

Equality Impact Assessment / Equality Analysis

(Version 4)

Item name	Details
Title of service or policy	The Movement Strategy for Bath
Name of directorate and service	Sustainable Communities - Place Shaping
Name and role of officers completing the EqlA	Krzysztof Fedorczuk - Assistant Engineer, Strategic Transport Projects
Date of assessment	05/08/2025 – 04/09/2025

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
<p>1.1 Briefly describe purpose of the service/policy e.g.</p> <ul style="list-style-type: none"> How the service/policy is delivered and by whom If responsibility for its implementation is shared with other departments or organisations Intended outcomes 	<p>The Movement Strategy for Bath proposes a new way of thinking about how everyone moves around Bath and how we can rebalance the use of our streets. It sets a blueprint for understanding how space can be used differently, and how to balance competing demands to deliver this transition in a sustainable way to provide an equitable network across the city. It underpins how we aim to develop Bath's transport network over the next 10 years.</p> <p>The strategy focuses primarily on the city of Bath, but recognises the impact on the whole of B&NES. It highlights the key issues facing our transport network, noting the need to reallocate road space to better balance competing demands. It sets out our vision for the transport network and how it could work for Bath's communities, businesses and visitors.</p> <p>This strategy is being delivered by the Place Shaping service, with input from various teams across the council including, but not limited to,</p> <ul style="list-style-type: none"> Highways

	<ul style="list-style-type: none"> • Regeneration • Transport Strategy and Public Transport • Behavioural Change • Green Transformation • Sustainable Economy • Public Health <p>Its implementation will occur over a 10-year period until 2035 and will be delivered by multiple teams across the council.</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"> • Is it a new service/policy or review of an existing one? • Is it a national requirement?). • How much room for review is there? 	<p>While built on pre-existing transport projects/policies such as the City Region Sustainable Transport Settlement programme and the Active Travel Masterplan, the Movement Strategy for Bath can be continually reviewed and updated as/when necessary to help maintain the course for decarbonising our transport system, protecting and enhancing the historic fabric of Bath, and delivering a practical, equitable and sustainable network for all transport modes in Bath.</p> <p>It aims to:</p> <ul style="list-style-type: none"> • Provide more travel choices • Deliver clean, safe and vibrant neighbourhoods • Provide support for vulnerable adults and children • Deliver for our children and young people • Enable healthy lives and places • Improve access to good jobs • Enhance cultural life and our World Heritage Site designations <p>The Movement Strategy for Bath stems from the Climate Emergency declared in March 2019, which recognises that transport accounted for 29% of carbon emissions in B&NES, the Climate Emergency Action</p>

	<p>Plan¹ and the adopted Journey to Net Zero² policy document, which identifies how transport will respond to and support delivery of the targets set out in the Climate Emergency and provides a holistic approach for meeting the transport needs of those living, working and visiting Bath from 2020 onwards.</p> <p>One of the Journey to Net Zero commitments was to develop “<i>a traffic circulation map [since renamed the Movement Strategy - Bath] as a standalone project... This will identify the main roads where arterial bus routes are prioritised and car traffic is expected to remain, and the residential streets that we want to be quieter, with future projects aiming to deliver this plan incrementally</i>”. The Movement Strategy for Bath delivers on this.</p>
1.3 Do the aims of this policy link to or conflict with any other policies of the Council?	<p>The Movement Strategy - Bath links to our Climate Emergency Action Plan, Journey to Net Zero, Active Travel Masterplan³, as well as our Corporate Strategy⁴ and its policies to lead the UK in climate and nature action, building a sustainable future for Bath and North East Somerset - net zero, nature positive by 2030, and to listen to and work with residents to act on their concerns, in addition to its 3 core ambitions of preparing for the future, delivering for local residents, focusing on prevention, and 9 priorities which include:</p> <ul style="list-style-type: none"> • The right homes in the right places • More travel choices • Clean, safe and vibrant neighbourhoods • Support for vulnerable adults and children • Delivering for our children and young people • Healthy lives and places • Good jobs • Skills to thrive

