

# Equality Impact Assessment / Equality Analysis

(Version 4)

<b>Item name</b>	<b>Details</b>
<b>Title of service or policy</b>	Scholars Way (Eastern section)
<b>Name of directorate and service</b>	Sustainable Communities Strategic Transport
<b>Name and role of officers completing the EIA</b>	Alison Sherwin, Principal Engineer
<b>Date of assessment</b>	15 <sup>th</sup> January 2025

Equality Impact Assessment (or 'Equality Analysis') is a process of systematically analysing a new or existing policy or service to identify what impact or likely impact it will have on different groups within the community. The main aim is to identify any discriminatory or negative consequences for a particular group or sector of the community, and also to identify areas where equality can be better promoted. Equality impact Assessments (EIAs) can be carried out in relation to services provided to customers and residents as well as employment policies/strategies that relate to staffing matters.

This toolkit has been developed to use as a framework when carrying out an Equality Impact Assessment (EIA) or Equality Analysis. **Not all sections will be relevant – so leave blank any that are not applicable.** It is intended that this is used as a working document throughout the process, and a final version will be published on the Council's website.

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

Key questions	Answers / notes
<p>1.1 Briefly describe purpose of the service/policy e.g.</p> <ul style="list-style-type: none"> <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>Scholars Way is a project to deliver cycle/pedestrian routes connecting residential areas to educational establishments across the south of Bath between Bath University and St Martins Garden Primary School, via Mulberry Park. This phase will deliver the east section between Oakley and Combe Down</p> <p>Implementation is responsibility of the Council</p> <p>The outcomes consist of:</p> <ul style="list-style-type: none"> <li>● a new Toucan crossing at Oakley.</li> <li>● Upgrade of pedestrian facilities at the north and south end of Copseland consisting of continuous footways and mobility crossings</li> <li>● Resurfacing of the existing off road shared use pedestrian/cycle route through Rainbow Woods</li> <li>● Zebra crossing and relocation of bus stops outside Ralph Allen School</li> </ul>
<p>1.2 Provide brief details of the scope of the policy or service being reviewed, for example:</p>	<p>This is a new project that will link and improve existing sections of route.</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>Detailed design is being carried out and Full business case being written.</p> <p>Funding is available for the construction of the proposed Toucan crossing at Oakley in 2024.25.</p> <p>The design can take account of any suggested improvements identified through this EIA/EA.</p>
<p>1.3 Do the aims of this policy link to or conflict with any other policies of the Council?</p>	<p>These proposals will contribute to meeting the one of the council's Corporate Strategy core policies; to tackle the climate emergency.</p> <p>They will also contribute to meeting the three principles:</p> <ul style="list-style-type: none"> <li>● preparing for the future: the schemes will provide accessible facilities that promote and enable sustainable transport.</li> <li>● delivering for local residents: they will provide facilities that give priority to active travel.</li> <li>● focusing on prevention: the schemes will enable people to choose active travel over car use, promoting better health.</li> </ul>

## 2. Consideration of available data, research and information

Key questions	Data, research and information that you can refer to
<p>2.1 What equalities training have staff received to enable them to understand the needs of our diverse community?</p>	<p>The Bath &amp; NE Somerset Council staff team have undertaken in-person equalities training plus on-line equality, diversity and inclusion training. All staff are all familiar with "Inclusive Mobility A Guide to Best Practice on Access to Pedestrian and Transport Infrastructure" A number of staff have attended an awareness event with the RNIB and some staff have also completed a Healthy Streets course.</p> <p>The consultants AECOM carrying out the design for this project have stated "<i>All our engineers are all familiar with "Inclusive Mobility A Guide to Best Practice on Access to Pedestrian and</i></p>

