

Equality Impact Assessment / Equality Analysis

(Version 4)

Item name	Details
Title of service or policy	<u>Bath Walking, Wheeling, and Cycling Links scheme</u> - Links to RUH
Name of directorate and service	Sustainable Communities - Capital Projects and Programmes
Name and role of officers completing the EqlA	Tom Gaze – Principal Engineer Alistair Booton – Project Manger
Date of assessment	This Equality Impact Assessment has been completed at detailed design stage and is dated May 2026. It follows on from the programme wide assessment carried out at preliminary design stage in March 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
1.1 Briefly describe purpose of the service/policy e.g. - How the service/policy is delivered and by whom - If responsibility for its implementation is shared with other departments or organisations - Intended outcomes	This project covers active travel route called Links to RUH (Royal United Hospital) which is part of the Bath Walking, Wheeling, and Cycling Links scheme (BWWCL). BWWCL is part of the City Region Sustainable Transport Settlement programme, which aims to radically shift transport patterns across the sub-region away from private car journeys and onto sustainable and active modes. The programme will deliver walking, wheeling and cycling infrastructure, including routes which link and rationalises existing infrastructure and that being introduced by other projects. Within the BWWCL programme there are four new active travel routes: Weston to City Centre; Kelston Road to Newbridge Hill; Links to Royal United Hospital; City Centre to the Kennet and Avon Canal. On the Links to RUH route the project will address existing barriers to walking, wheeling and cycling, including improved crossings, reduced level changes, widened footways, and clear separation between users where practicable.

	These route will look to deliver high quality, LTN1/20 compliant routes that make active travel the natural choice for shorter journeys into the city centre and onto public transport modes. This will drive modal shift away from private car journeys with associated congestion, public health, air quality, road safety, and urban environment improvements.
1.2 Provide brief details of the scope of the policy or service being reviewed, for example: ● Is it a new service/policy or review of an existing one? ● Is it a national requirement?). ● How much room for review is there?	The route would provide better links to the RUH, a major employer and trip generator, including a connection to the River Avon towpath (National Cycle Route 4) and onward to the Two Tunnels path (National Cycle Route 244). The north part of the route links Weston High Street to the Royal United Hospital via Penn Hill Road and Chandler Close and is presently on hold. The southern part of the route begins at Evelyn Road and goes along the A431 Newbridge Hill. It then turns south at Chelsea Road before continuing straight to Station Road, reaching Bath Spa University's Locksbrook Campus and National Cycle Route 4 and 244. The route will also intersect with an extension to the Bristol to Bath Railway Path at Station Road planned as part of the Bristol to Bath A4 corridor project. The infrastructure must comply with national standards, namely LTN 1/20, which outline the requirements for new cycle ways and other improvements. As part of funding requirements, it must also be acceptable to Active Travel England, an arms-length governmental body responsible for the improvement of active travel improvements within England. The council will work with local communities, elected members and other local stakeholders to develop proposals and ensure views of residents are central to any scheme proposed. The council's highways team will be directly involved in terms of quality assurance, to ensure schemes proposed are both safe and deliverable within the existing network.

1.3 Do the aims of this policy link to or conflict with any other policies of the Council?	The project aligns closely with the council's overriding purpose 'to improve people's lives' – through the introduction of active travel corridors the priority of tackling the Climate and Ecological Emergencies is also recognised. The following principles are also addressed: • Preparing for the Future – through delivery of infrastructure that is fit for the future and modern travel habits • Delivering for Local Residents – ensuring schemes are delivered with minimal disruption and meet users' needs • Focusing on Prevention – contributing to positive health outcomes and reduction in carbon emissions which are harmful to people and the environment The project will also need to balance this with the needs of the local traffic network, and ensuring the scheme is safe for all users, whilst enabling those that need to use their car to continue to do so.
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2. Consideration of available data, research and information

Key questions	Data, research and information that you can refer to
2.1 What equality focussed training have staff received to enable them to understand the needs of our diverse community?	The Bath & 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". The Corporate Equalities Officer is available for ongoing advice. Members of the project team have discussed the preparation of the Equalities Impact Assessment with the Equalities Officer at the Council.
2.2 What is the equality profile of service users?	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

