

Equality Impact Assessment / Equality Analysis

(Version 4)

Item name	Details
Title of service or policy	Liveable Neighbourhoods New Sydney Place and Sydney Road through-traffic restriction trial
Name of directorate and service	Sustainable Communities- Capital Programme & Project Management
Name and role of officers completing the EqIA	Cathryn Brown- Senior Project Manager and other members of the Project Team.
Date of assessment	February 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 people and different groups within our community. The main aim is to identify any adverse impacts (i.e. discriminatory or negative consequences for a particular group or sector of the community, and to identify areas where equality can be better promoted). Equality impact Assessments (EqIAs) 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 (EqIA) or Equality Analysis. **Not all sections will be relevant – so mark N/A 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 following relevant service lead approval.

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 Liveable Neighbourhoods (LNs) programme is a community-led initiative supported and managed by the council that aims to improve the local environment and the health, safety and well-being of residents.</p> <p>In line with the Liveable Neighbourhoods Strategy agreed in December 2020, the programme aims to encourage more active travel and reduce people’s reliance on private vehicles for short journeys (where possible) by providing fair, safe and sustainable access to street space for those that want to walk, cycle or use a mobility aid to get around.</p> <p>Proposals could include improved access to outdoor spaces to sit and meet others which can help combat loneliness.</p> <p>The strategy sets out how community feedback and co-design is central to the development of a liveable neighbourhood and how the council will facilitate this at each stage of development.</p>

	<p>The Liveable Neighbourhoods Team, in conjunction with its partner AECOM and other council teams (under the direction of the Directors of Place Management and Sustainable Communities), are responsible for delivering these community-led schemes.</p> <p>An overview of the programme is available at https://beta.bathnes.gov.uk/liveable-neighbourhoods</p> <p>As part of this strategy some measures have been brought forward as trials so that the public can experience them and provide feedback before a decision is made on whether to make them permanent.</p> <p>This EqIA relates to an Experimental Traffic Regulation Order (ETRO) in the form of a through-traffic restriction which was introduced in April 2024. At the time of writing, this trial has now operated for the statutory public consultation period of six months. A decision must be made on whether to remove the scheme or make it permanent within 18 months of launch.</p> <p>Details of the consultation and trial are available here: www.bathnes.gov.uk/sydneyroadetro</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 Liveable Neighbourhood Strategy dated December 2020 sets out a new policy to guide the development of LNs in Bath and North East Somerset (B&NES). The programme aims to mitigate the climate crisis, improve health and well-being, reduce social isolation and give fair, safe access to road space to all road users.</p> <p>The strategy sets out how the development of LNs will come about through community engagement and co-design with residents. In this sense, schemes are constantly reviewed to help meet the overarching strategic aims.</p>

	<p>Various versions of ‘Liveable Neighbourhoods’, ‘low traffic neighbourhoods’ and active travel schemes have been adopted to support these aims in other parts of the UK. The overarching aims are set out in the Government’s Gear Change document.</p> <p>https://www.gov.uk/government/publications/cycling-and-walking-plan-for-england https://www.gov.uk/government/publications/cycling-and-walking-plan-for-england https://www.gov.uk/government/publications/gear-change-one-year-on-review</p> <p>As part of the strategy, ETROs are being introduced so that residents can experience the intervention and provide feedback prior to a decision on whether the trial should be made permanent. To support this decision-making process, in addition to public feedback, data on traffic monitoring and air quality is also being collected and analysed.</p>
<p>1.3 Do the aims of this policy link to or conflict with any other policies of the Council?</p>	<p>As a programme, LNs embody the three guiding principles set out in the Corporate Strategy:</p> <ul style="list-style-type: none"> • Preparing for the future • Delivering for local residents • Focusing on prevention <p>Encouraging more people to use active modes of travel and reduced motor vehicle use means the programme also contributes to the council’s Climate Emergency targets.</p> <p>The Council declared a Climate Emergency in March 2019, and an Ecological Emergency in July 2019, pledging to achieve Carbon Neutrality in our area by 2030. Our overarching strategic plan,</p>

