

Equality Impact Assessment/Equality Analysis (updated December 2025)

Title of service or policy	Liveable Neighbourhoods ETRO - Gay Street
Name of directorate and service	Sustainable Communities - Capital Programme and Project Delivery
Name and role of officers completing the EQuIA	Cathryn Brown - Programme Manager and other members of the Project Team.
Date of assessment	Updated December 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. Identify the aims of the policy or service and how it is implemented.		
Key questions		Answers / Notes
1	Briefly describe purpose of the service/policy e.g. How the service/policy is	<p>The Liveable Neighbourhoods (LNs) programme is a community-led initiative supported and managed by the council that aims to improve the local environment and the health, safety and well-being of residents.</p> <p>In line with the Liveable Neighbourhoods Strategy agreed in December 2020, the programme aims to encourage more active travel and reduce people's reliance on private vehicles for short journeys (where possible) by providing fair, safe and sustainable access to street space for those that want to walk, cycle or use a mobility aid to get around.</p> <p>Proposals could include improved access to outdoor spaces to sit and meet others which can help combat loneliness.</p> <p>The strategy sets out how community feedback and co-design is central to the development of a liveable neighbourhood and how the council will facilitate this at each stage of development.</p>

	<p>delivered and by whom</p> <p>If responsibility for its implementation is shared with other departments or organisations</p> <p>Intended outcomes</p>	<p>The Liveable Neighbourhoods Team, in conjunction with its partner AECOM and other council teams (under the direction of the Directors of Place Management and Sustainable Communities), are responsible for delivering these community-led schemes.</p> <p>An overview of the programme is available at http://beta.bathnes.gov.uk/liveable-neighbourhoods</p> <p>As part of this strategy some measures have been brought forward as trials so that the public can experience them and provide feedback before a decision is made on their permanency.</p> <p>This EQIA relates to an Experimental Traffic Regulation Order (ETRO) in the form of through-traffic restrictions in Gay Street. At the time of writing, this trial has now operated for the statutory public consultation period of six months. A decision must be made on whether to remove the scheme or make it permanent within 18 months of launch. This EQIA is compiled using information known at this time and will evolve.</p> <p>Details of the consultation and trial are available here: Lower Lansdown ETRO trials Bath and North East Somerset Council</p>
2	<p>Provide brief details of the scope of the policy or service being reviewed, for example:</p> <p>Is it a new service/policy or review of an existing one?</p>	<p>The Liveable Neighbourhood Strategy dated December 2020 sets out a new policy to guide the development of LNs in Bath and North East Somerset (B&NES). The programme aims to mitigate the climate crisis, improve health and well-being, reduce social isolation and give fair, safe access to road space to all road users.</p> <p>The strategy sets out how the development of LNs will come about through community engagement and co-design with residents. In this sense, schemes are constantly reviewed to help meet the overarching strategic aims.</p> <p>Various versions of 'Liveable Neighbourhoods', 'low traffic neighbourhoods' and active travel schemes have been adopted to support these aims in other parts of the UK with funding available via the</p>

	<p>Is it a national requirement?).</p> <p>How much room for review is there?</p>	<p>Government from the West of England Mayoral Combined Authority. The overarching aims are set out in the Government's Gear Change document.</p> <p>https://www.gov.uk/government/publications/cycling-and-walking-plan-for-england</p> <p>https://www.gov.uk/government/publications/gear-change-one-year-on-review</p> <p>As part of the strategy, ETROs are being introduced so that residents can experience the intervention and provide feedback prior to a decision on whether the trial should be made permanent. To support this decision-making process, in addition to public feedback, data on traffic monitoring and air quality is also being collected and analysed.</p>
3	<p>Do the aims of this policy link to or conflict with any other policies of the Council?</p>	<p>As a programme, LNs embody the three guiding principles set out in the Corporate Strategy:</p> <ul style="list-style-type: none"> • Preparing for the future • Delivering for local residents • Focusing on prevention <p>Encouragement of more active travel and reduced vehicle use means the programme also contributes to the council's Climate Emergency targets.</p> <p>The Council declared a Climate Emergency in March 2019, and an Ecological Emergency in July 2019, pledging to achieve Carbon Neutrality in our area by 2030. Our overarching strategic plan, the B&NES Council Corporate Strategy, sets out our two core policies to improve the lives of local people: Tackling the Climate Emergency and Giving people a bigger say.</p> <p>The aims of the project also correspond with other policies and priorities of the council, such as the Clean Air Zone, The Journey to Net Zero, and wider improvements to public transport and the highway infrastructure (walking and cycling routes).</p> <p>The Liveable Neighbourhood Strategy is linked closely to the following strategies which support its aims. They were considered and published alongside it:</p>

		<ul style="list-style-type: none"> • <u>Approach to Implementation of Residents Parking Schemes in B&NES (July 2020)</u> • <u>On-street electric vehicle strategy (July 2020)</u>
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2. Consideration of available data, research and information

Monitoring data and other information should be used to help you analyse whether you are delivering a fair and equal service. Please consider the availability of the following as potential sources:

- **Demographic** data and other statistics, including census findings
- Recent **research** findings (local and national)
- Results from **consultation or engagement** you have undertaken
- Service user **monitoring data** (including ethnicity, sex, disability, religion/belief, sexual orientation and age)
- Information from **relevant groups** or agencies, for example trade unions and voluntary/community organisations
- Analysis of records of enquiries about your service, or **complaints or compliments** about them
- Recommendations of **external inspections** or audit reports

	Key questions	Data, research and information that you can refer to
1	What equalities training have staff received to enable them to	<ul style="list-style-type: none"> • Council officers involved in the programme have received equalities training. Training for staff is available through the internal training portal and is mandatory for all B&NES officers.

	<p>understand the needs of our diverse community?</p>	<ul style="list-style-type: none"> • Bespoke and ongoing training is available and encouraged • AECOM staff (responsible for delivering the engagement, technical design and development of the LNs) have received equalities training and some staff have undertaken a 'Healthy Streets' course. • AECOM's designers, who are interpreting the communities' ideas, work to national and local standards including government best practice guidance on inclusive mobility. • Council officers are regularly updated on equalities issues through staff newsletters. Bespoke equalities training sessions are available for teams. • Staff are also able to undertake equalities training through external bodies (such as the Chartered Institute of Highways and Transportation). Blindfold walks (accompanied) have been made available to council staff through the RNIB. <p>The Corporate Equalities Officer is available for ongoing advice.</p> <p>Members of the project team have discussed the preparation of the Equalities Impact Assessment with the Equalities Officer at the Council.</p>
2	<p>What is the equalities profile of service users?</p>	<p>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</p> <p>For the Gay Street ETRO scheme, service users are the residents and visitors to this road and surrounding area.</p> <p>LNs are designed by communities to address the issues they face and to ensure that everyone has fair and equal access to residential streets. We are supporting this process with our partners.</p>

		<p>AECOM's designers, who are interpreting the communities' ideas, work to national and local standards including government best practice guidance on inclusive mobility.</p> <p>Our partner Sustrans (now known as the Walk Wheel Cycle Trust) is helping to widen our engagement by involving people in the community with seldom-heard voices. Because of the number of schools in the area and the existence of a college, the Council commissioned Sustrans to deliver direct engagement with specific groups who would be typically less likely to respond to public consultations in the Lower Lansdown and the Circus area. This included residents in social housing in and around the main road of Julian Road, pupils at Kingswood School near the Winifred's Lane trial and students from the Bath Spa University Campus on Sion Road.</p>
3	<p>Are there any recent customer satisfaction surveys to refer to? What were the results? Are there any gaps? Or differences in experience/outcomes?</p>	<ul style="list-style-type: none"> During two public consultations (in 2020 & 2021) we gathered people's views on LNs (as a policy) and then more detailed feedback on the issues people experience getting around their neighbourhood. At co-design workshops in 2022, volunteers from the community used feedback from earlier consultations to discuss and put forward ideas to improve 15 neighbourhoods. During consultations, respondents are able to submit comments using digital and non-digital options with support offered for both. Consultation materials are typically made available in alternative formats on request. In Summer 2022 we appointed a dedicated LN team to respond to calls and queries regarding any aspect of LN engagement and development, and to help people to access our resources and information. The results of the consultation and engagements already held are outlined within the overarching EqIA for the Liveable Neighbourhoods programme.

		<ul style="list-style-type: none"> • A summary of all previous consultation and engagement work leading to the Gay Street through traffic restrictions trial on this web page: Gay Street ETRO scheme.
4	<p>What engagement or consultation has been undertaken as part of this EIA and with whom?</p> <p>What were the results?</p>	<p>Please see section 2.4 above for all of the consultation details relating to this policy so far.</p> <p>Public consultation/community engagement work is central to the development of LNs which is a community-led programme. It is ongoing throughout the development of the programme.</p> <p>The community were able to have their say and respond to the public consultation by completing a questionnaire that was available as an online form and in alternative formats on request.</p> <p>During the trial, we sought residents' views in a six-month public consultation from November 2024 to 30 April 2025. The consultation was open to all and therefore respondents were self-selecting. This consultation is now closed. Questionnaire responses were accepted via email, hard copy questionnaire and online. Along with a consideration of council policy, these will inform a decision by both the Cabinet Member for Sustainable Transport Strategy and the Cabinet Member for Communications and Community on whether to remove the trials or make them permanent under a formal Traffic Regulation Order. Until this decision is made, the trial will remain in place.</p> <p>Members of the community are able to contact us and talk to an advisor or request scheme information in an alternative format by emailing us at LNs@bathnes.gov.uk, or calling 01225 394025 and requesting a call back from a team member. The consultation was also promoted via a press release, e-news and social media posts. A communications toolkit was developed</p>

		<p>and sent to ward councillors to help them share details of the public engagement, and to local schools.</p> <p>Members of the community can also stay up-to-date with the scheme's progress by subscribing to our newsletter. Prior to the trial, we held an engagement event for residents and organisations who had any concerns to come and speak with Cllrs and officers. This event was held in July 2024 and was widely promoted throughout the area by letter to individual addresses.</p> <p>As part of the decision-making process Cabinet Members supported by officers held face to face meetings with parties in support of and those who oppose the through traffic restrictions to listen to and understand their respective points of view. These meetings took place in October 2025.</p> <p>To support the decision-making process, reports have been developed giving further detail about the results of the consultation work undertaken within the community. This includes but is not limited to, reporting the results of the statutory consultation for the ETRO, Sustrans work, stakeholder and engagement report, traffic monitoring, footfall analysis, driver behaviour, and air quality monitoring.</p>
5	<p>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>	<ul style="list-style-type: none"> • A six-month statutory public consultation has been completed. Should a decision be made to make the trials permanent, a formal statutory TRO consultation would be held. • If a decision is made to proceed, another TRO consultation on a revised parking scheme in Sion Road to relieve congestion, and a consultation on the installation of ANPR camera enforcement at key junctions would be considered to mitigate non-compliance with new restrictions. • Consultation is ongoing with equalities considerations regularly updated. • A team of dedicated officers take calls and address issues and queries by phone or email ongoing throughout the process. • Members of the project team will continue to engage with identified key stakeholders.

		Specific equalities considerations relating to engagement and consultation are set out in section 3 below.
3. Assessment of impact: 'Equality analysis'		
		<p>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:</p> <ul style="list-style-type: none"> • 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
3.0	Issues relating to all groups and protected characteristics	<p>Examples of what the service has done to promote equality</p> <p>The Liveable Neighbourhood Strategy sets out how the council will facilitate communities to come together to design and develop their neighbourhood streets in a way that</p> <p>Examples of actual or potential negative or adverse impact and what steps have been or could be taken to address this</p> <p>Feedback has highlighted the need to consider-disabled people who rely on their vehicles to get around plus other groups that rely on vehicles for their jobs.</p> <p>Vehicle access to homes and disabled parking is not impacted by LNs but it will be necessary to assess any adverse impacts which could arise through the introduction of a one-way system e.g. any adverse impacts by only being able to access properties from a certain direction any impact on parking availability</p>

	<p>ensures fair and equal access to road space for all road users. This includes tackling anti-social driving and parking, creating better/safer routes for walking, wheeling and cycling, reducing through-traffic, and providing more pleasant places to stop, rest and meet others. LNs aim to reduce social isolation and improve health, safety and well-being by encouraging active travel.</p>	<p>in general. The trial in Gay Street has shown that reasonable access to premises has been maintained, acknowledging that some residents and visitors may need to take a different route to reach properties.</p> <p>An ETRO consultation survey was conducted between November 2024 and April 2025 and analysed by an independent third party. We promoted the consultation to over 5,000 residents and organisations in the Lower Lansdown area giving anyone with concerns about the impact on those with protective characteristics, including disabilities, the opportunity to express this in a survey and also contact us directly. When we received direct contact, we investigated concerns further.</p> <p>Further information can be found in single member decision report E3667 Liveable Neighbourhoods: Lower Lansdown and The Circus Experimental Traffic Regulation Order (TRO) Annex B: Public Consultation Report Gay Street.</p> <p>A total of 157 online responses (plus two partial email submissions) were received regarding the Gay Street trial.</p> <p>Of these, 15% were from residents living in the trial area and 85% from those living outside but travelling through or visiting the area.</p> <p>Baseline and five in-trial active travel monitoring periods were conducted to understand how active travel - more specifically cycling - changed in Gay Street after the introduction of the trial.</p> <p>Baseline and five sets of traffic monitoring were completed within six months of the trial period (for a continuous 7-day period in November 2024, February 2025, March 2025). Some of the monitoring was completed during the state and private school holidays to understand the differences in traffic volumes</p>
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		<p>during the school break (for a continuous 7-day period during two weeks in April).</p> <p>Turning counts were used to monitor traffic at the A4 Gay Street south/George Street/Gay Street north junction.</p> <p>For further detailed information please see single member decision E3667 Liveable Neighbourhoods: Lower Lansdown and The Circus Experimental Traffic Regulation Order (TRO) Annex D: Traffic Monitoring Analysis Lower Lansdown trial</p> <p>It was necessary to address concerns about the potential for displaced traffic to impact air quality as well as the potential for increased journey times through taking alternative routes as a result of the through traffic restrictions. It is important to emphasise that access to properties is not being prevented as noted above.</p> <p>In terms of air quality, the council monitors nitrogen dioxide concentrations as this pollutant most closely associated with vehicle exhaust emissions.</p> <p>The air quality monitoring report provides nitrogen dioxide concentrations both in terms of annual nitrogen dioxide concentrations to align with the Government's air quality objective of 40 µg/m³, and also quarterly results, although it should be noted that results for each quarter are not directly comparable with the annual average objective (because bias correction has not been applied and the data is not for the full year).</p> <p>For further detailed information please see single member decision E3667 Liveable Neighbourhoods: Lower Lansdown and The Circus Experimental Traffic Regulation Order (TRO) Annex E: Air Quality Report Lower Lansdown trial.</p>
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3.1	Sex- identify the impact/potential impact of the policy on	As in 3.0 above	<p>It is important that both men and women feel physically and psychologically secure when walking around their neighbourhood. Well-lit routes and additional CCIV could support this, especially if the location becomes quieter at night due to less traffic.</p> <p>Action:</p>

	<p>women and men.</p>	<ul style="list-style-type: none"> • On an ongoing basis prepare, publish and regularly update the EqIAs for this scheme. • Where feedback from the community suggest areas are unsafe but the solutions are not within the scope of the LN programme, the feedback and suggested solutions will be passed to other departments e.g. police, transport etc. <p>The Women's Night time safety charter can be promoted to businesses within the vicinity of the scheme, should we receive concerns about night-time safety.</p> <p>The charter's delivery is a collaborative effort, between the local authorities of Bath and North East Somerset, Somerset, North Somerset, South Gloucestershire, the Office of the Police and Crime Commissioner (OPCC) and night-time economy businesses. The EqIA for the charter can be found here: http://www.bathnes.gov.uk/sites/default/files/Womens%20NTS%20Charter%20EqIA_.g_df</p> <p>The Council's cross party motion on safety for women and girls in public places 2021 is noted and that in section 3.1 of that report that Bath & North East Somerset also acknowledges that crime, particularly violence against the person due to their protected characteristics will not be tolerated.</p> <p>The Tackling Violence against Women and Girls Strategy published by the Government in 2021 is acknowledged and can be found here:</p> <p>Tackling violence against women and girls strategy - GOV.UK</p> <p>The organisation End Violence Against Women is acknowledged who have previously published data collected by the Government on the perception of</p>
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3.2	Pregnancy and maternity	As in 3.0 above	<p>It is important that we consider the views of pregnant women, and people with babies and young children when designing LNs.</p> <p>We conducted several mailings from December 2023 on the proposal for the trial and the installation of the trial, allowing anyone with concerns to complete the consultation survey over a period of six months.</p> <p>As noted below the trial was promoted to local schools, so parents (which may have included pregnant women) would have had further opportunity to respond at that time</p> <p>Action:</p> <ul style="list-style-type: none"> On an ongoing basis prepare, publish and regularly update the EQIAs for this scheme. <p>Further detail can be found within the single member decision E3667 Lower Lansdown Experimental Traffic Regulation Order Annex F Stakeholder Communications and Engagement Report</p>
3.3	Gender reassignment - identify the impact/potential impact of the	As in 3.0 above	Personal safety in public spaces and being a target of hate crime is often felt to be an issue particularly for people in the trans community. According to the Walking and Cycling Index 2021 produced by Sustrans, 59% of LGBQ+ people feel welcome and comfortable walking or spending time on the streets in their neighbourhood, compared to 67% of heterosexual people.

	policy on transgender people		<p>Action:</p> <ul style="list-style-type: none"> On an ongoing basis, prepare, publish and regularly update the EQIA for this scheme. Sustrans supported our consultation with younger people in areas with LN, including youth, which may include members of the LGBTQ+ community, to ensure diverse feedback and a range of opinions. We also completed 'pop-up' event to talk to passers by who would not normally complete our surveys.
3.4	Disability - identify the impact/potential impact of the policy on disabled people (ensure consideration both physical, sensory and mental impairments and mental health)	As in 3.0 above In addition: improving access and the environment for people with a disability (whether it is a physical, sensory or mental disability) is a key objective of the LN programme. As is safeguarding vehicle access for residents and the needs of disabled people who may rely on vehicles to get around.	<p>Measures such as dropped kerbs, continuous footways, cycle lanes, wider pavements, better crossings and more places to sit and meet others all aim to improve experiences for disabled people (both seen and unseen) there is a risk that some measures put forward could impact certain groups adversely.</p> <p>Action:</p> <ul style="list-style-type: none"> On an ongoing basis, prepare, publish and regularly update the EQIA for this scheme taking account the individual measures and how they might impact on people with disabilities Surveys collected equalities information and details on protected characteristics and any physical or learning disabilities Sustrans has supported us to present the proposals to specific community groups so that we can gather feedback on the impacts before final plans are drawn up.

		<p>Residents have the opportunity to feedback any concerns during the ETRO process. These will be closely monitored and addressed according to their needs.</p>	<ul style="list-style-type: none"> Supporting materials were available on request in a range of formats to accommodate different needs, such as large print and easy read. A dedicated team is available to answer email and phone calls -they will respond and cater for people's needs. Maps will have accessible colour palette and appropriate colour contrast to support partially sighted and people with colour blindness. <p>The bollards allow mobility scooters to pass through but not vehicles providing a safer, quieter and healthier passage for disabled people.</p> <p>The modal filter has the potential to upset those with neuro divergence who are sensitive to changes in their environment and routine. It is acknowledged that the installation of the modal filter may lead to increases in traffic on surrounding roads, particularly at peak times and as such increases of stress for drivers and residents who live on and use these to reach services.</p>
3.5	Age - identify the impact/potential impact of the policy on different age groups	<p>As in 3.0 above.</p> <p>In addition:</p> <p>LNs can provide a safer and more amenable environment for walking and wheeling. This will benefit both younger and older people who are more reliant on active travel</p>	<p>We have actively sought feedback from a wide range of age groups, including seldom-heard-from younger people, and older people.</p> <p>Sustrans engaged specifically with pupils at schools and younger people from Bath Spa University and housing association residents to gain their feedback on proposals.</p> <p>The ETRO consultation survey was conducted between November 2024 and April 2025 and analysed by an independent third party.</p> <p>Equality monitoring questions were asked as an option in the survey for the ETRO consultation, and just under a third of responses were provided (n=47). Of the 47 responses provided, just over half were from those aged 55-years-old</p>

		<p>because they cannot drive or are unable to own a car.</p>	<p>or over (n=26). There was a higher number of males (n=28) than females (n=19).</p> <p>Further information can be found in single member decision report E3667 Liveable Neighbourhoods: Lower Lansdown and The Circus Experimental Traffic Regulation Order (TRO) Annex B: Public Consultation Report Gay Street.</p>
3.6	<p>Race - identify the impact/potential impact on across different ethnic groups</p>	<p>As in 3.0 above</p> <p>In addition:</p> <p>Providing safe, accessible walking and wheeling routes in residential areas - and the impact of improving these routes - can benefit everyone. We are keen that people from a diverse range of backgrounds take part in co-design</p>	<p>Personal safety in public spaces and being a target for hate crime is an issue for different ethnic minority groups. It will be important to consider issues of safety and personal security in the development of individual schemes.</p> <p>Minoritised people or communities as well as those for whom English is an additional language may be less familiar with written or spoken English. Where we are aware of translation needs for any consultation work, we will aim to provide a relevant translator</p> <p>There may be cultural issues regarding correspondence during consultation periods. For example, it could be inappropriate for members of some cultures to interact with officers of the opposite sex.</p> <p>Actions:</p> <p>There are a number of groups both internally and externally within B&NES from whom advice can be sought:</p> <ul style="list-style-type: none"> • B&NES Ethnic Minority Staff Network • Black Families Education Support Group • SARI - Stand Against Racism & Inequality

		<ul style="list-style-type: none"> • BEMSCA (Bath Ethnic Minority Senior Citizen's Association) • Bath Polish Association <p>We will prepare Easy Read consultation documents on request.</p> <p>We will ensure a mix of male and female officers are available at consultation events</p> <p>We will arrange for documents to be translated on request - but as far as possible- all consultation materials will be prepared in simple, direct, everyday language</p> <p>We will provide translators at our events on request - and this opportunity will be promoted on our promotion material</p>
3.7	Sexual orientation - identify the impact/potential impact of the policy on lesbian, gay, bisexual, heterosexual people	<p>As in 3.0 above</p> <p>Personal safety in public spaces and being a target hate crime can be an issue for the LGBTQ+ community. It will be important to consider issues of safety and personal security as individual schemes are developed.</p> <p>Data published in the Walking and Cycling Index in 2022 identified that LGBTQ+ people feel less safe in their neighbourhoods than cisgender and heterosexual people.</p> <p>Actions:</p> <p>There are a number of groups both internally and externally within B&NES from whom advice can be sought:</p> <ul style="list-style-type: none"> • SPACE LGBT Youth Group • Bath Gender Equality Network