	There are a number of school and other educational establishments such as Bath University in the area so there may be a higher proportion of young people, school pupils and parents/carers.
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?	National Highways and Transport's questionnaires are distributed to a number of B&NES residents each year to measure and evaluate the levels of public satisfaction regarding transport aspects¹. The survey includes questions on different aspects including active travel. The results of the 2025 survey for B&NES has seen a 77% level of satisfaction in the provision of pavements, footpaths and pedestrian areas, 1% below the national average. Levels of satisfaction for the facilities for cyclists overall was 49% within B&NES compared to a national average of 47%. The level of satisfaction over ease of use of active travel by disabled people was 40% compared to a national average of 43%.
2.4 What engagement or consultation has been undertaken as part of this EIA and with whom? What were the results?	A public consultation on the preliminary designs for the whole Bath Walking, Wheeling, and Cycling Links scheme, including this route ran from 17th October 2024 through to 2nd January 2025. Public Drop-in events initially were held from the 4th November 2024 and ran until the 13th November 2024. Engagement included personalised emails to statutory consultees, local stakeholders, representative groups and equalities organisations inviting participation in the public consultation, public drop-in events and an online webinar held as part of the Journey to Net Zero Transport Forum. Representative and equalities groups contacted or invited included Deaf/Vision Plus; Bath Access Group; Bath Churches Together; Living Streets; Bath Interfaith; Age UK; Youth Forum; Space LGBT Youth Group; RNIB; Youth Connect; Off the Record (B&NES); Bath Mind; Black South West Group; Bath Polish Association; Access Bath;

¹ [National Highways and Transport's Public Satisfaction Survey 2025](#)

	Action on Hearing Loss; and Guide Dogs for the Blind Association. The public consultation report for the Bath Walking, Wheeling, and Cycling Links scheme has been published. Click here to read the report. A substantive response was received from Guide Dogs for the Blind Association, which represents people with sight loss. Feedback from this and wider engagement has informed the detailed design where practicable, including clearer consideration of shared-use areas, crossing arrangements, tactile information, surface treatment and the need to reduce conflict between pedestrians, people wheeling and people cycling. Design changes and mitigations arising from engagement include the inclusion of five new accessible raised crossings along the route and provision of six new blue badge parking bays. These measures are intended to improve accessible crossing opportunities, reduce level changes, support disabled people and people with mobility impairments, and help mitigate impacts associated with changes to parking and road layout.
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?	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. 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 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
3.1 Issues relating to all groups and protected characteristics	The scheme is expected to provide an overall equality benefit by making the route easier, safer and more inclusive for people walking, wheeling and cycling, including people with protected characteristics and those who may face barriers to travel. New and improved pedestrian and cycle crossings will help reduce severance caused by busy roads, making it easier for people to reach local services, public transport, schools and other destinations without relying on a car. Raised crossings, dropped kerbs and widened footways will support people using wheelchairs, mobility scooters, walking aids, adapted cycles and pushchairs by reducing level changes and providing more usable space. The widened shared use pavements will benefit those wheeling and cycling as they will not have to cycle or wheel on the highway.	
3.2 Sex – identify the impact/potential impact of the policy on women and men.	Males made almost three times as many cycling trips than females and females on average made 18% more walking trips than males according to	The impacts can include safety concerns, particularly for women. Fear of harassment or personal security issues may deter women from using active travel modes, leading to unequal access to the benefits of active travel.

	the National Travel Survey in 2022². This means that the project might have varying impacts on men and women. The council recognises this gap, and we aim to create a more inclusive transportation system with alternative options that caters to the diverse needs and preferences of all residents, regardless of sex.	The project team will seek to address safety concerns along the route, through the creation of safe, well-lit walking and wheeling and cycling infrastructure and these issues should be considered throughout the project. Street lighting will be evaluated during detailed design. Vegetation will be cut back where it is identified to obscure sight lines. Improved walking, wheeling and cycling facilities are likely to encourage more people to use the route. Increased activity along the corridor can contribute to greater natural surveillance, which may help improve perceived and actual personal safety, particularly in areas such as Evelyn Road and Station Road passive surveillance may currently be more limited.
3.3 Pregnancy and maternity	The route includes measures that promote equality for individuals during pregnancy and maternity. The project	No known negative impacts identified.

