of level of satisfaction in the condition of pavements compared to the year before⁴.</p> <p>Levels of satisfaction in active travel for the number of cycle lanes provided are at 47% within B&NES compared to a national average of 51%. In contrast, levels of satisfaction for the cycle parking in B&NES are reported being 51% compared to a national average of 46%⁴.</p>
<p>2.4 What engagement or consultation has been undertaken as part of this EIA and with whom? What were the results?</p>	<p>An extensive consultation process was conducted to gather feedback and proposed changes to the Active Travel Masterplan.</p> <p>Public consultation and community engagement work has been and will continue to be undertaken with all sections of the community in mind. The consultations went live in July 2024</p>

⁴ [National Highways and Transport’s Public Satisfaction Survey 2023](#)

	<p>and lasted 6 weeks. The feedback received was instrumental in shaping the final document, ensuring that the needs and concerns of all community members were considered</p> <p>Ensuring that consultation materials and consultation events are accessible to everyone in the community was integral to our approach. This includes accommodating different needs, both physical and digital access to consultation resources. We have made people aware of the consultations through notices such as social media posts, local newspapers and also provide online and paper questionnaires that can be mailed back to us. This has ensured that everyone with or without digital access can also participate and provide feedback effectively and conveniently.</p>
<p>2.5 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>	<p>There are currently no further consultations planned regarding the Active Travel Masterplan. However, further separate detailed consultations will be undertaken when delivering the various infrastructure improvements set out within the Plan. As part of this, we will ensure that equalities considerations are fully considered and integrated into the process to promote inclusivity and accessibility for all community members</p>

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

Key questions	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
<p>3.1 Issues relating to all groups and protected characteristics</p>	<p>The Active Travel Masterplan will aim to meet and provide for the diverse mobility</p>	<p>The Active Travel Masterplan includes measures to enhance inclusivity and</p>

	<p>and accessibility needs of all residents within Bath and North East Somerset. While cars have long been the dominant mode of transportation, the plan recognises that not everyone can, or wants to, rely on them exclusively. By promoting alternatives such as walking, cycling, and public transport, it aims to diversify transportation options, making mobility more accessible and inclusive.</p> <p>The term 'active travel' within the Active Travel Masterplan refers to walking and cycling, as well as wheeling which includes the many other modes of wheel-based travel that supports the aims of the Active Travel Masterplan to enable and encourage a shift away from journeys being made by a private car. Active travel therefore encompasses all the various modes, including disabled people and mobility differences.</p> <p>The benefits of this plan are far-reaching and have the potential to positively impact all groups. For individuals who may not have access to a car, particularly with economic constraints, improved active travel infrastructure provides an affordable and sustainable way to move around. Additionally, those who prefer or need to engage in physical activity for health reasons can benefit from better</p>	<p>accessibility for all users. This includes managing conflicts between different modes of travel, ensuring accessible footways, and removing barriers that impede mobility. These changes will benefit all groups by making active travel safer, more accessible and convenient.</p>
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	<p>walking and cycling infrastructure. Furthermore, it can offer increased accessibility to work, education, healthcare, and social activities, levelling the playing field for everyone.</p> <p>One of the central objectives of the Active Travel Masterplan is to reduce car dependency across the entire community. This will have far-reaching positive impacts, including reduced congestion and air pollution, which are of particular importance for people with respiratory issues and environmental sensitivities. Furthermore, decreased car dependency can lead to cost savings, particularly for those who face financial barriers to car ownership, thereby promoting economic equality.</p> <p>The plan also sets out specific measures to enhance active travel and these improvements benefit all groups, making mobility more inclusive and accessible. The elderly, children, people with disabilities, and all members of the community can enjoy improved safety, convenience, and ease of access, ultimately promoting healthier and more active lifestyles.</p>	
<p>3.2 Sex – identify the impact/potential impact of the policy on women and men.</p>	<p>Males made almost three times as many cycling trips than females and females on</p>	<p>The impacts can include safety concerns, particularly for women. Fear of</p>