	<p>the B&NES Council Corporate Strategy, sets out our two core policies to improve the lives of local people: Tackling the Climate Emergency and Giving people a bigger say.</p> <p>The aims of the project also correspond with other policies and priorities of the council, such as the Clean Air Zone, The Journey to Net Zero, and wider improvements to public transport and the highway infrastructure (walking and cycling routes).</p> <p>The Liveable Neighbourhood Strategy is linked closely to the following strategies which support its aims. They were considered and published alongside it:</p> <ul style="list-style-type: none"> • Approach to Implementation of Residents Parking Schemes in B&NES (July 2020) • On-street electric vehicle strategy (July 2020)
--	-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

2. Consideration of available data, research and information

Key questions	Data, research and information that you can refer to
2.1 What equality focussed training have staff received to enable them to understand the needs of our diverse community?	<ul style="list-style-type: none"> • Council officers involved in the programme 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

	<ul style="list-style-type: none"> • AECOM staff (responsible for delivering the engagement, technical design and development of the LNs) have received equalities training and some staff have undertaken a 'Healthy Streets' course. • AECOM's designers, who are interpreting the communities' ideas, work to national and local standards including government best practice guidance on inclusive mobility. • Council officers are regularly updated on equalities issues through their attendance at the Independent Equalities Advisory Group. Bespoke equalities training sessions are available for teams. • Staff are also able to undertake equalities training through external bodies (such as the Chartered Institute of Highways and Transportation). Blindfold walks (accompanied) have been made available to council staff through the RNIB. <p>The Corporate Equalities Officer is available for ongoing advice.</p> <p>Members of the project team have discussed the preparation of the Equalities Impact Assessment with the Equalities Officer at the Council.</p>
<p>2.2 What is the equality 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>For the New Sydney Place and Sydney Road scheme, service users are the residents and visitors to the New Sydney Place and Sydney Road area. Residents are those living within the area of the intervention as well as those outside the area, who may visit or travel through it.</p> <p>LN's are designed by communities to address the issues they face and to ensure that everyone has fair and equal access to residential streets. We are supporting this process with our partners.</p>

	<p>AECOM’s designers, who are interpreting the communities’ ideas, work to national and local standards including government best practice guidance on inclusive mobility.</p> <p>Our partner Sustrans is helping to widen our engagement by involving people in the community with seldom-heard voices.</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>During two public consultations we gathered people’s views on the LN policy, and then more detailed feedback on the issues people experience getting around their neighbourhood.</p> <p>At co-design workshops, volunteers from the community used feedback from earlier consultations to discuss and put forward ideas to improve 15 neighbourhoods.</p> <p>During consultations, respondents are able to submit comments using digital and non-digital options with support offered for both. Consultation materials are typically made available in alternative formats on request.</p> <p>In Summer 2022 we appointed a dedicated LN team to respond to calls and queries regarding any aspect of LN engagement and development, and to help people to access our resources and information.</p> <p>The results of the consultation and engagements already held are outlined within the overarching EqIA for the Liveable Neighbourhoods programme.</p> <p>A summary of all previous consultation and engagement work leading to the Sydney Road and New Sydney Place trial is also featured on this web page: www.bathnes.gov.uk/sydneyroadetro</p> <p>‘Pop-up’ events were completed in July 2024 where members of the public using the street were asked for their views and any comments. Approximately 100 people participated in this engagement, which did not elicit any comments around equalities which required further investigation. The outcomes of this specific engagement can be viewed in Appendix B- Stakeholder Engagement Report which can be found at the above link.</p>

