

# Equality Impact Assessment / Equality Analysis

(Updated December 2022)

Item name	Details
<b>Title of service or policy</b>	Beau St, at its junction with Stall St - Prohibition of driving of motor vehicles 6pm to 10am daily
<b>Name of directorate and service</b>	Design & Projects, Place Management
<b>Name and role of officers completing the EIA</b>	Simon Thomas, Senior Engineer
<b>Date of assessment</b>	23 <sup>rd</sup> October 2024

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

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

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

Key questions	Answers / notes
<p>1.1 Briefly describe purpose of the service/policy e.g.</p> <ul style="list-style-type: none"> <li>● How the service/policy is delivered and by whom</li> <li>● If responsibility for its implementation is shared with other departments or organisations</li> <li>● Intended outcomes</li> </ul>	<p>The proposed Traffic Regulation Order would prohibit traffic from entering or exiting Beau St at its junction with Beau St between 6pm and 10am and includes the removal of one parking bay on the southeastern side of Beau St to improve improved manoeuvrability for vehicles and the suspension the existing one-way order on Beau St between the junctions of Stall St and Bilbury Lane to make it two-way for traffic.</p> <p>The Beau Street/ Stall Street junction is currently closed between 10am and 6pm daily and the proposed TRO would provide improve safety for traffic and pedestrians using the street and improve the amenities of the area.</p> <p>It would allow the replacement of the existing temporary barrier to be replaced with street furniture that is aesthetically more pleasing.</p>
<p>1.2 Provide brief details of the scope of the policy or service being reviewed, for example:</p>	<p>The Beau Street/ Stall Street junction is currently closed between 10am and 6pm daily and the proposed TRO would complement the existing</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>	partial closure to provide improved safety for traffic and pedestrians using the street and improve the amenities of the area.
1.3 Do the aims of this policy link to or conflict with any other policies of the Council?	The TRO proposal seeks to complement existing traffic restrictions on Lower Borough Walls, Stall St, Bath St and Hot Bath St.

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

Key questions	Data, research and information that you can refer to
2.1 What equalities training have staff received to enable them to understand the needs of our diverse community?	<p>All staff receive mandatory equalities training.</p> <p>CCTV operatives have received bespoke equalities training. Future training should be designed to ensure staff are informed to provide advice on access queries, and also that any checking or vetting of people is carried out in a fair and consistent manner and that this does not vary across groups. Checking should be consistent across all social groups. This will also need to be included within policy and protocols documentation.</p>
2.2 What is the equalities profile of service users?	<p>The Strategy is applicable to the whole area of Bath &amp; North East Somerset Council (B&amp;NES) and to all residents, businesses, and landowners within the district area. Therefore, we have not provided an equality profile. For further information on the population of Bath &amp; North East Somerset. Please click on the link below which contains the 2021 census information: <a href="https://beta.bathnes.gov.uk/strategic-evidence">https://beta.bathnes.gov.uk/strategic-evidence</a></p>
2.3 Are there any recent customer satisfaction surveys to refer to? What were the results? Are there	There are no customer satisfaction surveys available that can be used for reference.

any gaps? Or differences in experience/outcomes?	
<b>2.4</b> What engagement or consultation has been undertaken as part of this EIA and with whom? What were the results?	Initial engagement was undertaken with Bath BID and Emergency Services in early September 2024. No issues have been raised. Letters and emails detailing the proposal were sent out to residents and local resident association in early October 2024. No responses have been received to date. There will be a further engagement opportunity as part of the formal TRO process which will commence shortly.
<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?	Where a proposal is expected to affect equalities, specific groups will be identified, and consultation tailored to determine the scope of impact and where possible solutions for mitigation considered. As part of the consultation exercise, we will use multiple methods to draw attention to the proposals, including on-street notices in the street, letters sent to nearby properties and informing local councillors. Plans and details of the proposal may be future can be inspected at The One Stop Shops at 3-4 Manvers Street, Bath, during normal office hours. And are available in alternative formats upon request. Please call Council Connect on 01225 394041.

