

# Equality Impact Assessment / Equality Analysis

(Updated December 2022)

Item name	Details
<b>Title of service or policy</b>	Creating Sustainable Communities in North East Somerset: The Journey to Net Zero
<b>Name of directorate and service</b>	Environmental Services, Highways & Transportation
<b>Name and role of officers completing the EIA</b>	Nick Simons, Principal Transport Planner
<b>Date of assessment</b>	July 2024

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"> <li>● How the service/policy is delivered and by whom</li> <li>● If responsibility for its implementation is shared with other departments or organisations</li> <li>● Intended outcomes</li> </ul>	<p>A Transport Delivery Plan for Bath was adopted in May 2022. B&amp;NES are now looking to produce similar a transport strategy for a number of other key areas in North East Somerset, including Keynsham and Saltford, Whitchurch, the Somer Valley area and Hicks Gate. This Journey to Net Zero acts as a Transport Strategy and is required to support the growth planned in the new Local Plan whilst at the same time providing a holistic approach for meeting the targets set out in the climate emergency declaration including a step change in public transport.</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"> <li>● Is it a new service/policy or review of an existing one?</li> <li>● Is it a national requirement?).</li> <li>● How much room for review is there?</li> </ul>	<p>Creating Sustainable Communities in North East Somerset: The Journey to Net Zero will identify the transport measures across a number of areas that we are proposing to deliver in the short, medium and long term up to 2030.</p> <p>Transport is responsible for 29% of carbon emissions within Bath and North East Somerset. Road traffic is a major contributor to both urban and global air pollution. Exposure to transport-related air pollution is damaging our health and our environment resulting in higher global temperatures, more droughts and flooding, more extreme weather</p>

	<p>events, a rise in sea levels and if left unchecked areas that will no longer be habitable by people.</p> <p>High levels of car dependency, poor air quality and inactive lifestyles pose a major threat to public health. The quality of the public realm and green spaces are also impacted, and severance and noise caused by motorised traffic exacerbates this and deters the use of active modes. As well as impacting on physical health, it limits the integration and vitality of local communities and negatively affects quality of life.</p> <p>This Journey to Net Zero therefore sets out to decarbonise and promote and transform cleaner and greener and more sustainable forms of transport through putting in place measures that will increase levels of walking, wheeling, cycling and public transport usage (amongst those who are able to use these means of transport) in North East Somerset.</p> <p>The measures identified in the transport strategy will develop over time and provide an opportunity to create better connected, healthier and more sustainable communities for people to live and work in. It will help us tackle some of the biggest challenges we face today as a society; it will address climate emergency, road congestion and inequality whilst improving health, wellbeing and air quality.</p> <p>Whilst this Journey to Net Zero is key evidence documents in support of the Local Plan and the proposed growth, it is a standalone document. The Journey to Net Zero includes a tailored package of measures that we have identified to address existing transport challenges, increase travel options for residents and contribute to addressing the climate emergency.</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 Creating Sustainable Communities in North East Somerset align with a host of other adopted transport policy both at a Council level and a West of England sub regional level. These include:</p>

	<ul style="list-style-type: none"> <li>• The Joint Local Transport Plan 4</li> <li>• CRSTS 1 and 2 - including Somer Valley Links and BBSC</li> <li>• The Local development Plan including the LPPU and the Transport &amp; Developments SPD</li> <li>• Getting Around Bath Transport Strategy</li> <li>• The Local Cycling and Walking Infrastructure Plan</li> <li>• The West of England Bus Strategy</li> <li>• The Bath Clean Air Zone</li> <li>• Liveable Neighbourhoods programme</li> <li>• The Transport Action Plan</li> <li>• West of England Mass Transit</li> <li>• The West of England Future Transport Zone</li> <li>• Active Travel Schemes</li> <li>• The regeneration of our High Streets programme</li> <li>• Parking Strategy</li> </ul>
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## 2. Consideration of available data, research and information

Key questions	Data, research and information that you can refer to
2.1 What equalities training have staff received to enable them to understand the needs of our diverse community?	Staff have received equalities training covering the Equality Act 2010.
2.2 What is the equalities profile of service users?	The policies contained in Creating Sustainable Communities in North East Somerset: The Journey to Net Zero will impact everyone who travels into and around B&NES. The need to move around and travel is a basic human requirement.