	<p>A detailed end point survey was conducted specifically with the residents living on the trial streets (New Sydney Place and Sydney Road) from 27th November to 20th December 2024. This was supplementary to the six-month ETRO consultation survey that ran from 3rd of April to the 3rd of October 2024. The report on the ETRO consultation is available at: https://www.bathnes.gov.uk/sydneyroadETRO</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>Please see section 2.3 above for all of the consultation details relating to this policy so far.</p> <p>Public consultation/community engagement work is central to the development of LNs which is a community-led programme. It is ongoing throughout the development of the programme.</p> <p>The community will be able to have their say and respond to the public consultation by completing a questionnaire that will be available as an online form and in alternative formats on request.</p> <p>Specifically, to date:</p> <ul style="list-style-type: none"> • The Project Team have engaged with all key stakeholders in the area including the schools, MacDonald Bath Spa Hotel and the Holborne Museum • Sustrans have engaged with children at Bathwick St Marys Primary School and residents of Walcot Gate to receive their feedback • The Project Team have attended the IEAG meeting on May 2nd 2024, and provided a briefing on the scheme to the members. • As part of the single member decision making process, reports have been developed giving further detail about the results of the consultation work undertaken within the community. This includes reporting the results of the statutory consultation for the ETRO, the end point survey, Sustrans work with older residents as well as young people, and traffic monitoring and air quality monitoring. The reports can be found at this link www.bathnes.gov.uk/sydneyroadetro

<p>2.5 If you are planning to undertake any consultation in the future regarding this service or policy, how will you include equality considerations within this?</p>	<p>Consultation is ongoing with equalities considerations regularly updated.</p> <p>Sustrans will continue to help us identify diverse groups and individuals to consult with and to gather feedback from residents.</p> <p>A team of dedicated officers take calls and address issues and queries by phone or email.</p> <p>Members of the project team will continue to attend the Independent Equalities Advisory Group meetings, Community Conversations and Area Forums in B&NES.</p> <p>Specific equalities considerations relating to engagement and consultation are set out in section 3 below.</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 equality 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 Liveable Neighbourhood Strategy sets out how the council will facilitate communities to come together to design and develop</p>	<p>Feedback has highlighted the need to consider people with disabilities who rely on their vehicles to get around plus other groups that rely on vehicles for their jobs.</p> <p>Vehicle access to homes and disabled parking is not impacted by LNs but it will be necessary to assess any adverse impacts from proposing through-traffic restrictions e.g. having to drive a longer route to access homes and any impact on parking availability in general.</p>

	<p>their neighbourhood streets in a way that ensures fair and equal access to road space for all road users. This includes tackling anti-social driving and parking, creating better/safer routes for walking, wheeling and cycling, reducing through-traffic, and providing more pleasant places to stop, rest and meet others. LNs aim to reduce social isolation and improve health, safety and well-being by encouraging active travel.</p>	<p>Action:</p> <ul style="list-style-type: none"> • Identify the needs of people on the street and those regularly visiting the street to assess possible impacts. This will be achieved through both officer visit and 'pop-up' events where those people using the street are interviewed and asked to complete a short questionnaire. • Ensure any approved plans incorporate the needs of disabled people i.e. ensuring plated/advisory bays for blue badge holders outside their homes are maintained etc. • Ensure plans balance the needs of all residents including young people, businesses, disabled people, children, families those that rely on their vehicles for work and cyclists by engaging with a wide range of people in a variety of ways. • It is acknowledged that whilst access is not prevented, through traffic restrictions may require people to take an alternative route to visit services such as a dentist or doctor. In the case of this trial, it is acknowledged there is a dentist located within the scheme and specific engagement with this stakeholder has been undertaken.
<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>Feedback from the statutory consultation, end point survey and work undertaken by Sustrans has highlighted concerns over the perception of safety at night for women due to less passing traffic.</p> <p>It is important that both boys/men and girls/women feel physically and psychologically secure when walking around their neighbourhood. Well-lit routes and additional CCTV could support this, especially where the location becomes quieter at night due to less traffic.</p> <p>Action:</p>

		<ul style="list-style-type: none"> • Prepare, publish and regularly update the EqIAs for this scheme. • Where feedback from the community suggest areas are unsafe but the solutions are not within the scope of the LN programme, the feedback and suggested solutions will be passed to other departments e.g. police, transport etc. <p>Concerns received about feeling unsafe and the perception of personal safety for women due to lower traffic levels in the area are acknowledged. Feedback received from older residents noted some felt the area was now less safe to walk in at night due to decreased levels of traffic whilst others did not share these concerns.</p> <p>The Women’s Night time safety charter can be promoted to businesses within the vicinity of the scheme. The charter’s delivery is a collaborative effort, between the local authorities of Bath and North East Somerset, Somerset, North Somerset, South Gloucestershire, the Office of the Police and Crime Commissioner (OPCC) and night-time economy businesses. The EqIA for the charter can be found here: https://www.bathnes.gov.uk/sites/default/files/Womens%20NTS%20Charter%20EqIA.pdf</p> <ul style="list-style-type: none"> • The Council’s cross party motion on safety for women and girls in public places 2021 is noted and that in section 3.1 of that report that Bath & North East Somerset also acknowledges that crime, particularly violence against the person due to their protected characteristics will not be tolerated. • The Tackling Violence against Women and Girls Strategy published by the Government in 2021 is acknowledged and can be found here: https://www.gov.uk/government/publications/tackling-violence-against-women-and-girls-strategy • The organisation End Violence Against Women is acknowledged who have previously published data collected by the Government on the perception of
--	--	------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

