

Equality Impact Assessment / Equality Analysis

(Updated December 2022)

Item name	Details
Title of service or policy	CRSTS – Bath City Centre Sustainable Transport Corridor Phase 2
Name of directorate and service	Sustainable Communities - Capital Projects and Programmes
Name and role of officers completing the EIA	Ryan Duncan – Senior Project Manager Yasmin Zanker – Project Manager
Date of assessment	March 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>Phase 2 of the Bath City Centre project will be led directly by the council as of March 2025, following receipt of the relevant grant offer letter. To date, it has been led by the West of England Combined Authority, who will remain responsible for administering funding provided by the Department for Transport as part of the City Region Sustainable Transport Settlement (CRSTS).</p> <p>The project aims to improve the experience of bus users, through targeted interventions, providing a more reliable service and improving passenger experience.</p> <p>The scheme aims to:</p> <ul style="list-style-type: none"> ● Improve connectivity ● Delivery priority infrastructure ● Improve safety and ● Positively contribute to a reduction in transport-related emissions
<p>1.2 Provide brief details of the scope of the policy or service being reviewed, for example:</p>	<p>The scheme will introduce new infrastructure, as well as adapt exiting one, to better support the passenger experience for those travelling by bus.</p> <p>The council will work with local communities, members and other local</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>stakeholders to develop proposals and ensure views of residents are central to any scheme proposed.</p> <p>The council's highways team will be directly involved in terms of quality assurance, to ensure schemes proposed are both safe and deliverable within the existing network.</p>
<p>1.3 Do the aims of this policy link to or conflict with any other policies of the Council?</p>	<p>The project aligns closely with the council's overriding purpose 'to improve people's lives' – through the introduction of active travel corridors the priority of tackling the Climate and Ecological Emergencies is also recognised.</p> <p>The following principles are also addressed:</p> <ul style="list-style-type: none"> ● Preparing for the Future – through delivery of infrastructure that is fit for the future and modern travel habits ● Delivering for Local Residents – ensuring schemes are delivered with minimal disruption and meet users' needs ● Focusing on Prevention – contributing to positive health outcomes and reduction in carbon emissions which are harmful to people and the environment <p>The project will also need to balance this with the needs of the local traffic network, and ensuring the scheme is safe for all users, whilst enabling those that need to use their car to continue to do so.</p>

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>Council officers involved in the scheme have received equalities training. Training for staff is available through the internal training portal and is a prerequisite for managers and senior staff. Bespoke and ongoing training is available and encouraged.</p> <p>Additionally, the design team at AtkinsRealis have dedicated Equality, Diversity and Inclusion training and will undertake further training as necessary</p>

<p>2.2 What is the equalities profile of service users?</p>	<p>The profile of service users could include all residents and service users of B&NES. Details regarding the profile of the district's population can be found in the Strategic Evidence Base report, at https://beta.bathnes.gov.uk/strategic-evidence</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>	<ul style="list-style-type: none"> - Multiple avenues were used to raise awareness of the project, including: a webpage, questionnaire, leaflets, press release, stakeholder emails, social media, online webinar and drop in events. - Following this, public consultation was undertaken via: a public questionnaire, online webinar, in person drop in events, and stakeholder emails. - Specific stakeholders were contacted directly about the consultation exercise, including disability and access groups, local businesses, charities and health and welfare organisations <p>Over one thousand questionnaire responses were received, as well as specific emails and written responses. This includes responses from Walk/Ride Bath, Guide Dogs, Bath Alliance for Transport and Public Realm, and others.</p> <p>When asked if more people would use buses in Bath if the proposals made them more punctual, 61% responded yes.</p> <p>10% of respondents considered themselves to be disabled.</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>See 2.3.</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>More engagement with bus companies, ensuring to meet their demands, and we will ensure we comply with their accessibility standards.</p> <p>Future engagement is planned with statutory stakeholders, as part of amendments to traffic regulation orders.</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
3.1 Issues relating to all groups and protected characteristics	<p>The Bath City Centre Phase 2 project facilitates access to bus travel, an alternative to driving and thus a decrease in carbon emissions. A reduction in cars will also support the reduction of pollution, which can negatively impact people's health.</p> <p>Additionally, providing improvements such as better signage and increased seating at bus stops / bus stations will support disabled and pregnant people.</p> <p>For individuals who may not have access to a car, particularly with economic constraints, improved bus infrastructure provides an affordable and sustainable way to move around. Furthermore, it can offer increased accessibility to work, education, healthcare, and social activities, levelling the playing field for everyone.</p>	<p>There is a need to consider disabled people who rely on their vehicles to get around plus other groups that rely on vehicles for their jobs.</p>