<p><b>2.3</b> 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>The Council takes part each year in the National Highways and Transport Survey, a questionnaire that is issued to residents across the authority to gauge and assess existing levels of public satisfaction in a number of transport related areas across the district.</p> <p>The survey includes questions on a number of different areas relating to transport including levels of satisfaction on access including for disabled people and those without access to a car. The results of the survey for Bath and North East Somerset Council indicate a 64% level of satisfaction in access for disabled people compared to a national average of 66%. Levels of satisfaction for those with no access to a car are reported as being 71% within Bath and North East Somerset compared to a national average of 70%.</p>
<p><b>2.4</b> What engagement or consultation has been undertaken as part of this EIA and with whom? What were the results?</p>	<p>See section 2.5</p>
<p><b>2.5</b> 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>Internal consultation will take place through the Sustainable Communities Leadership Group as well as the Sustainable Places Board.</p> <p>The Journey to Net Zero will be publicly consulted on through the Local Plan consultation process. This includes the Regulation 18 Issues and Options consultation which includes a report that sets out the challenges and interventions for each of the locations that will be covered by this Journey to Net Zero. Following this a public consultation is planned in the Summer of 2024 to help inform the interventions being proposed across B&amp;NES. The final consultation on the Creating Sustainable Communities in North East Somerset will take place at the Regulation 19 stage of the Local Plan which will focus on the draft plan and the supporting evidence base. This will include the Journey to Net Zero as it forms a key part of the evidence base.</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 are planned to go live in July 2024 and due to last 6 weeks.</p> <p>Ensuring that consultation materials and consultation events are accessible to everyone in the community will be integral to our approach. This includes accommodating different needs, both</p>

physical and digital access to consultation resources. we will make 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 will ensure that everyone with or without digital access can also participate and provide feedback effectively and conveniently.

### 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><b>3.1 Issues relating to all groups</b> and protected characteristics</p>	<p>Transport is not an aim in itself, it is mobility and accessibility - the ability for people to move from place to place and access services, employment and facilities. Car use is a mobility tool, but there are other mobility tools available (e.g. walking, wheeling, cycling, public transport) which are more affordable and have fewer negative impacts on society. However, it is recognised that for some disabled people, car usage is essential and necessary, as walking, cycling and public transport are not an option.</p>	<p>Car usage is inherently inequitable as the most advantaged in our society tend to have greater access and benefit the most, whilst the least advantaged tend to have lesser access and suffer the most disadvantages. It is intended that the policy discourages unnecessary car usage and plays a part in reducing vehicle mileage per person in the District, which is a key part of the Climate Emergency target. In doing so it intends to reduce the impact of car travel, including safety, severance, health (including air quality and inactivity), carbon, and congestion. Many of these</p>

	<p>By reducing the impact of car travel, supporting availability of travel choices, and safeguarding necessary car usage, the policy objectives are considered to be inherently equitable. As details of the policy are developed, these will link back to the objectives and equality to ensure alignment.</p>	<p>impacts disproportionately affect groups with protected characteristics, who also typically have lower levels of car ownership and usage. This Journey to Net Zero will set out measures to improve walking, wheeling and cycling environments and potentially enhance public transport through reduced congestion. However, it also recognises that car travel is an essential component of mobility for many in the District, and therefore the intention is to design policy to safeguard against potential negative impacts in terms of reducing mobility, particularly for disadvantaged groups.</p>
<p><b>3.2 Sex</b> – identify the impact/potential impact of the policy on women and men.</p>	<p>According to national statistics women are less likely to have access to a car than men and more likely to have more complex travel patterns that are not easy to undertake, especially in areas of poor connectivity <sup>1</sup>. The Council’s policies on transport aims to overcome this issue by increasing the number and availability of transport options available to everyone.</p>	<p>In aiming to reduce car usage there is a risk that it could reduce mobility for those reliant on cars to get around which given the complex travel patterns of women may mean that this group are disproportionately affected.</p> <p>The Journey to Net Zero will seek to increase the availability of realistic, accessible and affordable transport options for travel into, within and around Bath. By reducing the impact of car travel, supporting availability of travel choices, and safeguarding necessary car</p>

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<sup>1</sup> <https://content.tfl.gov.uk/women.pdf>