		<p>safety https://www.endviolenceagainstwomen.org.uk/new-data-women-feel-unsafe-at-night/</p>
3.3 Pregnancy and maternity	As in 3.1 above	<p>It is important that we consider the views of pregnant women, and people with babies and young children when designing LNs.</p> <p>Our mailing about the trial in March 2024 was sent to over 3,000 households in and around the scheme area, inviting everyone to respond, including pregnant women. Further information on this mailing can be found in Appendix B Stakeholder Engagement Report of the Single Member Decision report for the ETRO.</p> <p>As noted below the trial was promoted to local schools so parents (which may have included pregnant women) would have had further opportunity to respond at that time.</p> <p>Action:</p> <ul style="list-style-type: none"> • Prepare, publish and regularly update the EqlAs for this scheme. <p>Sustrans worked with the council to run workshops and hold consultation sessions with groups we seldom hear from, like school children, parents and carers of young children. Sustrans have already engaged with parent and baby groups during the workshops in Summer 2022 and have done specific engagement work with Bathwick St Marys Primary School which is located close to the scheme. See Sustrans reports at www.bathnes.gov.uk/yourLN and Appendix B Stakeholder Engagement Report of the Single Member Decision report for the ETRO.</p> <p>The council is working closely with local schools to encourage feedback from parents and children. It has also held pop-up events to talk to people using Sydney Road/New Sydney Place during the trial to capture feedback from parents, carers and children.</p>

		<ul style="list-style-type: none"> • Get feedback in particular on outdoor spaces being proposed for LNs i.e. the position and design of benches and parklets etc. to ensure they provide what families with children might need and they are positioned in the best places. • Consider impact of removal or alteration of benches/seating may have on parents with young infants.
3.4 Gender reassignment – identify the impact/potential impact of the policy on transgender people	As in 3.1 above	<p>Personal safety in public spaces and being a target of hate crime is often felt to be an issue particularly for people in the trans community. According to the Walking and Cycling Index 2021 produced by Sustrans, 59% of LGBQ+ people feel welcome and comfortable walking or spending time on the streets in their neighbourhood, compared to 67% of heterosexual people.</p> <p>Action:</p> <ul style="list-style-type: none"> • Prepare, publish and regularly update the EqlA for this scheme. • The Independent Equalities Advisory Group includes representatives from the LGBTQ+ community. • We ask specifically for them to consider any impacts of the proposed LN on the LGBTQ+ community, particularly with regard to personal security and feeling vulnerable. • Sustrans supported our consultation with younger people in areas with LN, including youth to ensure diverse feedback and a range of opinions. This work will continue with engagement with schools in the area. • Our pop-up events (held during the trial) will help to gather feedback on perceptions of safety.
3.5 Disability – identify the	As in 3.1 above	Measures such as dropped kerbs, continuous footways, cycle lanes, wider pavements, better crossings and more places to sit and meet others all aim to