	<p>average made 18% more walking trips than males according to the National Travel Survey in 2022 ⁵. This means that the Active Travel Masterplan might have varying impacts on men and women.</p> <p>The council recognises this gap, and we aim to create a more inclusive transportation system with alternative options that caters to the diverse needs and preferences of all residents, regardless of gender.</p>	<p>harassment or personal security issues may deter women from using active travel modes, leading to unequal access to the benefits of active travel.</p> <p>The Active Travel Masterplan will seek to address safety concerns, prioritising the creation of safe, well-lit, and well-maintained walking and cycling infrastructure and these issues should be considered at the first stages. Moreover, the policies should cover and implement educational campaigns focussing on raising safety awareness, concerns related harassment and personal security, and emphasising safe practices.</p>
<p>3.3 Pregnancy and maternity</p>	<p>The Active Travel Masterplan includes measures that promotes equality for individuals during pregnancy and maternity. By improving design and accessibility of active travel and creating an environment that it's safe for everyone, it makes walking and cycling more feasible. The plan also supports alternative transport options, especially for parents with young children by providing safer accessible environments for push chairs and ensuring that they have convenient and accessible travel choices.</p>	<p>The plan also considers different measures to create a better walking and cycling environment, such as introducing traffic calming measures, low speed limits zones, pedestrian friendly zones, which everyone can benefit from.</p> <p>The strategy will encourage the implementation of street enhancement features such as benches. These would provide rest places for pregnant people or for feeding babies.</p>

⁵ [DfT- Walking and Cycling statistics, England: Demographic differences in Walking and Cycling](#)

<p>3.4 Gender reassignment – identify the impact/potential impact of the policy on transgender people</p>	<p>A study in the UK found that 34.4% of trans adults had attempted suicide at least once and almost 14% of trans adults had attempted suicide more than twice ⁶. Another study found that half of LGBTIQ+ people had experienced depression, and three in five had experienced anxiety. Almost half of trans people had thought about taking their life⁷. Active Travel contributes towards physical activity. An increase in physical activity has been proven to be associated with benefits to mental health. Physical activity can reduce the risk of depression. Physical activity can enhance psychological wellbeing by improving self-perception and self-esteem including a sense of purpose and value, mood and sleep quality, and by reducing levels of anxiety and fatigue. Moreover, Active Travel modes are the least stressful and can be very helpful in terms of stress management⁸.</p>	<p>The Active Travel Masterplan for Bath and North East Somerset will seek to detail the necessary improvements for creating sustainable, well-connected, and healthier communities. It envisions a future where walking and cycling are the natural choices for safe and convenient mobility.</p> <p>Ensuring personal safety in public spaces, particularly for individuals in the trans community who may often be targets of hate crimes, will be critical during the implementation stages.</p>
<p>3.5 Disability – identify the impact/potential impact of the policy on disabled people (ensure consideration</p>	<p>The Active Travel Masterplan seeks to create a holistic network of interconnected walking, wheeling and</p>	<p>The Active Travel Masterplan acknowledges the potential negative</p>

⁶ [Engendered Penalties: Transgender and Transsexual People’s Experiences of Inequality and Discrimination](#)

⁷ Stonewall LGBT in Britain – Health Report

⁸ [Sustrans - The Role of Active Travel in Improveing Health](#)