² [DfT- Walking and Cycling statistics, England: Demographic differences in Walking and Cycling](#)

	will provide mothers with young children with safer, accessible environments for push chairs, ensuring that they have convenient and accessible travel choices. This can be seen in the implementation of new dropped kerbs at Station Road and new raised crossings along Newbridge Hill at junctions with Chelsea Road, Roslyn Road and Evelyn Road.	
3.4 Gender reassignment – identify the impact/potential impact of the policy on transgender people	Ensuring personal safety in public spaces, particularly for individuals who may be targets of hate crimes, will be critical during all the stages of the project. This will be achieved through good lighting around sites, maximizing natural surveillance and cutting back vegetation to maintain a clear line of sight.	The project team will seek to address safety concerns along the route, through the creation of safe, well-lit walking and wheeling and cycling infrastructure and these issues should be considered throughout the project. Improved walking, wheeling and cycling facilities are likely to encourage more people to use the route. Increased activity along the corridor can contribute to greater natural surveillance, which may help improve perceived and actual personal safety, particularly in areas such as Evelyn Road and Station Road passive surveillance may currently be more limited.
3.5 Disability – identify the impact/potential impact of the policy on	The BWWCL Project recognises that walking, wheeling and cycling can be	Changes in road layout or active travel infrastructure might create safety or

disabled people (ensure consideration of physical, sensory and mental health needs/differences)	viable options for disabled people where routes are designed to be accessible, legible and comfortable to use. The scheme has therefore been designed with reference to LTN 1/20 Cycle Infrastructure Design and the Department for Transport's Inclusive Mobility, with specific design measures intended to respond to different access needs. Tactile paving will support blind and partially sighted users by providing warning and directional information at crossing points and where shared use areas begin and end. Dropped kerbs and raised crossings will support wheelchair users, mobility scooter users, people using walking aids and people wheeling by reducing level changes and making crossings easier to negotiate. Widened footways, including at Newbridge Hill, will provide more passing space and reduce the likelihood that people with physical or sensory disabilities are forced into uncomfortable or unsafe interactions with other users. Segregating walking and cycling routes where possible will also help reduce pedestrian and cycle conflict, which is particularly important for people who may find shared spaces difficult to navigate,	accessibility concerns for disabled pedestrians or cyclists. Therefore, specific interventions and safety measures will be implemented where necessary. Cycle routes will be segregated from walking routes where possible because shared use areas can be difficult to navigate for people with physical, sensory or cognitive impairments. A shared use path is being introduced on Newbridge Hill where it is not practical to segregate users. Mitigation will not rely only on tactile paving: the design will include clear signage, appropriate surface treatment, route markings and tactile information at crossing points and where shared use areas begin and end. These measures will be supported by design features intended to encourage slower cycling speeds, increase user awareness and reinforce the need for cyclists and other users to give space to vulnerable pedestrians. Changes in levels at side roads can be difficult for people with physical and visual impairments. Five new accessible raised crossings are being introduced along the route, including on Newbridge Hill at junctions with Chelsea Road, Roslyn Road and
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	including blind or partially sighted people, people with hearing loss, older people and those with mobility impairments. Together, these measures should improve confidence, independence and access to local destinations for disabled people, while reducing barriers that can make everyday journeys more difficult or deter people from using active travel routes. On Station Road the junction with Newbridge Road currently has no tactile paving and non-standard drop kerbs. The project will improve the situation by providing appropriate tactile paving, crossing facilities, and widening pavements. Communications and supporting materials will be checked for accessibility and available on request in a range of formats to accommodate different needs.	Evelyn Road, alongside improved dropped kerbs and crossing facilities at Station Road. These changes will help wheelchair users, mobility scooter users, people using walking aids, people with pushchairs and people with visual impairments by reducing level changes and providing clearer, more accessible crossing points. The project will provide a widened shared use footway along Newbridge Hill. This will require changing some of the road space from car parking to footways and cycle routes. The car parking is only being moved where it is necessary to provide significant improvements for walking, wheeling and cycling.
3.6 Age – identify the impact/potential impact of the policy on different age groups	The scheme has been designed to LTN 1/20 Cycle Infrastructure Design guidance and the Department for Transport's Inclusive Mobility, which is intended to ensure users of all ages can use the infrastructure.	Consider impacts for older people who may require safety measures such as improved lighting and even surfaces. There may also be concerns of using shared spaces with fast moving cycles and a lack of mobility to be able to move out of the way quickly. For this reason

	School children and those accessing Royal United Hospital will benefit from new zebra and raised crossings and will increase opportunities for independent travel.	cycle routes will be segregated from walking routes where possible. An area of shared use path is being introduced at Newbridge Hill where it is not practical to segregate users. Signage will be introduced at crossing points and where the shared use area begins and ends to clearly indicate these areas. Clear signage, tactile information and surface treatment will be important to reduce uncertainty and potential conflict.
3.7 Race – identify the impact/potential impact on across different ethnic groups	Ensuring personal safety in public spaces, particularly for individuals who may be targets of hate crimes, will be critical during all the stages of the project. This will be achieved through good lighting around sites, maximizing natural surveillance and cutting back vegetation to maintain a clear line of sight.	The project team will seek to address safety concerns along the route, through the creation of safe, well-lit walking and wheeling and cycling infrastructure and these issues should be considered throughout the project. Improved walking, wheeling and cycling facilities are likely to encourage more people to use the route. Increased activity along the corridor can contribute to greater natural surveillance, which may help improve perceived and actual personal safety, particularly in areas such as Evelyn Road and Station Road passive surveillance may currently be more limited.

