

# Equality Impact Assessment / Equality Analysis

(Updated December 2023)

Item name	Details
<b>Title of service or policy</b>	Liveable Neighbourhoods Programme
<b>Name of directorate and service</b>	Place Management- Delivery and Transformation
<b>Name and role of officers completing the EIA</b>	Cathryn Brown, Senior Project Manager, Joanna Sammons, Senior Transport Planner and other members of the Project Team
<b>Date of assessment</b>	December 2023

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>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. 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. An overview of the programme is available at <a href="https://beta.bathnes.gov.uk/liveable-neighbourhoods">https://beta.bathnes.gov.uk/liveable-neighbourhoods</a></p> <p>Separate Equalities Impact Assessments (EqIAs) for each of the areas will be prepared once the full business case (FBC) for the LN</p>

	<p>programme has been approved by the West of England Mayoral Combined Authority. Any Experimental Traffic Regulation Orders (ETROs) will have separate EqIAs.</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>The <a href="#">Liveable Neighbourhood Strategy</a> dated December 2020 sets out a new policy to guide the development of LNs in Bath and North East Somerset (B&amp;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 with funding available via the Government from the West of England Mayoral Combined Authority. The overarching aims are set out in the Government’s Gear Change document.</p> <p><a href="https://www.gov.uk/government/publications/cycling-and-walking-plan-for-england">https://www.gov.uk/government/publications/cycling-and-walking-plan-for-england</a>  <a href="https://www.gov.uk/government/publications/gear-change-one-year-on-review">https://www.gov.uk/government/publications/gear-change-one-year-on-review</a></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"> <li>● Preparing for the future</li> <li>● Delivering for local residents</li> <li>● Focusing on prevention</li> </ul>

Encouragement of more active travel and reduced vehicle use means the programme also contributes to the council's Climate Emergency targets.

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, the [B&NES 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.

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).

The Liveable Neighbourhood Strategy is linked closely to the following strategies which support its aims. They were considered and published alongside it:

- [Approach to Implementation of Residents Parking Schemes in B&NES \(July 2020\)](#)
- [On-street electric vehicle strategy \(July 2020\)](#)

New Residents Parking Zones (RPZs) (7 in total) were brought forward by ward councillors on behalf of the community as a result of the RPZ policy during 2023. They are being managed by the Liveable Neighbourhood Team working alongside Parking Services and the Highways Team. The programme of RPZs share similar goals to LNs. They aim to reduce vehicle intrusion into residential streets, manage the kerb side space to accommodate all road users, reduce pavement parking and encourage more active and sustainable travel among commuters.

Note: A Blue Badge continues to entitle the holder to park in a residents permit bay in any B&NES RPZ for as long as required provided as the Blue Badge is displayed. Advisory bays and plated bays continue to be installed to cater for the needs of people with disabilities. Blue Badge holders may also park in on-street pay and display bays all day free of charge, or on single or double yellow lines for up to 3 hours, where it is safe to do so when the Badge is displayed in the vehicle.

## 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>	<ul style="list-style-type: none"> <li>• 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.</li> <li>• Bespoke and ongoing training is available and encouraged.</li> <li>• 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.</li> <li>• AECOM's designers, who are interpreting the communities' ideas, work to national and local standards including government best practice guidance on inclusive mobility.</li> <li>• 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.</li> </ul>

	<ul style="list-style-type: none"> <li>• 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.</li> <li>• Members of the Independent Equalities Advisory Group have also been invited to join the Technical Reference Group for the Liveable Neighbourhoods programme.</li> </ul> <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><b>2.2</b> What is the equalities profile of service users?</p>	<p>The profile of service users could include all residents and service users of B&amp;NES. Details regarding the profile of the district's population can be found in the Strategic Evidence Base report, at <a href="https://beta.bathnes.gov.uk/strategic-evidence">https://beta.bathnes.gov.uk/strategic-evidence</a></p> <p>When preparing EqIAs for individual areas, we will draw on the 2021 Census data to establish the equalities profile.</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 different and seldom-heard voices.</p>
<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>	<ul style="list-style-type: none"> <li>• This is a new scheme, so it's not possible to draw on an existing customer satisfaction survey. However, this is a community-led programme where people's views and lived experience will directly impact the final design of all LN's.</li> </ul>