<p>both physical, sensory and mental impairments and mental health)</p>	<p>cycling infrastructure that prioritises the safety of all users, regardless of age or ability.</p> <p>The Active Travel Masterplan recognises that walking, wheeling and cycling can be viable options for disabled people, therefore, includes specific interventions to promote accessibility.</p> <p>The plan recognises the impact of active travel on mental health. By promoting walking and cycling, and contributes to overall well-being, and specific measures which may be implemented to create tranquil and safe environments conducive to positive mental health.</p> <p>Sharing spaces with cyclists who are capable of speed can be challenging and risky for disabled people. The Active Travel Masterplan will consider wheeling facilities/ environment, disabled access, disabled cyclists, wayfinding and signage as part of the policy toolkit.</p>	<p>impacts that changes in infrastructure may pose to disabled individuals. Changes in road layout or active travel infrastructure might create safety concerns for disabled pedestrians or cyclists. Therefore, specific interventions and safety measures will be implemented where necessary.</p> <p>The Active Travel Masterplan will ensure that references to walking include wheeling, and set out what is meant by accessible footways. This includes maintaining level footways at crossings and removing inaccessible barriers on urban footpaths. These measures will enhance accessibility for disabled individuals, making active travel a viable option for more people</p> <p>In consultation, potential communication barriers are acknowledged, and the plan commits to employing accessible communication methods, offering accessible venues and the option of providing information in multiple formats. Actively seeking input from disability advocacy groups will ensure that the consultation process is inclusive and accessible to all individuals, regardless of their abilities.</p>
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<p>3.6 Age – identify the impact/potential impact of the policy on different age groups</p>	<p>The Active Travel Masterplan seeks to create a holistic network of interconnected walking, wheeling and cycling infrastructure that prioritises the safety of all users, regardless of age or ability.</p> <p>The Active Travel Masterplan will have a great impact with community empowerment and increase the sense of belonging for all age groups.</p> <p>Children will benefit from interventions that create a safer travel environment such as 20mph zones, school streets, road safety and traffic calming.</p> <p>The Active Travel Masterplan includes the promotion of education initiatives such as cycling training, bikeability and also campaigns to promote walking and cycling, this will therefore encourage and enable active travel across all age groups and will enhance safety and awareness and cycling skills.</p>	<p>The Active Travel Masterplan includes reallocation of road space which potentially could pose a challenge to elderly people having to travel on foot more often or further. Walking and cycling infrastructure will comply with national guidance following LTN1/20 to encourage all ages and abilities.</p> <p>The Active Travel Masterplan recognise this issue and thus specific interventions will be in place such as active travel links to public transport, multi-modal hubs. This will make walking and cycling more attractive in terms of integration with other modes of transport.</p>
<p>3.7 Race – identify the impact/potential impact on across different ethnic groups</p>	<p>No issues identified as yet</p>	<p>The Active Travel Masterplan for Bath and North East Somerset will seek to detail the necessary improvements for creating sustainable, well-connected, and healthier communities. It envisions a future where walking and cycling are the natural choices for safe and convenient mobility.</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.
3.8 Sexual orientation – identify the impact/potential impact of the policy on lesbian, gay, bisexual, heterosexual people	No issue identified as yet	It is acknowledged that consideration will need to be paid to homophobic bullying and hate crime, and safety issues will need to be considered at implementation stages.
3.9 Marriage and civil partnership – does the policy/strategy treat married and civil partnered people equally?	No issues identified as yet	<p>The Active Travel Masterplan for Bath and North East Somerset will seek to detail the necessary improvements for creating sustainable, well-connected, and healthier communities.</p> <p>It envisions a future where walking and cycling are the natural choices for safe and convenient mobility.</p>
3.10 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 Active Travel Masterplan for Bath and North East Somerset will seek to detail the necessary improvements for creating sustainable, well-connected, and healthier communities.</p> <p>It envisions a future where walking and cycling are the natural choices for safe and convenient mobility.</p>
3.11 Socio-economically disadvantaged* – identify the impact on people who are disadvantaged due to	The Active Travel Masterplan ensures that infrastructure improvements are strategically implemented, including the	The Active Travel Masterplan for Bath and North East Somerset will seek to detail the necessary improvements for