	<i>Transport Infrastructure” and 50 members of staff have also undertaken a ‘Healthy Streets’ course. We actively engage with accessibility advocates groups like the RNIB to understand the lived experience of all people.”</i>
<b>2.2</b> What is the equalities profile of service users?	The scheme is located in a residential area of Bath and so the equalities profile of service users will be mixed. There are a number of early years settings, schools, including a special school for children and young people with Special Educational Needs and Disabilities (SEND) and other educational establishments such as Bath University so there will be a higher proportion of young people, school pupils and parents/carers.
<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?	The 2023 Voicebox survey reported that 63% of respondents strongly agreed or tended to agree with the statement ‘I am willing to walk more often instead of travelling by car’. Also, 28% of respondents strongly agreed or tended to agree with the statement ‘I am willing to cycle more often instead of travelling by car’. Evidence from school travel plans suggests that schoolchildren are keen to cycle to school.
<b>2.4</b> What engagement or consultation has been undertaken as part of this EIA and with whom? What were the results?	Scholars Way was consulted on in July 2022 <a href="https://beta.bathnes.gov.uk/scholars-way-consultation/scholars-way-consultation">https://beta.bathnes.gov.uk/scholars-way-consultation/scholars-way-consultation</a> As part of the consultation there were also 2 drop in events at The Guildhall and Mulberry Park Community centre. The results of the consultation are attached to this report.
<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?	Future consultation will consist of Traffic Regulation Orders which will follow the statutory procedure. This will require obtaining the views of the Emergency Services, The Freight Transport Association, The Road Haulage Association, Local Councillors and local public transport operators. Local interest groups such as residents, traders, equality groups and community groups who are likely to be affected by the proposals may also be consulted where appropriate. Consultation material will be available in alternative formats upon request and a telephone contact number will be provided.

### 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

<b>Key questions</b>	<b>Examples of what the service has done to promote equality</b>	<b>Examples of actual or potential negative or adverse impact and what steps have been or could be taken to address this</b>
<b>3.1 Issues relating to all groups</b> and protected characteristics	This proposal includes a number of new pedestrian/cycle crossings . These will benefit all pedestrians and cyclists wanting to cross the road at these locations. The off road cycleways will benefit cyclists as they will not have to cycle on the highway.	Not able to introduce lighting through rainbow woods because of significant bat population. The scheme does not make the situation worse. Ducting will be installed as part of the current proposed scheme, so if in the future a suitable solution for bat lighting is found it will be easier to install lighting with the ducting in place
<b>3.2 Sex</b> – identify the impact/potential impact of the policy on women and men.	The proposed crossings could make women feel safer as they are not required to wait by the side of the road for longer periods, therefore making them feel more vulnerable, especially at night.	Overcome fear of isolation that some people may face using the route if they are alone - Creating safe environment, for example ensuring lighting is a suitable standard.
<b>3.3 Pregnancy and maternity</b>	Design of the route is to be accessible to prams/buggies being on level ground, gentle gradients and no barriers, as identified above. The proposed zebra crossings and Toucan crossings are an improvement upon the existing situation because pedestrians legally have priority over vehicles.	No known negative impacts identified.

<p><b>3.4 Gender reassignment</b> – identify the impact/potential impact of the policy on transgender people</p>	<p>A study in the UK found that 34.4% of trans adults had attempted suicide at least once and almost 14% of trans adults had attempted suicide more than twice 6. Another study found that half of LGBTIQ+ people had experienced depression, and three in five had experienced anxiety. Almost half of trans people had thought about taking their life7. Active Travel contributes towards physical activity. An increase in physical activity has been proven to be associated with benefits to mental health. Physical activity can reduce the risk of depression. Physical activity can enhance psychological wellbeing by improving self-perception and self-esteem including a sense of purpose and value, mood and sleep quality, and by reducing levels of anxiety and fatigue. Moreover, Active Travel modes are the least stressful and can be very helpful in terms of stress management8.</p>	<p>No known negative impacts identified. The Scholars Way will seek to detail the necessary improvements for creating sustainable, well-connected, and healthier communities. It envisions a future where walking and cycling are the natural choices for safe and convenient mobility. Ensuring personal safety in public spaces, particularly for individuals in the trans community who may often be targets of hate crimes, will be critical during the implementation stages.</p>
<p><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>The scheme has been designed to LTN 1/20 Cycle Infrastructure Design and the Department for Transport, Inclusive Mobility. The proposed zebra crossing and Toucan crossings will improve access for disabled residents and those attending the educational establishments, such as wheelchair users and those who are blind or have sight loss.</p>	<p>Consideration of seating rest points on route - check as part of future provision- benches with arms to assist sitting and standing up.</p>
<p><b>3.6 Age</b> – identify the impact/potential impact of the policy on different age groups</p>	<p>Route accessible to all ages. Provision of route will assist with providing safer route between residential areas, the local schools and other educational establishments to encourage children and</p>	<p>Need to encourage children and young to use the route - School Travel Plan Officer work with educational establishments to promote the route.</p>

	<p>young people to be more active- addressing childhood obesity.</p> <p>School children will benefit from all 3 schemes and will increase opportunities for independent travel.</p> <p>The proposed zebra crossings and Toucan crossings are an improvement upon the existing situation because pedestrians legally have priority over vehicles.</p>	
<p><b>3.7 Race</b> – identify the impact/potential impact on across different ethnic groups</p>		<p>No known negative impacts identified.</p> <p>The Scholars Way will seek to detail the necessary improvements for creating sustainable, well-connected, and healthier communities. It envisions a future where walking and cycling are the natural choices for safe and convenient mobility.</p> <p>It is acknowledged that consideration will need to be paid to racial abuse and hate crime, and safety issues will need to be considered at implementation stages.</p>
<p><b>3.8 Sexual orientation</b> – identify the impact/potential impact of the policy on lesbian, gay, bisexual, heterosexual people</p>		<p>No known negative impacts identified.</p>
<p><b>3.9 Marriage and civil partnership</b> – does the policy/strategy treat married and civil partnered people equally?</p>		<p>No known negative impacts identified.</p> <p>This proposal will seek to detail the necessary improvements for creating sustainable, well-connected, and healthier communities.</p> <p>It envisions a future where walking and cycling are the natural choices for safe and convenient mobility.</p>

<p><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.</p>		<p>No known negative impacts identified.</p>
<p><b>3.11 Socio-economically disadvantaged*</b> – identify the impact on people who are disadvantaged due to factors like family background, educational attainment, neighbourhood, employment status can influence life chances <b>(this is not a legal requirement, but is a local priority).</b></p>	<p>The West of England Combined authority transport vision, as set out in the Joint Local Transport Plan 4, is to ‘Connect people and places for a vibrant, inclusive and carbon neutral West of England’. This includes access to services and opportunities for residents in rural, remote and deprived areas is improved. Active travel is the most cost effective form of travel so this scheme will help to reduce the cost of travel, which will be particularly beneficial for economically disadvantaged people. This scheme is provided in accordance with the vision and objectives of the JTLP4, by enabling low-carbon transport within Bath along with improvements to user health and wellbeing and transport equality through the provision of accessible infrastructure for all.</p>	<p>Promotion of route to local communities-consider promotion through schools, for example.</p>
<p><b>3.12 Rural communities*</b> identify the impact / potential impact on people living in rural communities</p>	<p>No issues identified as yet.</p>	<p>No known negative impacts identified.</p>
<p><b>3.13 Armed Forces Community **</b> serving members; reservists; veterans and their families, including the bereaved. Public services are required</p>	<p>No issues identified as yet – keep under review</p>	<p>No known negative impacts identified.</p>



<p>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><b>3.14 Care Experienced ***</b>  This working definition is currently under review and therefore subject to change:</p> <p>In B&amp;NES, you are ‘care-experienced’ if you spent any time in your childhood in Local Authority care, living away from your parent(s) for example, you were adopted, lived in residential, foster care, kinship care, or a special guardianship arrangement.</p>	<p>No issues identified as yet.</p>	<p>No known negative impacts identified.</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
Seating provision along the route	Audit provision and opportunities as part of design process			
Provision of cycle parking at key destinations	Audit provision and opportunities as part of design process			

## 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 website. Keep a copy for your own records.



**Signed off by:**  
**Date: 04.02.25**