		<p>usage, the policy objectives are considered to be inherently equitable.</p> <p>Women in particular may be reluctant to walk, cycle or use public transport because of fears of sexual harassment. Safety issues will need to be considered at design and implementation stages.</p>
<b>3.3 Pregnancy and maternity</b>	<p>Individuals who are pregnant or have recently given birth might require frequent access to healthcare facilities. The Council's policies on transport aims to overcome this issue by increasing the number and availability of transport options available to everyone, including key access to destinations such as hospitals and GP surgeries.</p>	<p>The policies contained in the Journey to Net Zero will link with other transport, environmental and health policies in place or currently being developed across Bath and North East Somerset that will increase existing levels of safety and perceived levels of safety for parents, carers and children.</p> <p>The Journey to Net Zero will also explore the issue of parking. Increased demand for car usage can lead to inappropriate parking sometimes resulting in pavement parking, disproportionately affecting those with pushchairs and mobility devices. Policy will aim to minimise this risk through ensuring that parking measures aimed at restricting car usage and ownership are appropriate to levels of accessibility by alternative modes and suitable controls on overspill parking.</p>
<b>3.4 Gender reassignment</b> – identify the impact/potential impact of the policy on transgender people	No Issues identified as yet	<p>The Journey to Net Zero will seek to increase the availability of realistic, accessible and affordable transport</p>



		<p>options for travel into, within and around B&amp;NES. By reducing the impact of car travel, supporting availability of travel choices, and safeguarding necessary car usage, the policy objectives are considered to be inherently equitable.</p> <p>It is acknowledged that transgender people can be the targets of abuse and hate crime, and therefore safety issues will need to be considered at implementation stages.</p> <p>Accessing health and support services can be challenging for transgender people with mental health problems. The Council's policies on transport aims to overcome this issue by increasing the number and availability of transport options available to everyone as well as creating a supportive and inclusive transport network that respects and protects all users.</p>
<p><b>3.5 Disability</b> – identify the impact/potential impact of the policy on disabled people (ensure consideration both physical, sensory and mental impairments and mental health)</p>	<p>Policy will ensure that improvements in access for disabled people are secured alongside providing suitable accessible parking for disabled people who rely on a car for mobility. Ensuring mobility and accessibility for disabled groups is about more than parking. It includes creating spaces that support movement safely on foot, by wheelchair, and by bicycle. It includes thinking carefully about the</p>	<p>Planned restrictions on vehicle use and the re-allocation of road space could result in disabled people who are Blue Badge holders having to travel further on foot which may result in many no longer being able to travel to access key services and facilities.</p> <p>The Journey to Net Zero will seek to increase the availability of realistic,</p>

	<p>design of public transport to enable access, and also ensuring that the needs of those who use adapted and assisted mobility devices are taken into account, e.g. adapted bicycles, mobility scooters. The Journey to Net Zero's comprehensive approach will contribute to all these elements, ensuring our transport policies are inclusive and supportive of all mobility needs.</p>	<p>accessible and affordable transport options for travel into, within and around B&amp;NES for disabled individuals. We will as part of the Journey to Net Zero look specifically at disabled access across B&amp;NES and look at ways in which this existing level of accessibility can be improved upon including improvements to public transport accessibility which will reduce the need to travel in B&amp;NES by car. By reducing the impact of car travel, supporting availability of travel choices, and safeguarding necessary car usage, the policy objectives are considered to be inherently equitable.</p> <p>We acknowledge that as a consequence of the Covid-19 pandemic levels of public transport use has reduced dramatically over the past 2 to 4 years especially amongst disabled people, many of whom were shielding. Whilst we believe that this is a relatively short-term effect of the pandemic it is likely to take an extended period before public transport usage is back to pre-pandemic levels.</p>
<p><b>3.6 Age</b> – identify the impact/potential impact of the policy on different age groups</p>	<p>Locally there is an ageing population – whilst the working age population (15-64) is projected to increase by 7% by 2028, the 65+ population is projected to increase by 15% over the same period.</p>	<p>Planned restrictions on vehicle use and the re-allocation of road space could result in elderly people having to travel further on foot which may result in many no longer being able to travel to key services and facilities.</p>

	<p>which has its own distinct travel needs <sup>2</sup>. Older people rely increasingly on others to gain access to services, especially in rural areas where local facilities and public transport are lacking or limited. The Council's policies on transport aims to overcome this issue by promoting independence and increasing the number and availability of transport options available to everyone.</p>	<p>The Journey to Net Zero will seek to increase the availability of realistic, accessible and affordable transport options for travel into, within and around B&amp;NES for elderly individuals. We will as part of the Plan look at access across the district and look at ways in which this existing level of accessibility can be improved upon including improvements to public transport accessibility which will reduce the need to travel by car. By reducing the impact of car travel, supporting availability of travel choices, and safeguarding necessary car usage, the policy objectives are considered to be inherently equitable.</p> <p>Considerations are also given to digital exclusion. As we plan more frequent public transport services, it is crucial for elderly people who may not have digital connectivity to have access to information on schedules, routes, and service updates in key community locations.</p>
<p><b>3.7 Race</b> – identify the impact/potential impact on across different ethnic groups</p>	<p>No Issues identified as yet</p>	<p>The Journey to Net Zero will seek to increase the availability of realistic, accessible and affordable transport options for travel into, within and around</p>

<sup>2</sup> [https://beta.bathnes.gov.uk/sites/default/files/jsna/Strategic%20Evidence%20Base%20Main%20Doc%20Published%2020220630\\_0.pdf](https://beta.bathnes.gov.uk/sites/default/files/jsna/Strategic%20Evidence%20Base%20Main%20Doc%20Published%2020220630_0.pdf)

		<p>B&amp;NES. By reducing the impact of car travel, supporting availability of travel choices, and safeguarding necessary car usage, the policy objectives are considered to be inherently equitable.</p> <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.</p>
<p><b>3.8 Sexual orientation</b> – identify the impact/potential impact of the policy on lesbian, gay, bisexual, heterosexual people</p>	<p>No Issues identified as yet</p>	<p>The Journey to Net Zero will seek to increase the availability of realistic, accessible and affordable transport options for travel into, within and around B&amp;NES. By reducing the impact of car travel, supporting availability of travel choices, and safeguarding necessary car usage, the policy objectives are considered to be inherently equitable.</p> <p>It is acknowledged that consideration will need to be paid to homophobic abuse and hate crime, and safety issues will need to be considered at implementation stages.</p>
<p><b>3.9 Marriage and civil partnership</b> – does the policy/strategy treat married and civil partnered people equally?</p>	<p>No Issues identified as yet</p>	<p>The Journey to Net Zero will seek to increase the availability of realistic, accessible and affordable transport options for travel into, within and around B&amp;NES. By reducing the impact of car travel, supporting availability of travel choices, and safeguarding necessary car</p>

		usage, the policy objectives are considered to be inherently equitable.
<b>3.10 Religion/belief</b> – 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 Journey to Net Zero will seek to increase the availability of realistic, accessible and affordable transport options for travel into, within and around B&amp;NES. By reducing the impact of car travel, supporting availability of travel choices, and safeguarding necessary car usage, the policy objectives are considered to be inherently equitable.</p> <p>We want to ensure that these vital community hubs such as places of worship and other faith-based buildings and services remain accessible to everyone.</p>
<b>3.11 Socio-economically disadvantaged*</b> – identify the impact on people who are disadvantaged due to factors like family background, educational attainment, neighbourhood, employment status can influence life chances <b>(this is not a legal requirement, but is a local priority).</b>	No Issues identified as yet	<p>The Journey to Net Zero will seek to increase the availability of realistic, accessible and affordable transport options for travel into, within and around B&amp;NES. By reducing the impact of car travel, supporting availability of travel choices, and safeguarding necessary car usage, the policy objectives are considered to be inherently equitable.</p> <p>See section 3.1</p>
<b>3.12 Rural communities*</b> identify the impact / potential impact on people living in rural communities	No Issues identified as yet	Planned restrictions on vehicle use within some of our towns, and the re-allocation of road space could result in those from

		<p>rural areas who are currently reliant on their car to travel into urban areas no longer being able to access key services and facilities due to a lack of a realistic alternative.</p> <p>The Journey to Net Zero will seek to increase the availability of realistic, accessible and affordable transport options for travel into, within and around B&amp;NES.</p>
<p><b>3.13 Armed Forces Community **</b> 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 Journey to Net Zero will seek to increase the availability of realistic, accessible and affordable transport options for travel into, within and around B&amp;NES. By reducing the impact of car travel, supporting availability of travel choices, and safeguarding necessary car usage, the policy objectives are considered to be inherently equitable.</p> <p>Frequent relocations and inadequate transportation infrastructure may disproportionately affect military personnel and their families, leading to disruptions in personal lives, strained relationships, and challenges in accessing essential services.</p> <p>To address these concerns, measures such as a support system for military families, including accessible housing and community services, can help</p>

		mitigate the adverse impacts of transport strategies on the armed forces community and contribute to a more equitable outcome.
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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.

#### **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.

<b>Issues identified</b>	<b>Actions required</b>	<b>Progress milestones</b>	<b>Officer responsible</b>	<b>By when</b>
A need to ensure that the views and experiences of those with protected characteristics who will potentially be disproportionately impacted by the Journey to Net Zero are sought and considered when developing the final Plan.	Ensure that the final Plan takes account of views across all spectrums of society within Bath and North East Somerset including those with protected characteristics.	Approval – Summer 2024	Nick Simons	May 2024

## 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](mailto: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:** Pam Turton

(Divisional Director or nominated senior officer)

**Date:** 10<sup>th</sup> July 2024