3.8 Sexual orientation – identify the impact/potential impact of the policy on lesbian, gay, bisexual, heterosexual, questioning people	Ensuring personal safety in public spaces, particularly for individuals who may be targets of hate crimes, will be critical during all the stages of the project. This will be achieved through good lighting around sites, maximizing natural surveillance and cutting back vegetation to maintain a clear line of sight.	The project team will seek to address safety concerns along the route, through the creation of safe, well-lit walking and wheeling and cycling infrastructure and these issues should be considered throughout the project. Improved walking, wheeling and cycling facilities are likely to encourage more people to use the route. Increased activity along the corridor can contribute to greater natural surveillance, which may help improve perceived and actual personal safety, particularly in areas such as Evelyn Road and Station Road passive surveillance may currently be more limited.
3.9 Marriage and civil partnership – does the policy/strategy treat married and civil partnered people equally?	Between 2011 and 2021 in B&NES there has been an increase in the number of people who are never married or in a civil partnership (+12,144, representing a 22% increase) compared to those people who are married or in a civil partnership (+2,896, representing a 4% increase), a trend also seen regionally & nationally.³	No known negative impacts identified.

³ <https://www.bathnes.gov.uk/sites/default/files/SEB%20Population%20%26%20Demography%20October%202025.pdf>

	For couples who do not have access to a car, improved walking, wheeling and cycling infrastructure provides an affordable way to move around, supporting cost of living for married, civilly partnered families.	
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.	Ensuring personal safety in public spaces, particularly for individuals who may be targets of hate crimes, will be critical during all the stages of the project. This will be achieved through good lighting around sites, maximizing natural surveillance and cutting back vegetation to maintain a clear line of sight.	Recent data indicates a significant increase in religious hate crimes in the Avon and Somerset police force area—which covers Bath and North East Somerset (B&NES)—with incidents targeting Muslim and Jewish communities rising sharply, particularly following conflict in the Middle East. ⁴ The project team will seek to address safety concerns along the route, through the creation of safe, well-lit walking and wheeling and cycling infrastructure and these issues should be considered throughout the project. Improved walking, wheeling and cycling facilities are likely to encourage more people to use the route. Increased activity along the corridor can contribute to greater natural surveillance, which may help improve perceived and actual

⁴ <https://www.bbc.co.uk/news/articles/cp83p4v4leno#:~:text=Figures%20have%20been%20released%20showing,periods%20from%2027%20to%2059.>

		personal safety, particularly in areas such as Evelyn Road and Station Road passive surveillance may currently be more limited.
3.11 Socio-economically disadvantaged* – identify the impact on people who are disadvantaged due to factors like family background, educational attainment, neighbourhood, employment status can influence life chances (this is not a legal requirement, but is a local priority).	The proportion of households in B&NES who have access to a car or van varies by ward: Chew Valley (94.9%), Mendip (94.2%) and Bathavon South (93.7%) wards have the highest availability of a car or van and Westmoreland (65.0%), Twerton (63.0%) and Kingsmead (50.5%) wards have the lowest availability of a car or van⁵. Nationally there is significantly lower car ownership among lower socio-economic groups.⁶ For individuals who do not have access to a car, due to economic constraints, improved walking, wheeling and cycling infrastructure provides an affordable way to move around.	While it is cheaper to buy and maintaining a bicycle compared to a car, the cost could still be a barrier to more socio-economically disadvantaged people. The local authority and government provide schemes to assist with this such as salary sacrifice schemes for employees, 'Borrow A Bike' scheme, free bike checks and free bike maintenance training sessions all of which can be found on https://betterbybike.info/
3.12 Rural communities* identify the impact / potential impact on people living in rural communities	The West of England Combined authority transport vision, as set out in the Joint Local Transport Plan 4, is to 'Connect	There are higher levels of car ownership in some rural areas e.g. in Bathavon South 93.7% of households have access

⁵ Strategic Evidence base for B&NES <https://www.bathnes.gov.uk/sites/default/files/SEB%20Transport%20Apr25.pdf>