<p>impact/potential impact of the policy on disabled people (ensure consideration of physical, sensory and mental health needs/differences)</p>	<p>In addition: improving access and the environment for people with a disability (whether it is a physical, sensory or mental disability) is a key objective of the LN programme. As is safeguarding vehicle access for residents and the needs of disabled people who may rely on vehicles to get around.</p> <p>Residents have the opportunity to feedback any concerns during the ETRO process. These will be closely monitored and addressed according to their needs.</p>	<p>improve experiences for people with disabilities (both seen and unseen) there is a risk that some measures put forward could impact certain groups adversely.</p> <p>Action:</p> <ul style="list-style-type: none"> • Prepare, publish and regularly update the EqlA for this scheme taking account the individual measures and how they might impact on disabled people. • Ensure any surveys collect equalities information and details on protected characteristics and any physical or learning disabilities • We will engage with the Independent Equalities Advisory Group on the measures featured in the draft plans and our consultation material • Sustrans is supporting us to present the proposals to specific community groups including people with disabilities so that we can gather feedback on the impacts before final plans are drawn up • Supporting materials will be available on request in a range of formats to accommodate different needs, such as large print and easy read. • A dedicated team is available to answer email and phone calls – they will respond and cater for people’s needs • Maps will have accessible colour palette and appropriate colour contrast to support partially sighted and people with colour blindness <p>The modal filter and subsequent road closure has the potential to upset those with neuro divergence who are sensitive to changes in their environment and routine. It is acknowledged that the closure of this road may lead to increases in traffic on surrounding roads, particularly at peak times and as such increases of stress for drivers and residents who live on and use these to reach services.</p>
-------------------------------------------------------------------------------------------------------------------------------------------------	---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

		<p>Following introduction of the scheme, evidence emerged of unlawful driving behaviour where motorists were observed mounting the pavement to bypass the restriction. In view of the risk to pedestrians, an extra two bollards were installed on this pavement to prevent this movement on Tuesday 30 April 2024. It is acknowledged that this could also pose a risk to those who are visually impaired or using mobility aids and wheelchairs, however, the risk to pedestrian safety needed to be mitigated. The gaps between the bollards have been maintained to ensure that wheelchairs and buggies can get through.</p> <p>At the time of revision, the unlawful behaviour has ceased, and no negative impacts have been reported due to the extra bollards.</p>
<p>3.6 Age- identify the impact/potential impact of the policy on different age groups</p>	<p>As in 3.1 above.</p> <p>In addition:</p> <p>LN's can provide a safer and more amenable environment for walking and wheeling. This will benefit both younger and older people who are more reliant on active travel because they cannot drive or are unable to own a car.</p>	<p>We will actively seek feedback from a wide range of age groups, including seldom-heard-from younger people, and older people. There has been specific engagement events with sheltered housing complexes and schools in the vicinity of the scheme.</p> <p>Sustrans engage specifically with youth groups and community groups for older people to gain their feedback on proposals.</p> <p>The feedback received from younger people noted that the majority of students feel that the ETRO has made Warminster Road more safe, accessible, inviting, welcoming and easier to travel. The polls by Sustrans also evidence that most students feel that the ETRO has made Sydney Place/Road more safe, accessible, inviting and welcoming.</p> <p>Feedback received from older people included highlighting the safer school routes. Further information can be found in Appendix B- Stakeholder Engagement Report which can be found at www.bathnes.gov.uk/sydneyroadetro</p>
<p>3.7 Race – identify the impact/potential</p>	<p>As in 3.1 above</p> <p>In addition:</p>	<p>Personal safety in public spaces and being a target for hate crime is an issue for different ethnic minority groups. It will be important to consider issues of safety and personal security in the development of individual schemes.</p>

<p>impact on across different ethnic groups</p>	<p>Providing safe, accessible walking and wheeling routes in residential areas – and the impact of improving these routes – can benefit everyone. We are keen that people from a diverse range of backgrounds take part in co-design</p>	<p>Minoritised people or communities as well as those for whom English is an additional language may be less familiar with written or spoken English. Where we are aware of translation needs for any consultation work, we will aim to provide a relevant translator.</p> <p>There may be cultural issues regarding correspondence during consultation periods. For example, it could be inappropriate for members of some cultures to interact with officers of the opposite sex.</p> <p>Actions:</p> <p>We are engaging with the Independent Equalities Advisory Group and may encompass the following:</p> <ul style="list-style-type: none"> • B&NES Ethnic Minority Staff Network • Black Families Education Support Group • SARI - Stand Against Racism & Inequality • BEMSCA (Bath Ethnic Minority Senior Citizen's Association) • Bath Polish Association <p>We will ensure a mix of male and female officers are available at consultation events.</p> <p>We will arrange for documents to be translated on request – but as far as possible – all consultation materials will be prepared in simple, direct, everyday language.</p> <p>We will provide translators at our events on request – and this opportunity will be promoted on our promotion material.</p>
-------------------------------------------------	------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

<p>3.8 Sexual orientation – identify the impact/potential impact of the policy on lesbian, gay, bisexual, heterosexual, questioning people</p>	<p>As in 3.1 above</p>	<p>Personal safety in public spaces and being a target hate crime can be an issue for the LGBTQ+ community. It will be important to consider issues of safety and personal security as individual schemes are developed.</p> <p>Data published in the Walking and Cycling Index has identified in 2022 identified that LGBTQ+ people feel less safe in their neighbourhoods than cisgender and heterosexual people. Further detail on this can be found here: https://www.sustrans.org.uk/our-blog/opinion/lgbtqplus-people-feel-less-safe-in-their-neighbourhoods-how-can-we-change-this/</p> <p>Actions:</p> <p>Engagement carried out with the Independent Equalities Advisory Group may encompass the following groups in Bath:</p> <ul style="list-style-type: none"> • SPACE LGBT Youth Group • The Diversity Trust • B&NES LGBTQ+ Staff Network <p>Sustrans support engagement directly with youth and community groups.</p>
<p>3.9 Marriage and civil partnership – does the policy/strategy treat married and civil partnered people equally?</p>	<p>As in 3.1 above</p>	<p>Liveable Neighbourhoods aim to benefit all groups within the community through improved access to green space and active travel opportunities within Bath.</p>

<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.</p>	<p>As in 3.1 above</p>	<p>Personal safety in public spaces and being a target of hate crime is an issue for some faith groups. It is important to consider issues of safety and personal security as individual schemes are developed.</p> <p>Actions:</p> <ul style="list-style-type: none"> • Representatives of faith groups attend the Independent Equalities Advisory Group meetings. • Communications and engagement will ensure that that any engagement events do not take place at the same time as certain religious ceremonies/holidays that may prevent people from being involved. If engagement sessions do fall over such periods, additional engagement sessions will be offered to impacted groups, outside of the main engagement sessions. • We will reach out to places of worship in the areas to get direct feedback on proposals and consider the impact on those who travel to access their chosen place of workshop. • In preparing engagement sessions with communities, the Council will seek to ensure that a mix of male and female project team members are available to accommodate different faiths/beliefs.
<p>3.11 Socio-economically disadvantaged* – identify the impact on people who are disadvantaged due to factors like family</p>	<p>As in 3.1 above</p> <p>In addition:</p> <p>It's recognised that not everyone can afford to run a car, especially for regular short journeys.</p>	<p>Communities with higher levels of deprivation may have lower levels of social capital when compared with more affluent areas and therefore will be less able to present the case for a LN in their area.</p> <p>The improved environment facilitated by the through traffic restriction in this scheme can support socio economically disadvantaged groups in accessing somewhere to walk and wheel.</p>

<p>background, educational attainment, neighbourhood, employment status can influence life chances (this is not a legal requirement, but is a local priority).</p>	<p>Improving walking, wheeling routes and local outdoor spaces can benefit individuals and families who are socially and economically disadvantaged. To deliver the LN strategy, the Council will:</p> <ul style="list-style-type: none"> • actively identify areas as candidates for liveable neighbourhoods. In tandem, the Council will invite communities, via their ward member, to put forward their own proposals for liveable neighbourhoods in their areas. • work with local ward members and their 	<p>Some socio-economically disadvantaged people may experience digital poverty and so care must be taken to ensure we promote the programme and provide our materials in a range of formats.</p> <p>Actions:</p> <ul style="list-style-type: none"> • Any consultation materials will be promoted online, mailed in print to households in relevant areas, and engagement opportunities are posted in the community (via posters/banners etc). • The project team will request that members advertise engagement opportunities in local newsletters and notice boards, as well as online. • A team of officers are available to explain concepts and answer questions on the phone and by email – including any drawbacks or trade-offs that people may experience as a result of changed road layouts etc from the through traffic restriction. <p>Sustrans/and or our own engagement team will be seeking to engage with groups supporting disadvantaged people, through specific community groups such as food banks.</p>
---------------------------------------------------------------------------------------------------------------------------------------------------------------------------	---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

	<p>communities to share information on the potential role that liveable neighbourhoods can play and explain the potential suitability benefits and potential trade-offs</p>	
<p>3.12 Rural communities* identify the impact / potential impact on people living in rural communities</p>	<p>As in 3.1 above</p> <p>Largely the LNs are located in residential areas within the city - offering a variety of amenities within walking distance or via public transport.</p>	<p>B&NES is a rural district with many communities located away from towns and cities. Some rural communities may have limited active travel options.</p> <p>Action:</p> <p>Consider the impact of proposals where travel options are limited but provide increased opportunity for the health benefits of active travel opportunities.</p>
<p>3.13 Armed Forces Community ** serving members; reservists; veterans and their families,</p>	<p>As in 3.1 above</p>	<p>No impact identified at this time.</p> <p>This will be reviewed throughout the programme.</p>

<p>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>3.14 Care Experienced *** This working definition is currently under review and therefore subject to change:</p>		<p>No impact identified at this time.</p> <p>This will be reviewed throughout the programme.</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>		
-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	--	--

*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
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.	Accessible venues booked and BSL interpreters will be promoted and booked where requested.	Project Team	Ongoing
People on lower incomes may be disproportionately affected by a LN if they are more likely to live on main roads that see an increase in traffic.	Assess likelihood that low incomes groups will be adversely affected by proposed LN schemes.	Assess proposals against deprivation map of B&NES and identify appropriate mitigation measures including schemes to facilitate a modal shift from cars to sustainable travel.	Project Team	Ongoing
Ensure all documents written by consultants, policy team and comms are accessible prior to upload to the website.	Send all documents to web team to carry out accessibility checks.	Prior to publication of any document	Project Team	Ongoing

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
Publish telephone and emails contact details for LN Team.	Prepare for face-to-face community engagement and working group sessions. Provide FAQs and key messages to team to help support engagement	Continuous.	Project Team	Ongoing
Officers to ask Parish Council's and Residents Associations to display information about engagement and consultations on noticeboards and in newsletters.	Project team to contact both	On consultation	Project Team	Ongoing
Officers to investigate best ways to engage schools, young people, seldom-heard-from groups, people with disabilities, faith groups, community groups and LNs where there is a higher level of socio-economic disadvantage	Engage Sustrans, IEAG, Achieve Together to identify local groups and opportunities to engage with	On consultation planning and as part of event booking	Project Team	Ongoing
Ensure a mix of male and female officers are available at engagement events.	Ensure a mix of male and female officers are available at engagement events.	In preparing engagement sessions.	Project Team	Ongoing
Officers to check calendar of religious ceremonies / events to ensure engagement does not clash, wherever possible.	Check calendar of religious ceremonies / events and engage with Faith groups	In preparing engagement sessions.	Project Team	Ongoing
Ongoing monitoring	Staff will regularly review issues raised by members of	Issues identified will be addressed/mitigated wherever	Project Team	Ongoing

	the public to identify if there are any unintended negative impacts for particular groups	possible. All equality issues raised will be added to the EIA		
Ensure our consultation survey collects equalities information and details on protected characteristics and any accessible needs.–	Review the information collected on surveys to ensure its up-to-date	Prior to publication of survey	Project Team	Ongoing
EqIAs to be reviewed annually or if significant changes happen within the service provision.	To review the EqIA		Project Lead	Ongoing
Issues raised by consultees through engagement or consultation exercise	Staff to review feedback and identify equalities issues and actions required as necessary.	Completion of review of feedback	Project Lead	After engagement ends and prior to final decision on the proposals.
Issues raised by members of the public about feeling unsafe due to less traffic in the area.	Promote the Women’s Nighttime safety charter to businesses within the vicinity of the scheme.	Information will be distributed	Project Team	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 Equality Team (equality@bathnes.gov.uk), who will publish it on the Council’s website. Keep a copy for your own records.

Signed off by: Tom Foster (Head of Capital Programme and Project Management)

Date: February 2025