	<p>This project aims 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>3.2 Sex – identify the impact/potential impact of the policy on women and men.</p>	<p>As in 3.1 above.</p>	<p>No impact identified at this time. This will be reviewed throughout the programme.</p>
<p>3.3 Pregnancy and maternity</p>	<p>As in 3.1 above.</p>	<p>No impact identified at this time. This will be reviewed throughout the programme.</p>
<p>3.4 Gender reassignment – identify the impact/potential impact of the policy on transgender people</p>	<p>As in 3.1 above.</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 both physical, sensory and mental impairments and mental health)</p>	<p>As in 3.1 above</p> <p>Improvements to bus infrastructure, such as seating at bus stops, will support people with physical disabilities.</p>	<p>Changes in road layout or travel infrastructure might create safety concerns for disabled pedestrians. Therefore, specific interventions and safety measures will be implemented where necessary.</p> <p>Action:</p> <ul style="list-style-type: none"> • Prepare, publish and regularly update the EqIA for this scheme taking account the individual measures and how they might impact on people with disabilities • Ensure any surveys collect equalities information and details on protected characteristics, including disabilities.

		<ul style="list-style-type: none"> • Supporting materials will be available on request in a range of formats to accommodate different needs, such as large print and easy read. • Maps will have accessible colour palette and appropriate colour contrast to support partially sighted and people with colour blindness
3.6 Age – identify the impact/potential impact of the policy on different age groups	Creating a better bus journey experience will benefit both younger and older people who are more reliant on public transport because they cannot drive or are unable to own a car. Has the potential to increase independence for younger groups.	Need to ensure young people feel safe using public transport on their own. Actions: Actively engage with younger (under 18) and older age groups to ensure their needs are understood
3.7 Race – identify the impact/potential impact on across different ethnic groups	As in 3.1 above.	No impact identified at this time. This will be reviewed throughout the programme.
3.8 Sexual orientation – identify the impact/potential impact of the policy on lesbian, gay, bisexual, heterosexual people	As in 3.1 above.	No impact identified at this time. This will be reviewed throughout the programme.
3.9 Marriage and civil partnership – does the policy/strategy treat married and civil partnered people equally?	As in 3.1 above.	No impact identified at this time. This will be reviewed throughout the programme.
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.	As in 3.1 above.	No impact identified at this time. This will be reviewed throughout the programme.
3.11 Socio-economically disadvantaged* – identify the impact on people who are disadvantaged due to factors like family background, educational attainment, neighbourhood,	As in 3.1 above. Additionally, bus travel supports households with no vehicle.	Ensure information is easily accessible and widely distributed.

employment status can influence life chances (this is not a legal requirement, but is a local priority).		
3.12 Rural communities* identify the impact / potential impact on people living in rural communities	As in 3.1 above.	No impact identified at this time. This will be reviewed throughout the programme.
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).	As in 3.1 above	No impact identified at this time. This will be reviewed throughout the programme.

*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.

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 that engagement material and consultation documents are available on the B&NES website.	Upload all engagement material and consultation documentation to B&NES website.	Upload of relevant documentation.	Project team	Ongoing
Ensure that any community engagement sessions are held in accessible locations and that BSL interpreters are available on request	Check accessibility of all community engagement locations. Find a different venue if not accessible.		Project team	When new in-person consultations arise
Ensure that large print or alternative formats such as Easy Read can be provided where requested	Check provision with equalities team.	Prior to publication of any document	Project Team	Ongoing
EqIAs to be reviewed annually or if significant changes happen within the service provision.	To review the EIA		Project Lead	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: Sophie Broadfield

(Divisional Director or nominated senior officer)

Date: 07/03/2025