⁶ National Travel Survey (NTS) statistics tables <https://assets.publishing.service.gov.uk/media/68a43c0aa66f515db69343e7/nts0703.ods>

	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.	to a car. While the project will provide improved travel choices, this may not be practical for some who live in rural communities. Car parking is only being moved where it is necessary to provide significant improvements for walking, wheeling and cycling links to RUH and the surrounding area. This will require changing some of the road space from car parking spaces to footways and cycle routes.
3.13 Armed Forces Community ** 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).	Some members of the Armed Forces Community may face barriers to employment, services or transport access. The spouses of Armed Forces members often face difficulties in getting employment due to frequent relocations. ⁷ For people who do not have access to a car, improved walking, wheeling and cycling infrastructure provides an affordable and independent way to move around. This should therefore improve opportunities to connect with families, access work leisure and culture.	While it is cheaper to buy and maintaining a bicycle compared to a car, access to a bicycle could still be a barrier due to frequent relocations or economic constraints. To help with travel by bicycle local authority and government provide schemes to assist with this such as salary sacrifice schemes for employees, 'Borrow A Bike' scheme, free bike checks and free bike maintenance training sessions all of which can be found on https://betterbybike.info/
3.14 Care Experienced ***	It is noted that the higher costs of living are significantly impacting the lives of	While it is cheaper to buy and maintaining a bicycle compared to a car,

⁷ <https://s31949.pcdn.co/wp-content/uploads/our-community-our-covenant-improving-delivery-local-covenant-pledges.pdf>

This working definition is currently under review and therefore subject to change: 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.	care experienced people⁸. Financial circumstances are often precarious and care experienced individuals can lack the support of a family that can assist with transportation.^{9 10} For individuals who do not have access to a car or public transport, due to economic constraints, improved walking, wheeling and cycling infrastructure provides an affordable and independent way to move around. Implementing safe, well-lit, direct and accessible routes are more likely to provide a realistic independent travel option. This should therefore improve opportunities to connect with families, access work leisure and culture.	the cost and access to a bike could still be a barrier to care-experienced people. The local authority and government provide schemes to assist with this such as salary sacrifice schemes for employees, 'Borrow A Bike' scheme, free bike checks and free bike maintenance training sessions all of which can be found on https://betterbybike.info/
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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.

⁸ <https://www.barnardos.org.uk/research/impact-cost-living-crisis-care-experienced-young-people#:~:text=the%20high%20initial%20costs%20to,accessing%20current%20and%20savings%20accounts>

⁹ <https://www.local.gov.uk/publications/supporting-care-leavers-whole-council-approach#travel-and-leisure>

¹⁰ <https://www.careleaveroffer.co.uk/documents/2139-summary-presentation-guidance-for-considering-care-experience-in-equality-impact-assessments.pdf>

** 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
Ensuring personal safety in public spaces	Street lighting will be evaluated and upgraded where necessary.	Detailed design, Construction	Project team	Ongoing
Ensuring personal safety in public spaces	Vegetation will be cut back where it is identified to obscure sight lines.	Detailed design, Construction	Project team	Ongoing
Shared use areas can be difficult to navigate for those with physical or visual impairments.	Mitigation for shared use areas will include tactile paving at crossing points and where shared use areas begin and end, together with clear signage, surface treatment, route markings and design	Detailed design, Construction	Project team	Ongoing

	measures that support slower speeds, user awareness and giving space to vulnerable pedestrians.			
Changes in levels at side roads can be difficult for those with physical and visual impairments.	Five new accessible raised crossings, improved dropped kerbs and six new blue badge parking bays are being provided as part of the scheme to improve accessibility and mitigate impacts from changes in level, side-road crossings and parking layout.	Detailed design, Construction	Project team	Ongoing
Need to continue testing accessibility assumptions and respond to issues raised by representative access and inclusion groups as the scheme moves through delivery.	Maintain ongoing engagement with representative access and inclusion groups, including disability, sight loss, hearing loss, older people and active travel user groups, to review detailed design and construction-stage issues where relevant.	Detailed design, Traffic Regulation Order process, Construction	Project team	Ongoing
EqlAs to be reviewed annually or if significant changes happen within the service provision.	To review EqlA		Project sponsor	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:

A handwritten signature in blue ink, appearing to be 'PT', enclosed within a large, loopy oval shape.

Paul Tucker, Head of Capital Programme & Project Management
(Divisional Director or nominated senior officer)

Date: 16/09/2026