¹ <https://www.bathnes.gov.uk/read-our-climate-strategy-and-action-plan>

² <https://www.bathnes.gov.uk/document-and-policy-library/journey-net-zero-final-report>

³ <https://www.bathnes.gov.uk/active-travel-masterplan>

⁴ <https://www.bathnes.gov.uk/document-and-policy-library/corporate-strategy-2023-2027>

	<ul style="list-style-type: none"> • Cultural life <p>There may arise conflicts with existing and future policies, such as the Hedge and Shrub Maintenance policy if hedges and shrubs impede active travel and public transport, and with Movement Strategy for Bath levers such as the Coach Parking Strategy, which may be at odds with our Regeneration Masterplans, and more. We will aim to resolve these tensions for each intervention proposed separately, with the relevant officer teams at the earliest opportunity, and look to use our corporate strategy and adopted doughnut economics model to find a way forward.</p>
--	--

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?	All officers involved have received mandatory equality, diversity and inclusion training.
2.2 What is the equality profile of service users?	The strategy focuses primarily on the city of Bath, but recognises the impact of any changes in Bath on North East Somerset and in neighbouring authorities, therefore there is a wide range of equality profiles to consider, including local demographics of Bath residents, North East Somerset residents, as well as of those travelling into and through the city, including visitors and commuters.
2.3 Are there any recent customer satisfaction surveys to refer to? What were the results? Are there	<p>The Voicebox survey is a resident survey aimed at obtaining residents' views on a range of topics to help shape and improve local services. In 2023, the survey reported that:</p> <ul style="list-style-type: none"> • 63% of respondents strongly agreed or agreed with the statement 'I am willing to walk more often instead of travelling by car'.

any gaps? Or differences in experience/outcomes?	<ul style="list-style-type: none"> • 53% of respondents strongly agreed/agreed with the statement “I am willing to use public transport more often instead of travelling by car”. • 28% of respondents strongly agreed or agreed with the statement ‘I am willing to cycle more often instead of travelling by car’. • The third most chosen to the question of ‘Which of the things, if any, do you think needs the most improving’ was public transport (359 responses) • In response to ‘Which of the things below would you say are most important in making somewhere a good place to live’, the top five most chosen options included access to green nature and spaces (430 responses) and public transport (336 responses).
2.4 What engagement or consultation has been undertaken as part of this EIA and with whom? What were the results?	No public engagement has taken place so far but is planned to occur in October and November 2025, alongside the Local Plan Options consultation. Stakeholders and the general public will be consulted in this period.
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?	<p>We want to hear from as many different people as possible during this consultation. To do this, we’ll use:</p> <ul style="list-style-type: none"> · Social media adverts · A short video explaining what it’s all about · A dedicated website (Participatr) where people can get involved · Help from ward councillors and parish councils · Two events with key organisations we’ve identified · Seven roadshow events across Bath over 20 days, where we’ll chat with people passing by · Five drop-in sessions where anyone can come and talk to us · Three public health workshops, working alongside the Local Plan team <p>We’ll make sure all materials are easy to understand and accessible, and there will be plenty of ways for people to share their views.</p>

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	<p>The strategy will benefit everyone by offering better travel options.</p> <ul style="list-style-type: none">• People without cars, especially those on lower incomes, will have cheaper and more reliable ways to get around using public transport, walking, wheeling, or cycling.• Those who want or need to stay active will benefit from safer and easier walking and cycling routes.• These improvements will make it easier for everyone to reach jobs, schools, healthcare, and social events.	<ul style="list-style-type: none">• Some people may feel they have less access or independence, especially if parking is reduced.• Vehicles like ambulances, taxis, and delivery cars will still be allowed.• All changes will follow the latest design rules and involve local consultation.• The goal is to use road space in a smarter, safer, and more eco-friendly way.• Some car space will be reallocated to improve bus stops, bus lanes, and pavements for people with wheelchairs, prams, and others.

<p>3.2 Sex – identify the impact/potential impact of the policy on women and men.</p>	<p>National Travel Survey data highlights that women in the UK:</p> <ul style="list-style-type: none"> • Take an average of 56 local bus journeys per year, which is 30% higher than men at 43 trips per year⁵. • Men are three times more likely to cycle compared to women • Women are more likely to make multi-stop trips (trip-chaining) with multiple purposes with different modes of travel⁶. • A lack of time, travelling with children, the need to take multiple non-direct journeys, personal safety concerns (such as walking in the dark) and road safety concerns are some of the biggest barriers faced by women⁷. <p>By choosing the best routes for walking, cycling, buses, and cars—and following the latest safety guidelines—we can make travel safer for women. For example, walking and cycling paths and bus stops will be placed where they're visible from nearby homes and will be well-lit.</p> <p>The Movement Strategy aims to redesign Bath's transport system to make it easier for people to combine different types of trips (like going to work, then shopping), feel safer, and have</p>	<p>Women may feel unsafe using public transport or walking and cycling routes, especially if they worry about harassment or personal safety. This can stop them from using these travel options and lead to unfair access.</p> <p>The strategy aims to make public transport and active travel safer and more appealing for women through better lighting, using routes overlooked by housing, safer waiting areas and more, so they feel comfortable using them at any time of day or year.</p>
--	--	--

⁵ <https://www.gov.uk/government/statistical-data-sets/nts03-modal-comparisons>

⁶ <https://www.sustrans.org.uk/media/2878/2878.pdf>

⁷ <https://www.sustrans.org.uk/media/2878/2878.pdf>

	more chances to travel around Bath using walking, cycling, or public transport.	
3.3 Pregnancy and maternity	The Movement Strategy for Bath supports adding features like seating to help pregnant people and parents with babies. It also aims to make travel easier for families with young children by creating safer, more accessible spaces for pushchairs and offering convenient travel options.	Changes to roads, public transport, or walking and cycling paths might raise safety concerns for pregnant people or parents with children. That's why special safety measures will be added where needed. The strategy will also ask for feedback from pregnancy and maternity groups, as well as local health organisations like the Royal United Hospital and Integrated Care Board, to make sure the consultation is inclusive and meets everyone's needs
3.4 Gender reassignment – identify the impact/potential impact of the policy on transgender people	2021 research found that 37% of respondents had faced physical or verbal attacks on public transport in the prior five years, more often than not, tied to their gender or sexuality ⁸ . The Movement Strategy - Bath aims to improve safety and perceived safety through safer waiting areas (well lit, glass bus shelters, CCTV, overlooked locations and more), allowing everyone to feel safer in taking public transport regardless of their gender identity.	None identified as of yet.

⁸ https://www.systra.com/uk/expert_insights/queer-mobility-improving-public-transport-inclusivity/#:~:text=Public%20transport%20truly%20can%20lead,a%20journey%20worth%20taking%20together.

	<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 twice⁹.</p> <p>By creating safer, overlooked, well-lit active travel routes, transgender people can feel safer in walking, wheeling and cycling. Active travel also contributes towards physical activity, proven to be associated with benefits to mental health. Physical activity can reduce the risk of depression, improve psychological wellbeing. Moreover, Active Travel modes are the least stressful and can be very helpful in terms of stress management¹⁰.</p>	
<p>3.5 Disability – identify the impact/potential impact of the policy on disabled people (ensure consideration of physical, sensory and mental health needs/differences)</p>	<p>The strategy aims to make travel easier and safer for everyone, including people who don't drive. It will still keep important routes open for vehicles and parking for Blue Badge holders.</p> <p>For disabled people who don't drive, good public transport can help them live full and social lives by making it easier to get to work, shops, and leisure activities.</p> <p>By designing spaces that meet different needs and improving public areas, the strategy will create a more welcoming and practical environment that supports both physical access and</p>	<p>Changes to roads, public transport, or walking and cycling paths might raise safety concerns for disabled people. That's why special safety measures will be added where needed.</p> <p>The strategy also recognises that some people may face challenges in understanding or accessing information.</p>

⁹ https://www.ilga-europe.org/sites/default/files/trans_country_report_-_engenderedpenalties.pdf

¹⁰ <https://www.sustrans.org.uk/media/4464/4464.pdf>

	<p>overall well-being. It also recognises that walking and cycling can have a positive effect on mental health</p>	<p>Therefore, we aim to use clear communication, offer accessible venues, and provide information in different formats.</p> <p>Disabled people and disability groups will be invited to share their views to make sure the consultation is fair and inclusive for everyone.</p>
<p>3.6 Age – identify the impact/potential impact of the policy on different age groups</p>	<p>Older individuals will benefit from improved, more accessible active travel infrastructure including pavements, and better public transport waiting areas with lighting, seating etc.</p> <p>Children can benefit from interventions that create a safer travel environment such as 20mph zones, school streets, road safety and traffic calming.</p> <ul style="list-style-type: none"> Road crossings do not give older people enough time to cross safely. Pelican crossings assume that pedestrians walk at a pace of at least 1.2 metres per second (2.7 miles per hour) but 76 % of men and 85 % of women over 65 walk more slowly than this.¹¹ 	<p>The Movement Strategy for Bath will change how road space is used, which might make it harder for older people if they need to walk more or further.</p> <p>However, walking and cycling paths will follow national safety standards to make them safe and easy for people of all ages and abilities.</p> <p>The strategy understands this challenge and will include things like easy walking routes to bus stops and transport hubs where different travel options connect.</p>

¹¹ Encouraging older people to engage in active travel such as cycling or walking could have health benefits and reduce isolation. • Only 8% of men over 65 and 3% of women over 65 ever cycle³. This is low compared to rates of older people cycling in other European countries. • Road crossings do not give older people adequate time to cross safely⁴. Pelican crossings assume that pedestrians walk at a pace of at least 1.2 metres per second (2.7 miles per hour) but 76 % of men and 85 % of women over 65 walk more slowly than this.

	<ul style="list-style-type: none"> • Children can also struggle to keep up with signal timings and misjudge vehicle speeds above 20mph¹². • Older people in rural areas don't have sufficient access to public transport. Just 20% of those aged 70-74 living in rural areas use public transport weekly, compared to 38% of those who live in an urban setting. • 18% of those over 65 living in rural areas don't use public transport because none is available, compared to 2% of those living in urban areas¹³ <p>Public transport is not meeting the needs of many older people.</p> <ul style="list-style-type: none"> • The most frequent reasons for not using public transport among those 65 and over are that it's not convenient and does not go where you want.¹⁴ <p>Encouraging older people to engage in active travel such as cycling or walking could have health benefits and reduce isolation.</p>	<p>This will help make walking and cycling more appealing and easier to combine with other ways of getting around.</p>
--	---	--

¹² <https://roadsafetygb.org.uk/news/study-claims-children-cannot-judge-speeds-above-20mph-1334/>
<https://roadsafetygb.org.uk/news/speeds-greater-than-20mph-pose-crossing-risk-for-children/>

¹³ Older people in rural areas don't have sufficient access to public transport. Just 20% of those aged 70-74 living in rural areas use public transport weekly, compared to 38% of those who live in an urban setting. • 18% of those over 65 living in rural areas don't use public transport because none is available, compared to 2% of those living in urban areas

¹⁴ https://www.ageuk.org.uk/siteassets/documents/reports-and-publications/reports-and-briefings/active-communities/rb_june15_the_future_of_transport_in_an_ageing_society.pdf

	<ul style="list-style-type: none"> • Only 8% of men over 65 and 3% of women over 65 ever cycle. • This is low compared to rates of older people cycling in other European countries due to gaps in investment in the UK compared to European countries¹⁵. • The introduction of e-bikes has been found to further support the elderly in active travel¹⁶ • 1.45 million of those 65 and over in England find it difficult to travel to hospital, whilst 630,000 of those 65 and over find it difficult or very difficult to travel to their GP. • It is the eldest elderly who find it the hardest - less than half of people over 80 find it easy to travel to a hospital.¹⁷ <p>The strategy aims to improve active travel and public transport links to key destinations such as schools, the Royal United Hospital, and local GP surgeries.</p>	
3.7 Race – identify the impact/potential impact on across	<p>In the UK, in the 5 years to March 2019:</p> <ul style="list-style-type: none"> • White people made the highest percentage of trips by car or van out of all ethnic groups (63%) 	It is acknowledged that consideration will need to be paid to racial abuse and hate crime, and safety issues will need to be considered in implementation.

¹⁵ <https://betterbike.org/wp-content/uploads/2013/12/Making-Cycling-Irresistible-Lessons-from-Europe-Pucher-2008.pdf>

¹⁶ Leger et al, S. (2019). "If I had a regular bicycle, I wouldn't be out riding anymore": Perspectives on the potential of e-bikes to support active living and independent mobility among older adults in Waterloo, Canada. *Transportation Research Part A: Policy and Practice*, 123, 240-254.

¹⁷ https://www.ageuk.org.uk/siteassets/documents/reports-and-publications/reports-and-briefings/active-communities/rb_june15_the_future_of_transport_in_an_ageing_society.pdf

different ethnic groups	<ul style="list-style-type: none"> • Black people made the lowest percentage of trips by car or van (40%) • 19% of trips by black people are made by local bus journeys – the highest percentage out of all ethnic groups for this type of transport • White children had the longest trip to school (2.5 miles on average), and Asian children had the shortest (2.0 miles on average) • White and Asian children were more likely to travel to school by car, while black children were more likely to travel by bus¹⁸. • Avon and Somerset Police data across a 3 month period in 2025 shows over half of total hate crimes recorded were race based hate crimes. <p>By supporting safe and improved active travel routes and infrastructure, and more reliable, safer public transport services as alternatives to the car, the Movement Strategy for Bath will provide better travel options for not only the white British group, but also all ethnic minorities.</p>	
3.8 Sexual orientation – identify the impact/potential	<ul style="list-style-type: none"> • 2021 research found that 37% of respondents had faced physical or verbal attacks on public transport in the prior 	It is acknowledged that consideration will need to be paid to homophobic bullying and hate crime, and safety issues will need to be considered in implementation.

¹⁸ <https://www.ethnicity-facts-figures.service.gov.uk/culture-and-community/transport/travel/latest/>

<p>impact of the policy on lesbian, gay, bisexual, heterosexual, questioning people</p>	<p>five years, more often than not, tied to their gender or sexuality¹⁹.</p> <ul style="list-style-type: none"> • Another study found that half of LGBTIQ+ people had experienced depression, and three in five had experienced anxiety²⁰. • Official data underscores this trend, as Home Office figures show hate crimes based on sexual orientation in England and Wales rose from 15,835 to 22,839 between the years 2019 to 2024²¹. <p>The Movement Strategy for Bath aims to improve safety and perceived safety through safer waiting areas (well lit, glass bus shelters, CCTV, overlooked locations and more), allowing for all users to feel safer in taking public transport regardless of their sexual orientation.</p>	
<p>3.9 Marriage and civil partnership – does the policy/strategy treat married and civil partnered people equally?</p>	<p>None identified as of yet.</p>	<p>None identified as of yet.</p>

¹⁹ https://www.systra.com/uk/expert_insights/queer-mobility-improving-public-transport-inclusivity/#:~:text=Public%20transport%20truly%20can%20lead,a%20journey%20worth%20taking%20together.

²⁰ Stonewall LGBT in Britain – Health Report

²¹ https://www.systra.com/uk/expert_insights/queer-mobility-improving-public-transport-inclusivity/#:~:text=Public%20transport%20truly%20can%20lead,a%20journey%20worth%20taking%20together.

<p>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.</p>	<ul style="list-style-type: none"> • Home Office statistics show that between March 2023 – March 2024, there were 10,484 hate crimes recorded by the police as linked to religion in England and Wales – a 25% increase compared to the prior 12-month period²². • Avon and Somerset Police data across a 3 month period in 2025 shows just over 6% of total hate crimes recorded were religion/belief hate crimes. <p>The Movement Strategy for Bath aims to improve transport and accessibility across the whole of Bath, to all key locations including places of worship.</p>	<p>None identified as of yet.</p>
<p>3.11 Socio-economically disadvantaged* – identify the impact on people who are disadvantaged due to factors like family background, educational attainment, neighbourhood, employment status</p>	<p>The Movement Strategy for Bath aims to make travel safer and more affordable for everyone. It helps reduce the need to own a car by offering better and cheaper travel options.</p> <p>A recent Transport for the North (UK) study found the costs of car use and ownership to society tower over the costs of other modes contributing around £50bn worth of cost to the North in 2023, and the benefits of other modes outperform car use benefits significantly. This is expected to increase to £60bn by 2050.²³</p>	<p>The Movement Strategy - Bath recognises that the cost of owning a motor vehicle can be a barrier to some people. Active travel and public transport can provide cheaper, safe, reliable alternatives to car travel.</p>

²² <https://www.gov.uk/government/statistics/hate-crime-england-and-wales-year-ending-march-2024/hate-crime-england-and-wales-year-ending-march-2024>

²³ <https://www.transportfornorth.com/wp-content/uploads/TfN-Travel-Choice-Project-Summary-1.pdf>

can influence life chances (this is not a legal requirement, but is a local priority).		
3.12 Rural communities* identify the impact / potential impact on people living in rural communities	The Movement Strategy for Bath understands that rural areas often don't have many transport options. It aims to improve key walking, cycling, and public transport routes into the city centre, while still keeping key roads open for vehicles that need to pass through, into and out of Bath.	Rural areas often don't have good public transport, which can make walking, wheeling and cycling less useful. That's why it's important to connect these areas with existing transport services. The strategy will look at new ideas like community transport and travel hubs to better meet the needs of people living in rural communities.
3.13 Armed Forces Community ** serving members; reservists; veterans and their families, including the bereaved. Public services are	<p>The Movement Strategy - Bath aims to make traveling around, to/from and through Bath easier, safer and more accessible in several ways.</p> <p>In accordance with the Armed Forces Covenant, those who served the country and their families should face no disadvantage compared to other citizens in the provision of public and commercial services, with special consideration for those who have given the most such as the injured and the bereaved²⁴.</p>	None identified as of yet.

²⁴ <https://www.armedforcescovenant.gov.uk/about-the-covenant/>

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).	The most recent census data shows 3.6% or 5,858 people in B&NES are Armed Forces Veterans ²⁵ .	
3.14 Care Experienced *** This working definition is currently under review and therefore subject to change:	The Movement Strategy for Bath aims to provide a blueprint to deliver more affordable, safer, travel choices for all, reducing/removing the financial burden of car-ownership and reducing car dependency. Furthermore the strategy also supports those which require a car and the aim of the strategy is to reduce future congestions expected from growth.	None identified as of yet.

²⁵ <https://www.ons.gov.uk/peoplepopulationandcommunity/armedforcescommunity/bulletins/ukarmedforcesveteransenglandandwales/census2021#uk-armed-forces-veterans-england-and-wales-data>

<p>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.</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.

Issue Identified	Action Proposed	Progress Milestones	Officer Responsible	By when
Potential adverse impact on rural communities due to transport changes.	Conduct targeted engagement with passers-by to understand specific transport needs.	Hold community forums; analyse feedback; incorporate into strategy updates.	Samantha Taylor-Sehmbi Krzysztof Fedorczuk	28/02/2026
Lack of disaggregated data for some protected characteristics in transport usage.	Aim to improve data collection methods to capture usage by age, disability, ethnicity, etc.	Work with officers and keep up to date on new data/survey tools; train staff; analyse new data for trends.	Samantha Taylor-Sehmbi Krzysztof Fedorczuk	28/02/2026
Need for ongoing review and flexibility in strategy to address emerging equality issues.	Establish EqlA review process for Movement Strategy.	Create review framework; schedule assessments; publish updates.	Samantha Taylor-Sehmbi Krzysztof Fedorczuk	28/02/2026

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: Sophie Broadfield, Executive Director of Sustainable Communities
Director or nominated senior officer)

(Divisional

Date: 08/09/2025