<p>factors like family background, educational attainment, neighbourhood, employment status can influence life chances (this is not a legal requirement, but is a local priority).</p>	<p>creation of safe active travel routes, providing equal access to sustainable transport options for everyone. The Active Travel Masterplan will include measures to improve connectivity and accessibility for socio-economically disadvantaged groups. This includes installing secure, covered cycle parking at major transport hubs and village halls, and enhancing links to public transport. These measures will provide affordable and sustainable travel options for those who may not have access to a car</p> <p>The benefits of this plan are far-reaching and have the potential to positively impact all groups. For individuals who may not have access to a car, particularly with economic constraints, improved active travel infrastructure provides an affordable and sustainable way to move around.</p>	<p>creating sustainable, well-connected, and healthier communities.</p> <p>It envisions a future where walking and cycling are the natural choices for safe and convenient mobility.</p> <p>As part of the policy toolkit, the Active Travel Masterplan will include cycle parking/cycle hubs, e-bikes and e-cargo bikes, cycle training, delivering behaviour change, incentives, and campaigns to promote active travel.</p> <p>The cost of owning a motor vehicle can be a barrier to some people and active travel can help those who may not be able to afford a car.</p>
<p>3.12 Rural communities* identify the impact / potential impact on people living in rural communities</p>	<p>The Active Travel Masterplan recognises the lack of alternative transport options and the distinct impact this has on rural communities. Therefore, the Active Travel Masterplan emphasises the need for enhanced connectivity in rural areas by creating and improving active travel routes that link remote communities.</p>	<p>Residents in rural communities may resist changes to established transportation norms, and therefore should be mitigated through comprehensive community engagement that allows them to share their opinions and needs in order for them to accept these changes.</p> <p>Rural communities may have limited access to public transport options,</p>

		<p>impacting the overall effectiveness of active travel interventions. Therefore, integration with existing public transport services will be crucial, exploring innovative solutions such as community transport schemes, multi-modal hubs, to address the specific needs of rural residents.</p>
<p>3.13 Armed Forces Community ** serving members; reservists; veterans and their families, including the bereaved. Public services are required by law to pay due regard to the Armed Forces Community when developing policy, procedures and making decisions, particularly in the areas of public housing, education and healthcare (to remove disadvantage and consider special provision).</p>	<p>No issues identified as yet</p>	<p>The Active Travel Masterplan for Bath and North East Somerset will seek to detail the necessary improvements for creating sustainable, well-connected, and healthier communities.</p> <p>It envisions a future where walking and cycling are the natural choices for safe and convenient mobility</p>
<p>3.14 Care Experienced *** This working definition is currently under review and therefore subject to change:</p> <p>In B&NES, you are ‘care-experienced’ if you spent any time in your childhood in Local Authority care, living away from your parent(s) for example, you were adopted, lived in residential, foster care, kinship care, or a special guardianship arrangement.</p>	<p>No issues identified as yet</p>	<p>The Active Travel Masterplan for Bath and North East Somerset will seek to detail the necessary improvements for creating sustainable, well-connected, and healthier communities.</p> <p>It envisions a future where walking and cycling are the natural choices for safe and convenient mobility.</p> <p>The Active Travel Masterplan aims to support care-experienced individuals by improving overall accessibility, safety,</p>

		<p>and inclusivity within the community. Enhancements in infrastructure and community engagement are intended to create a more welcoming environment for all users. By addressing various barriers and promoting equal opportunities, the plan seeks to ensure that everyone can benefit from active travel options.</p>
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*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.

** The Equality Act does not cover armed forces community. However, the Armed Forces Bill (which came in on 22 Nov 2022) introduces a requirement to pay ‘due regard’ to make sure the Armed Forces Community are not disadvantaged when accessing public services.

***The Equality Act does not cover care experienced people. B&NES adopted this group as a protected characteristic in March 2024 alongside over 80 other Local Authorities. Although we have data for care leavers and children/young people who are currently in the care of B&NES we do not have wider data on disadvantage experienced through being in care.

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/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
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A need to ensure that the views and experiences of those with protected characteristics who will potentially be disproportionately impacted by the Creating Sustainable Communities document are sought and considered when developing those schemes identified within the final Plan.	Ensure that those schemes identified within the final Plan takes account of views across all spectrums of society within Bath and North East Somerset including those with protected characteristics.	Adoption February 2025	Nick Simons	Feb 2025
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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 website. Keep a copy for your own records.

Signed off by:

(Divisional Director or nominated senior officer)

Date:

