

# Equality Impact Assessment / Equality Analysis

Item name	Details
<b>Title of service or policy</b>	Bath Quays Links Active Travel Scheme
<b>Name of directorate and service</b>	Sustainable Communities Strategic Transport
<b>Name and role of officers completing the EIA</b>	Nick Helps, Principal Engineer, Active Travel
<b>Date of assessment</b>	5 <sup>th</sup> June 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>Bath Quays Links is a combination of two active travel schemes that build upon investments made in the on-going delivery of the Bath Quays regeneration project in the centre of Bath, including Quays Bridge that connects the north and south banks of the River Avon.</p> <p>Implementation is responsibility of the Council The outcomes comprise improved facilities for walking, wheeling &amp; cycling on A367 Green Park Road and A36 Lower Bristol Road, Bath.</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>This is a new project that will link and improve existing sections of public highway guided by national guidance documents. Detailed design of the schemes is currently underway, and construction is programmed to start during Autumn 2025. The design can take account of any suggested improvements identified through this EqIA.</p>

1.3 Do the aims of this policy link to or conflict with any other policies of the Council?	<p>These proposals will contribute to meeting the one of the council's Corporate Strategy core policies; to tackle the climate emergency. 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>
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## 2. Consideration of available data, research and information

Key questions	Data, research and information that you can refer to
<b>2.1</b> What equalities 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.
<b>2.2</b> What is the equalities profile of service users?	The scheme is located close to Bath city centre so the equalities profile of service users will be mixed, including children and students travelling to education, people travelling to/from work, plus people accessing Bath city centre for shopping, leisure and personal business.
<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>The 2023 Voicebox survey reported that 63% of respondents strongly agreed or agreed with the statement 'I am willing to walk more often instead of travelling by car'. Also, 28% of respondents strongly agreed or agreed with the statement 'I am willing to cycle more often instead of travelling by car'.</p> <p>Evidence from school travel plans suggests that schoolchildren are keen to cycle to school.</p>

<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>Consultation on Bath Quays Links and Scholars' Way (a separate scheme in south Bath) was undertaken during July-August 2022. As part of the consultation there were 2 drop-in events at The Guildhall and Mulberry Park Community centre. 167 people responded to a questionnaire about Bath Quays Links that was available online and in paper format. A summary of the results is provided below:</p> <ul style="list-style-type: none"> <li>• 70% supported the concept of providing cycle lanes on the A367 Green Park Road and 67% supported the proposed design. 29% do not support the concept or proposed design. Note that the design has since changed from cycle lanes on both sides of Green Park Road to a single two-way cycle lane on the south side in order to integrate with proposals for cycle facilities on Charles Street.</li> <li>• 67% supported the two proposed parallel crossings for pedestrians and cycles on Green Park Road, with 29% not supporting these proposals. Note that the design has since changed to relocate the existing zebra crossing southwards and provide a zebra crossing adjacent to the Quays Bridge access. The Bath Quays North development proposes to convert the existing zebra crossing near the junction with Avon St to a parallel crossing for pedestrians and cycles.</li> <li>• 69% support the proposed toucan crossing for pedestrians and cycles on the A36 Lower Bristol Road near the junction with Westmoreland Rd and Riverside Rd. 29% do not support this proposal. Note that the crossing will initially be provided for pedestrians only with plans to incorporate facilities for cycles when the site to the north is redeveloped. The existing signalised (puffin) crossing adjacent to Newark Works will be converted to a toucan crossing for pedestrians and cycles, facilitating improved cycle access to the Quays Bridge.</li> <li>• 69% supported the concept of providing cycle lanes on the A36 Lower Bristol Road and 67% supported the proposed design. 29% and 30% did not support, respectfully.</li> <li>• 73% supported the proposals to create continuous footways on A36 Lower Bristol Rd. 21% did not support this proposal.</li> </ul>
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	<ul style="list-style-type: none"> <li>• 62% supported the proposed quiet route for cycles via Wood St and Oak St, 32% did not support. Note that this element of the scheme has been removed following additional consultation with local stakeholders.</li> <li>• The quantitative analysis indicated that 18% of responses requested that the scheme included a higher degree of segregation for cyclists and that more cycle infrastructure is provided across the city. In addition, 17% who were in favour of the scheme, were concerned about safety or that the scheme does not go far enough.</li> <li>• Common points raised against the proposal included: <ul style="list-style-type: none"> <li>○ the proposed scheme not being the most direct route/not connecting to other infrastructure (note that the diversion via Wood Street has been removed);</li> <li>○ concerns that the scheme will increase congestion;</li> <li>○ detriment in the safety of pedestrians and disabled people; and</li> <li>○ improved public transport required instead.</li> </ul> </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>	<ol style="list-style-type: none"> <li>1 Future consultation will be based around Traffic Regulation Orders which will follow the statutory procedure but will be preceded by an informal consultation. 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, businesses, equality groups and community groups who are likely to be affected by the proposals will also be consulted where appropriate.</li> <li>2 Consultation material will be available in alternative formats upon request and a telephone contact number will be provided.</li> </ol>