### 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
<b>3.1 Issues relating to all groups</b> and protected characteristics	As part of the City Centre Security project, the Council commissioned a city wide accessibility study to look at the	Options for the form of barrier to replace the existing barrier are currently being

	<p>impacts on accessibility, which also included recommendations for improvement. See link to the report.  <a href="https://beta.bathnes.gov.uk/sites/default/files/210518_5204216-3-1_Bath_City_Centre_Accesibility_Study_Final_Issued.pdf">https://beta.bathnes.gov.uk/sites/default/files/210518_5204216-3-1 Bath City Centre Accesibility Study Final Issued.pdf</a></p> <p>The proposed TRO would complement the existing partial closure to provide improved safety for traffic and pedestrians using the street and improve the amenities of the area.</p>	<p>considered, which will be based on engineering and functional suitability, as well as cost.</p>
<p><b>3.2 Sex</b> – identify the impact/potential impact of the policy on women and men.</p>	<p>Access to streets for vehicles beyond the closure remains possible between 6pm and 10am via Lower Borough Walls and Hot Bath St. CCTV and street lighting in the area is considered adequate and all cameras are in the process of being upgraded.</p>	<p>In previous consultation on reducing access to the City Centre, the issue of the safety of women and girls have been raised and who are likely to feel more vulnerable if they are not able to park/get a taxi/be dropped off close to their destination.</p>
<p><b>3.3 Pregnancy and maternity</b></p>		<p>There are no known or anticipated impacts on this protected characteristic group</p>
<p><b>3.4 Gender reassignment</b> – identify the impact/potential impact of the policy on transgender people</p>	<p>See 3.2</p>	<p>Some groups are more vulnerable to hate crime. There are therefore potential implications in relation to safety and perceived safety, if people are not able to park/get a taxi/be dropped off close to their destination.</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>As part of the City Centre Security project, the Council commissioned a city-wide accessibility study to look at the impacts on accessibility, which also included recommendations for improvement. See link to the report.  <a href="https://beta.bathnes.gov.uk/sites/default/files/210518_5204216-3-1_Bath_City_Centre_Accesibility_Study_Final_Issued.pdf">https://beta.bathnes.gov.uk/sites/default/files/210518_5204216-3-1 Bath City Centre Accesibility Study Final Issued.pdf</a></p>	<p>In previous consultation on reducing access to the City Centre, concerns were raised by disability groups (see link)</p>
<p><b>3.6 Age</b> – identify the impact/potential impact of the policy on different age groups</p>	<p>See 3.5</p>	<p>In previous consultation on reducing access to the City Centre, concerns were raised by disability groups.</p>
<p><b>3.7 Race</b> – identify the impact/potential impact on across different ethnic groups</p>	<p>See 3.2</p>	<p>Some groups are more vulnerable to hate crime. There are therefore potential implications in relation to safety and perceived safety, if people are not able to park/get a taxi/be dropped off close to their destination.</p>
<p><b>3.8 Sexual orientation</b> – identify the impact/potential impact of the policy on lesbian, gay, bisexual, heterosexual people</p>	<p>See 3.2</p>	<p>Some groups are more vulnerable to hate crime. There are therefore potential implications in relation to safety and perceived safety, if people are not able to park/get a taxi/be dropped off close to their destination.</p>
<p><b>3.9 Marriage and civil partnership</b> – does the policy/strategy treat married</p>	<p>See 3.2</p>	<p>There are no known or anticipated impacts on this protected characteristic group</p>

and civil partnered people equally?		
<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.	See 3.2	There are no places of worship within the vicinity of the proposals.
<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>	See 3.2	There are no known or anticipated impacts on this protected characteristic group
<b>3.12 Rural communities*</b> identify the impact / potential impact on people living in rural communities	No positive impacts identified	There are no known or anticipated impacts on this protected characteristic group
<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	No positive impacts identified	There are no known or anticipated impacts on this protected characteristic group

<p>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>		
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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.

Issues identified	Actions required	Progress milestones	Officer responsible	By when

## 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:** Chris Major

(Divisional Director or nominated senior officer)

**Date:** 4<sup>th</sup> November 2024