- During two public consultations we gathered people's views on LNs (as a policy) and then more detailed feedback on the issues people experience getting around their neighbourhood.
- At co-design workshops in 2022, volunteers from the community used feedback from earlier consultations to discuss and put forward ideas to improve 15 neighbourhoods.
- 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.
- 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.
- In Autumn 2023 we sought feedback on 3 existing LNs ETROs in Church Street, Widcombe, Southlands, Weston and Queen Charlton Lane, Whitchurch. The analysis of this feedback will be published in 2024.

The results of the consultation and engagements already held are outlined below.

### **Consultations and results (to end January 2023)**

- **Consultation on the LTN Strategy (Autumn 2020):** The background, methods of engagement, and results from the consultation are published in reports available from the [LN Development Timeline](#) and [here](#).
  - The report that was presented to Cabinet on the consultation outcome can be found [here](#).
  - Because the consultation took place during the Covid Pandemic events were held online. Here are two recordings featuring a presentation and Q&A.
    - <https://www.youtube.com/watch?v=7lorggE9UjA>
    - <https://www.youtube.com/watch?v=GXech8bUbQM>
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- **The original applications for the 15 LNs submitted by ward members on behalf of their community can be made available on request.**

- **Public engagement on what residents would like to see improved in 15 LN areas (Winter 2021/22):** A report outlining the background, methods of engagement and results of the engagement is published in the [LN development timeline](#) and [here](#).
- **Co-design workshops (Summer 2022):** The outcome of the workshop, including the longlist of ideas that were generated by community members are published in individual workshop reports at [www.bathnes.gov.uk/yourLN](http://www.bathnes.gov.uk/yourLN)
- **Shortlisting the output of co-design workshops (Feb 2023):** AECOM's technical engineers and designers, plus council officers, scrutinised the longlist put forward by the community to determine which measures met a range of criteria to ensure the measures were affordable and technically possible. The list and criteria for recommendation is available in the published Single Member Decision reports at [www.bathnes.gov.uk/yourLN](http://www.bathnes.gov.uk/yourLN) and are informing draft designs that the public will be consulted on when the Full Business Case (FBC) is approved.

#### **Analysis of the views of people with disabilities (LTN Strategy Survey, Autumn 2020)**

- The online survey relating to the LTN Strategy (Autumn 2020) generated 1,575 individual responses.
- In response to the question 'Do you consider yourself to be a disabled person?', 4.6% said yes, 90.0% said no, with 4.4% stating that they preferred not to say.
- The 2011 census indicated that 7% of the B&NES population had a long-term illness or a disability that affected their day-to-day activities a lot. A further 9.1% reported that their day-to-day activities were affected a little.
- We noted that disabled people were therefore underrepresented in the consultation response in comparison to the 2011 Census information. Data from the 2021 Census is now available.
- Responses from people who reported a disability were therefore reviewed separately to see if there were any significant differences in the results, when compared to the wider population.



- This comparison found that during the initial consultation on the Liveable Neighbourhoods Strategy levels of support were around 10-20% lower amongst disabled respondents, but over 50% were still supportive.
- See [Section 2.1 for the training](#), research and approaches we put in place to ensure the voices of people with disabilities are heard throughout the programme and that LN engagement, design and development considers the impact on people with learning and physical disabilities.

**Analysis of views on the impact of 15 proposed LNs on people with disabilities (Public engagement on 15 LN Areas Winter 2021/22 Survey)**

- A total of 1,684 individual responses were received.
- Responses to the public engagement were generally positive, with 51% of respondents in support of Liveable Neighbourhoods Schemes. 36% expressed neutral views and 13% were against their implementation.
- The consultation was held during the Covid-19 pandemic both outdoor in-person events and online presentations/Q&As.
- Respondents to these consultations expressed a general concern for the ability of residents with mobility issues to adapt their travel behaviour when vehicle access or parking is restricted, as a result of LNs and RPZs.
- They cautioned the ability of those residents to adopt alternative travel behaviours such as walking or cycling, particularly when considering the hilly terrain in Bath.
- Some respondents felt that residents with mobility issues could have their freedom curtailed by the new measures. This would result in reduced access to shops and services or limit the option to visit friends and relatives by car, prompting exclusion and isolation.
- There were also positive responses to potential measures from disabled people, particularly in relation to improved air quality (for people with lung conditions) and improved safety
- 24% of the respondents stated that they were retired. This compares with 16% of the B&NES population classified as retired (source ONS annual population survey 2019/20).