### 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	This proposal includes segregated cycleways, new/upgraded pedestrian and cycle crossings with footway, lighting and drainage improvements. The carriageway and footways on Lower Bristol Road will be completely regraded to resolve drainage issues and remove the steep crossfall gradient on the southern footway (e.g. between the Loss Management Group building and the carriageway) which creates a hazard to all footway users, particularly in icy conditions. These will benefit everyone walking, wheeling and cycling.	No known negative impacts identified. Locations for new seating and cycling parking to be identified.
<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. Parents/carers (often women) will also find it easier to cross the road with prams and pushchairs.  A new lighting scheme has been designed for both routes that will meet current standards. This is supported by existing CCTV on Green Park Road.	No known negative impacts identified.

	These increased safety measures may offer increased reassurance for women who may feel vulnerable.	
<b>3.3 Pregnancy and maternity</b>	<p>Design of the route is to be accessible to prams/buggies being on level ground with gentle gradients, as identified above.</p> <p>The proposed zebra and toucan crossings are an improvement upon the existing situation because pedestrians will legally have priority over vehicles (zebra crossings) or vehicles will be legally required to stop when a red signal is given (toucan crossings).</p> <p>New seating is proposed on Lower Bristol Road and Green Park Road which will support pregnant people to rest when required and supports feeding of babies</p>	<p>No known negative impacts identified.</p> <p>Locations for new seating to be identified.</p>
<b>3.4 Gender reassignment</b> – identify the impact/potential impact of the policy on transgender people	<p>See section 3.4 of the Active Travel Masterplan EqlA: <a href="https://www.bathnes.gov.uk/sites/default/files/EqlA_Active%20Travel%20Masterplan%202023_ISSUE.pdf">https://www.bathnes.gov.uk/sites/default/files/EqlA_Active%20Travel%20Masterplan%202023_ISSUE.pdf</a></p> <p>A new lighting scheme has been designed for both routes that will meet current standards. This is supported by existing CCTV on Green Park Road.</p> <p>These increased safety measures may offer increased reassurance for Trans people who may be targets of hate crime.</p>	No known negative impacts identified.
<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>The scheme has been designed to current highway standards including Inclusive Mobility (Department for Transport, 2022) and Local Transport Note 1/20: Cycle Infrastructure Design (Department for Transport, 2020).</p> <p>The proposed zebra and toucan crossings will improve access for people walking, wheeling and cycling and</p>	The proposed sections of shared space and bus stop bypasses, where cycle lanes are diverted to the rear of bus stop will change the environment for those on the

	<p>specifically disabled people who will be able to cross the road at these locations more easily.</p> <p>A new lighting scheme has been designed for both routes that will meet current standards. This is supported by existing CCTV on Green Park Road. These increased safety measures may offer increased reassurance for disabled people.</p> <p>New seating is proposed on Lower Bristol Road and Green Park Road which will support disabled people to rest when required.</p>	<p>footway, with potential effects for disabled people, particularly partially sighted people. To address this potential conflict, zebra crossings are included between the footway and the bus stops to ensure that cycles stop and give way to pedestrians. This will maintain safety for pedestrians and people wheeling. The new designs include kerbs cycleways at the bus stop bypasses and only raise the level of the cycle lane to the level of the footway at the zebra crossing. This is in line with LTN1/20. Similar bus stop bypasses installed on A4 Upper Bristol Road in 2022 have not resulted in any reports of collisions or near-misses between pedestrians and cycles. An information video about the new bus stop designs produced for the 2022 schemes will be amended for this project and will be widely publicised before the scheme is opened. Monitoring will be undertaken at the new sites determine if pedestrians and people wheeling are being given</p>
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		<p>priority and if there are any safety issues, collisions or near misses.</p> <p>The council has worked with First to amend their automatic auto announcements on those services that have them, to warn passengers alighting about cyclists at bus stops.</p> <p>Locations for new seating will be identified within the designs.</p>
<p><b>3.6 Age</b> – identify the impact/potential impact of the policy on different age groups</p>	<p>The new active travel facilities will be accessible to all ages. The scheme will assist with providing safer routes between residential areas, education and employment uses. This will encourage people to be more active, addressing the obesity epidemic and providing freedom of 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. This will benefit all pedestrians and people wheeling.</p> <p>New seating is proposed on Lower Bristol Rd and Green Park Road which will support elderly and young people to rest when required.</p>	<p>The council's School Travel Plan Officer will work with educational establishments to promote the routes.</p> <p>Locations for new seating to be identified.</p>
<p><b>3.7 Race</b> – identify the impact/potential impact on across different ethnic groups</p>	<p>See active travel masterplan EqIA</p> <p>A new lighting scheme has been designed for both routes that will meet current standards. This is supported by existing CCTV on Green Park Road. These increased safety measures may offer increased reassurance for people from ethnic minority groups who may be targets of hate crime.</p>	<p>No known negative impacts identified.</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 active travel masterplan EqlA</p> <p>A new lighting scheme has been designed for both routes that will meet current standards. This is supported by existing CCTV on Green Park Road. These increased safety measures may offer increased reassurance for the LGBTQ+ community who may be targets of hate crime.</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>See active travel masterplan EqlA</p>	<p>No known negative impacts identified.</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>The proposed zebra crossings and Toucan crossings are an improvement upon the existing situation because pedestrians who are accessing places of worship legally have priority over vehicles.</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’.</p> <p>This includes access to services and opportunities for residents in rural, remote and deprived areas is improved.</p> <p>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.</p> <p>This scheme is provided in accordance with the vision and objectives of the JTL4, by enabling low-carbon transport within Bath along with improvements to user</p>	<p>No known negative impacts identified.</p>

	health and wellbeing and transport equality through the provision of accessible infrastructure for all.	
<b>3.12 Rural communities*</b> identify the impact / potential impact on people living in rural communities	Bath residents will be the main beneficiaries of the scheme but rural residents who travel into Bath will also benefit during their visit.	No known negative impacts identified.
<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).	No issues identified	No known negative impacts identified.
<b>3.14 Care Experienced ***</b> 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,	See active travel masterplan EqlA  <a href="https://www.bathnes.gov.uk/sites/default/files/EqlA_Active%20Travel%20Masterplan%202023_ISSUE.pdf">https://www.bathnes.gov.uk/sites/default/files/EqlA_Active%20Travel%20Masterplan%202023_ISSUE.pdf</a>	No known negative impacts identified.

kinship care, or a special guardianship arrangement.		
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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.

\*\*\*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 and propose locations for new seating.	New seating included within the design.	NH	30/7/25
Provision of cycle parking at key destinations	Audit provision and opportunities as part of design process	New cycle parking included within the design.	NH	30/7/25

## 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:** Pam Turton, Head of Strategic Transport  
**Date:** 5<sup>th</sup> June 2025