- All respondents were asked if they would like to take part in a workshop to co-design a more liveable neighbourhood with an opportunity to discuss the issues further and put forward ideas to address them
- This includes addressing the issues that people with disabilities currently experience and ensuring that the measures put forward for LNs do not discriminate against people with protected characteristics

### **An inclusive approach to Co-design Workshops**

- In May and July 2022, we held a series of co-design workshops with 15 communities developing LNs.
- The workshops were an opportunity to discuss the issues brought up in previous consultations and for volunteers from the community to put forward ideas for improvement.
- The workshops were held at accessible venues and several experienced staff members were there to support discussion and understanding of the project.
- In advance of any co-design workshops, we asked participants to identify any special needs so as to ensure that any participation support required at the sessions can be identified at the earliest opportunity.
- Sustrans ran workshops in the community for people who might find it harder to attend an evening workshop and to reach out to groups and individuals that we don't regularly hear from. This included children in local schools or youth groups, parents at toddler groups and children with learning disabilities. Sustrans' reports are available on the website at [www.bathnes.gov.uk/yourLN](http://www.bathnes.gov.uk/yourLN)
- Throughout August and September 2022, events were held to validate what has been captured from the co-design workshops from those who attended. The ideas are being shortlisted according to criteria considering cost, practicalities and any technical/policy restrictions before draft designs are prepared in 2023.
- At the exhibition there were members of the project team on hand to answer questions and guide attendees through the exhibition boards and feedback form.
- The ideas were incorporated into a comprehensive workshop report and the longlist of ideas to be shortlisted for preliminary design.

	<ul style="list-style-type: none"> <li>• We will prepare separate EqlAs for the LN designs once the FBC is approved in 2024 to ensure that any wider public consultation is accessible and that a wide range of views are sought, particularly from people with protected characteristics. This is to ensure that the ideas put forward by the community do not discriminate and work for everyone in the community.</li> </ul> <p><b>Feedback about existing LN ETRO trials</b></p> <p>In Autumn 2023 we sought feedback on 3 existing LNs ETROs in Church Street, Widcombe, Southlands, Weston and Queen Charlton Lane, Whitchurch. This feedback can be found in each of the 3 Single Member Decision reports relating to each scheme:</p> <ul style="list-style-type: none"> <li>• <a href="#">Church Street, Widcombe</a></li> <li>• <a href="#">Southlands, Weston</a></li> <li>• <a href="#">Queen Charlton Lane, Whitchurch</a></li> </ul>
<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><b>Please see section 2.4 above for all of the consultation details relating to this policy so far.</b></p> <ul style="list-style-type: none"> <li>• 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.</li> <li>• We continue to refine our approach to engagement ensuring our events and materials are widely promoted and accessible to everyone who wants to take part.</li> <li>• We regularly meet with Sustrans and our Corporate Equalities Officer to discuss our approaches and plans.</li> <li>• AECOM has been briefed on our equality's requirements. Our engagement activity is planned by experienced engagement professionals at AECOM with our oversight.</li> </ul>

	<ul style="list-style-type: none"> <li>• Ideas put forward are being reviewed by the Independent Equalities Advisory Group</li> <li>• Members of the Independent Equalities Advisory Group have been invited to join the Technical Reference Group for the Liveable Neighbourhoods programme and we will present consultation materials and approaches with them at focus groups.</li> <li>• A separate EIA template will be developed for use in the development of each of the 15 LNs being developed. This template will ensure that the specific equality issues relating to individual schemes are highlighted, and that all opportunities to promote equality and mitigate any potential negative impacts are taken. In addition, any experimental schemes (known as ETROs) will also have specific EqIAs.</li> <li>• When available, these can be viewed on the <a href="#">Council's EIA web page</a>.</li> </ul>
<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>	<ul style="list-style-type: none"> <li>• Consultation is ongoing and most recently, the Project Team are engaging with communities in 3 LN areas where 5 LN ETROs have been proposed for 2024. Very careful thought is being given to how we can engage a wide range of people and ensure the engagement is accessible and inclusive.</li> <li>• Separate EQIAs will be prepared to ensure local issues and demographics are considered. We will identify and research ways to reach people with protected characteristics and encourage them to take part/make it easy for them to take part.</li> <li>• Sustrans will continue to help us identify diverse groups and individuals to consult with and to gather feedback from residents that find it harder to attend events.</li> <li>• Pop-up engagement events outside local shops and at key community hubs will complement the promoted engagement event for each area, ensuring we gather feedback from those who don't normally engage with council events.</li> <li>• Everyone directly impacted by the proposed ETROs will be sent communication in December 2023 where further information will be given.</li> </ul>

	<ul style="list-style-type: none"> <li>• Assuming the decision is made to proceed with the ETROs, the public will be invited to submit comments using digital and non-digital options with support offered for both. Consultation materials will be made available in alternative formats on request.</li> <li>• A team of dedicated officers will attend events, take calls and address issues and queries by phone or email or in person at surgeries during the consultation.</li> <li>• Members of the project team will continue to attend the Independent Equalities Advisory Group meetings and Area Forums for five areas in B&amp;NES. Here they can address any equalities issues in person with members of the public.</li> </ul> <p>Specific equalities considerations relating to engagement and consultation are set out in section 3 below.</p>
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### 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.	The <b>Liveable Neighbourhood Strategy</b> sets out how the council will facilitate communities to come together to design and develop their neighbourhood streets in a way that ensures fair and equal	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>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>Vehicle access to homes and disabled parking is not impacted by LNs but it will be necessary to assess any adverse impacts 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><b>Action:</b></p> <ul style="list-style-type: none"> <li>• Prepare and publish EqlAs for specific schemes as they are developed.</li> <li>• Ensure rigorous consultation on proposals for through-traffic restriction trials, including in-situ trials.</li> <li>• Collect equalities information during the draft design consultation and scrutinise the local detail.</li> <li>• Identify the needs of people on the street and those regularly visiting the street to assess possible impacts.</li> <li>• Ensure any approved plans incorporate the needs of people with disabilities i.e., ensuring plated/advisory bays for blue badge holders outside their homes are maintained etc.</li> </ul>
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		<ul style="list-style-type: none"> <li>• 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.</li> </ul>
<p><b>3.2 Sex</b> – identify the impact/potential impact of the policy on women and men.</p>	As in 3.1 above.	<p>It is important that both men and women feel physically and psychologically secure when walking around their neighbourhood. Well-lit routes and additional CCTV could support this.</p> <p><b>Action:</b></p> <ul style="list-style-type: none"> <li>• Prepare and publish EqlAs for specific schemes as they are developed.</li> <li>• 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.</li> </ul>
<p><b>3.3 Pregnancy and maternity</b></p>	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. However, they could potentially be less able to travel to engagement events or attend workshops in the day.</p>

		<p><b>Action:</b></p> <ul style="list-style-type: none"> <li>• Prepare and publish EqIAs for specific schemes as they are developed.</li> <li>• Consultation documents will be made available on the B&amp;NES website and a telephone number will be promoted on a mailing letter, so that residents are able to access engagement material and comment online at a location and time convenient for them.</li> <li>• Sustrans are working with the council to run workshops and hold consultation sessions with groups we seldom hear from, like parents and carers of young children. They will go directly to relevant community groups to get feedback and encourage participation/discussion. Sustrans have already engaged with parent and baby groups during the workshops in Summer 2022. See Sustrans reports at <a href="http://www.bathnes.gov.uk/yourLN">www.bathnes.gov.uk/yourLN</a></li> <li>• Pop-up consultations outside shops and on the high streets as well as at set events times/venues will ensure we gather opinions from parents/carers with young children.</li> </ul>
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		<ul style="list-style-type: none"> <li>• Ensure activities for children, food or snacks, so that and safe/private places for feeding babies at our consultation events – and consider the times of these events so they fit with busy families.</li> <li>• 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.</li> <li>• Consider impact of removal or alteration of benches / seating may have on parents with young infants.</li> </ul>
<p><b>3.4 Gender reassignment</b> – identify the impact/potential impact of the policy on transgender people.</p>	<p>As in 3.1 above.</p>	<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 <a href="#">Walking and Cycling Index 2021</a> produced by Sustrans, 59% of LGBTQ+ people feel welcome and comfortable walking or spending time on the streets in their neighbourhood, compared to 67% of heterosexual people.</p> <p><b>Action:</b></p>

		<ul style="list-style-type: none"> <li>• Prepare and publish EqlAs for specific schemes as they are developed.</li> <li>• The Independent Equalities Advisory Group (IEAG) includes representatives from the LGBTQ+ community.</li> <li>• The IEAG are on our technical review panel. When designs are submitted for review during consultations, we will 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.</li> <li>• Sustrans will be helping us consult with younger people in areas with LN, including young people to ensure diverse feedback and a range of opinions.</li> </ul>
<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>As in 3.1 above.</p>	<p>While measures such as dropped kerbs, continuous footways, cycle lanes, wider pavements, better crossings and more places to sit and meet others all aim to 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><b>Actions:</b></p>

		<ul style="list-style-type: none"> <li>• Ensure our consultation survey collects equalities information and details on protected characteristics and any physical or learning disabilities.</li> <li>• We will engage with the Independent Equalities Advisory Group on the measures featured in the draft plans and our consultation material.</li> <li>• We will also engage the local branch of Achieve Together: Learning Disability Care Providers.</li> <li>• Sustrans will help 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.</li> <li>• Our events will be held in accessible venues inc. hearing loop provision.</li> <li>• We aim to book BSL interpreters for our central events and on request for area events.</li> <li>• Consultation materials and surveys will be available in a range of formats to accommodate different needs, such</li> </ul>
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		<p>as large print and easy read. We will also be able to record simple verbal feedback in person at our events, using iPads or printed surveys.</p> <ul style="list-style-type: none"> <li>• Our consultation material will be available at One Stop Shops and libraries as well as consultation events and online.</li> <li>• A dedicated team will be available to answer email and phone calls – they will respond and cater for people’s needs.</li> <li>• Any webinars will be recorded, and the recorded versions will include captions.</li> <li>• Maps will have accessible colour palette and appropriate colour contrast to support partially sighted and people with colour blindness.</li> </ul>
<p><b>3.6 Age-</b> 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</p>	<p>We will actively seek feedback from a wide range of age groups, including seldom-heard-from younger people, busy working people, and older people.</p> <p><b>Actions:</b></p> <ul style="list-style-type: none"> <li>• Conduct face-to-face community engagement and working group</li> </ul>

	<p>active travel because they cannot drive or are unable to own a car.</p>	<p>sessions popular among middle-age and older people.</p> <ul style="list-style-type: none"> <li>• Conduct events over a longer time period to accommodate older people, people of working age, and parents and carers.</li> <li>• Printed leaflets will be sent to local homes and businesses to ensure we do not discriminate against those without access to the internet, computers or smart phones.</li> <li>• Printed surveys are available on request by calling the number promoted on the leaflet or by visiting a One Stop Shop (OSS) or library, where support is also available to access the internet.</li> <li>• Ensure that consultation events and opportunities are promoted locally by ward councillors and residents' associations and on posters and banners on the street.</li> <li>• We will target schools and early years settings in the 15 areas separately to gather feedback from pupils as well as staff and parents from a wide catchment area.</li> </ul>
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		<ul style="list-style-type: none"> <li>• We will present our plans to the Area Forums that have a diverse audience.</li> <li>• We will cost and consider using paid-for social media advertising to raise awareness of the plans and the consultation among younger people and busy working people and parents/carers (with links to the survey).</li> <li>• Sustrans will engage specifically with youth groups and community groups for older people to gain their feedback on proposals.</li> </ul>
<p><b>3.7 Race</b> – identify the impact/potential impact on across different ethnic groups.</p>	<p>As in 3.1 above.</p> <p>In addition:</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 consultations and co-design.</p>	<p>Personal safety in public spaces and being a target for hate crime is an issue for ethnic minority groups. It will be important to consider issues of safety and personal security in the development of individual schemes.</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, we will aim to provide a relevant translator.</p> <p>There may be cultural issues regarding correspondence during engagement sessions. For example, it could be</p>

		<p>inappropriate for members of some cultures to interact with officers of the opposite sex.</p> <p><b>Actions:</b></p> <ul style="list-style-type: none"> <li>• We are engaging with the Independent Equalities Advisory Group and may encompass the following:</li> <li>• B&amp;NES Ethnic Minority Staff Network</li> <li>• Black Families Education Support Group</li> <li>• SARI - Stand Against Racism &amp; Inequality</li> <li>• BEMSCA (Bath Ethnic Minority Senior Citizen's Association)</li> <li>• Bath Polish Association</li> <li>• The Bath Anti-racism Collective (BARC)</li> <li>• We will prepare Easy Read consultation documents.</li> <li>• We will ensure a mix of male and female officers are available at our events.</li> </ul>
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		<ul style="list-style-type: none"> <li>• 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.</li> <li>• We will provide translators at our events on request – and this opportunity will be promoted on our promotion material.</li> </ul>
<p><b>3.8 Sexual orientation</b> – identify the impact/potential impact of the policy on lesbian, gay, bisexual, heterosexual people.</p>	<p>As in 3.1 above.</p>	<p>Personal safety in public spaces and being a target of 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><b>Actions:</b></p> <ul style="list-style-type: none"> <li>• Engagement is proposed to be carried out with the Independent Equalities Advisory Group which may encompass the following groups in Bath: <ul style="list-style-type: none"> <li>▪ SPACE LGBT Youth Group</li> <li>▪ Bath Gender Equality Network</li> <li>▪ B&amp;NES LGBTQ+ Staff Network</li> </ul> </li> <li>• Sustrans will be engaging directly with youth and community groups to get</li> </ul>



		feedback on our plans from a diverse audience.
<b>3.9 Marriage and civil partnership –</b> does the policy/strategy treat married and civil partnered people equally?	As in 3.1 above.	Liveable Neighbourhoods aim to benefit all groups within the community.
<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.	As in 3.1 above.	<p>Personal safety in public spaces and being a target of hate crime is an issue for some faith groups. It will be important to consider issues of safety and personal security as individual schemes are developed.</p> <p><b>Actions:</b></p> <ul style="list-style-type: none"> <li>• Representatives of faith groups attend the Independent Equalities Advisory Group meetings.</li> <li>• Comms and engagement will ensure that that 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.</li> </ul>

		<ul style="list-style-type: none"> <li>• We will reach out to places of worship in the areas to get direct feedback on proposals.</li> <li>• 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.</li> </ul>
<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.</p> <p><b>(this is not a legal requirement, but is a local priority).</b></p>	<p>As in 3.1 above.</p> <p>Plus</p> <ul style="list-style-type: none"> <li>• It's recognised that not everyone can afford to run a car, especially for regular short journeys. Improving walking, wheeling routes and local outdoor spaces can benefit individuals and families who are socially and economically disadvantaged.</li> </ul> <p>To deliver the LN strategy, the Council will:</p> <ul style="list-style-type: none"> <li>• 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</li> </ul>	<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. The Council will identify and facilitate LNs in less affluent areas, supporting those communities to submit proposals if appropriate in future phases of the programme.</p> <p>Some socio-economically disadvantaged people may not have access to a computer (digital poverty) or have the means to access online resources and so care must be taken to ensure we promote the programme and provide our materials in a range of formats.</p> <p><b>Actions:</b></p>

	<ul style="list-style-type: none"> <li>• work with local ward members and their communities to share information on the potential role that liveable neighbourhoods can play and explain the potential suitability benefits and potential trade-offs.</li> </ul>	<ul style="list-style-type: none"> <li>• Specific EqlAs will be prepared for each area and will not exclude areas where there are higher levels of socio-economic disadvantage</li> <li>• 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).</li> <li>• The project team will request that ward members advertise events and engagement opportunities in local newsletters and notice boards, as well as online.</li> <li>• Libraries and One Stop Shops will be provided with several hard copies of any relevant documentation (including Easy Read versions), for review by residents who are unable to access a computer. Officers at One Stop Shops and libraries will be available to assist with accessing a computer at these places, in order for people to be able to provide comments online.</li> <li>• We will ensure that members of the project team will be available at events to explain the proposals in detail.</li> </ul>
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		<ul style="list-style-type: none"> <li>• 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.</li> <li>• 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.</li> </ul>
<p><b>3.12 Rural communities*</b> 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. Temple Cloud and Whitchurch/Queen Charlton are more rural.</p>	<p>B&amp;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><b>Action:</b></p> <ul style="list-style-type: none"> <li>• Ensure area wide communications about the LN programme, including via all area forums.</li> <li>• Consider the impact of proposals where travel options are limited i.e., Whitchurch/QC area and Temple Cloud. Specific EQIAs will be prepared for these areas.</li> </ul>

<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>As in 3.1 above.</p>	<p>No impact identified at this time.</p> <p>This will be reviewed throughout the programme and representation will be sought during consultations.</p>
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\*There is no requirement within the public sector duty of the Equality Act to consider groups who may be disadvantaged due to socio economic status, or because of living in a rural area. However, these are significant issues within B&NES and have therefore been included here.

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

#### **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>
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Prepare and publish EQIAs for specific schemes as they are developed.	Prepare and publish EQIAs for specific schemes as they are developed.	Publication of EQIA for all schemes.	Project Team	ongoing
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 engagement material and consultation documents are available at One Stop Shops and libraries across the District.	Send hard copies of engagement material and consultation documents to One Stop Shops and libraries across the District.	Send hard copies to One Stop Shops and libraries.	Project Team	Ongoing
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.	Consider LNs in less affluent areas and support those communities to develop proposals where there is local support. Note these in individual EQIAs	Actively identified areas as candidates for liveable neighbourhood interventions in low-income areas. Support these communities, via their Councillor, to put forward their own proposals for liveable neighbourhoods in their area.	Project Team	Completed
Ensure that community engagement sessions are held in accessible locations and that British Sign Language (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 booked for the central event, plus on demand for others where requested.	Project Team	Ongoing
Provide online targeted engagement sessions with people with limited mobility.	Set up Microsoft Teams meetings with target groups involving people with limited	Booking online engagement sessions. Promote the webinars to specific groups.	Project Team	Ongoing

	mobility and also Sustrans engagement events at a central location/community group for people with disabilities where possible			
Ensure that any webinars are recorded with captioning.	Ensure that all webinars are recorded with captioning.	During webinar set up.	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.  Carry out baseline monitoring of proposals and where possible, complete trials of traffic interventions before a decision on any permanent scheme is made.	Project Team	Ongoing
Ensure all documents written by AECOM, 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 can be provided where requested.	Check provision with equalities team.	Prior to publication of any document.	Project Team	Ongoing
Prepare, on request, Easy Read version of main consultation	Prepare, on request, Easy Read version of main	Prior to publication of any document.	Project Team	Ongoing

documents and publish alongside main version.	consultation documents and publish alongside main version.			
Conduct face-to-face community engagement and working group sessions and 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
Comms team to provide regular social media updates regarding engagement sessions and consultation.	Comms team to provide regular social media updates regarding engagement sessions and consultation.	Social media updates.	Comms	Continuous
Ensure the option of a translated document is available.	Speak to equalities team about availability of translated summaries.	Language Empire	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 the public to identify if there are any unintended negative impacts for particular groups	Issues identified will be addressed/mitigated wherever possible. All equality issues raised will be added to the EqIA	Project Team	Ongoing
Ensure our consultation survey collects applicable equalities information in relation to the scheme and details on protected characteristics and any accessible needs to ensure that people are given equal opportunities to engage wherever possible.	Review the information collected on surveys to ensure its up-to-date	Prior to publication of survey	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 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:** Tom Foster, Head of Delivery and Transformation

**Date:** December 2023