			<ul style="list-style-type: none"> • B&NES LGBTQ+ Staff Network • Diversity Trust are a trusted service provider and have developed events for LGBTQ+ community including a recent Trans event in the Bath Forum. • SARI also provide services for the LGBTQ+ community <p>Sustrans support engagement directly with youth and community groups including those in the LGBTQ+ community.</p>
3.8	Marriage and civil partnership - does the policy/strategy treat married and civil partnered people equally?	As in 3.0 above	<p>Liveable Neighbourhoods aim to benefit all groups within the community through improved access to green space and active travel opportunities within Bath.</p> <p>There are no identified impacts on this protective characteristic for the Gay Street trial.</p>
3.9	Religion/belief - identify the impact/potential impact of the policy on people of different religious/faith groups and also upon those with no religion.	As in 3.1 above	<p>Personal safety in public spaces and being a target of hate crime is an issue for some faith groups. It is important to consider issues of safety and personal security as individual schemes are developed.</p> <p>Actions:</p> <ul style="list-style-type: none"> • Communications and engagement will ensure that any engagement events do not take place at the same time as certain religious ceremonies/holidays that may prevent people from being involved. If engagement sessions do fall over such periods, additional engagement sessions will be offered to impacted groups, outside of the main engagement sessions.

			<ul style="list-style-type: none"> • We will reach out to places of worship to get direct feedback on proposals and consider the impact on those who travel to access their chosen place of workshop. • In preparing engagement sessions with communities, the Council will seek to ensure that a mix of male and female project team members are available to accommodate different faiths/beliefs. • There are no identified impacts on this protective characteristic for the Gay Street trial.
3.1 0	<p>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</p> <p>(this is not a legal requirement,</p>	<p>As in 3.1 above</p> <p>In addition:</p> <p>It's recognised that not everyone can afford to run a car, especially for regular short journeys.</p> <p>Improving walking, wheeling routes and local outdoor spaces can benefit individuals and families who are socially and economically disadvantaged.</p> <p>To deliver the LN strategy, the Council will:</p>	<p>Communities with higher levels of deprivation may have lower levels of social capital when compared with more affluent areas, and therefore will be less able to present the case for a LN in their area.</p> <p>The improved environment facilitated by the through traffic restrictions in this scheme can support socio economically disadvantaged groups in accessing somewhere to walk and wheel.</p> <p>Some socio-economically disadvantaged people may experience digital poverty and so care must be taken to ensure we promote the programme and provide our materials in a range of formats.</p> <p>As part of the public consultation Sustrans held an engagement event with residents of a housing association who live in and around Julian Road, Bath.</p> <p>We promoted the scheme by letter to residents in Plain English and the survey and information was available in print and online and in other formats, on request.</p> <p>Actions:</p>

	<p>but is a local priority).</p> <ul style="list-style-type: none"> • actively identify areas as candidates for liveable neighbourhoods. In tandem, the Council will invite communities, via their ward member, to put forward their own proposals for liveable neighbourhoods in their areas. • work with local ward members and their communities to share information on the potential role that liveable neighbourhoods can play and explain the potential suitability benefits and 	<ul style="list-style-type: none"> • Any consultation materials will be promoted online, mailed in print to households in relevant areas, and engagement opportunities are posted in the community (via posters/banners etc). • The project team will request that members advertise engagement opportunities in local newsletters and notice boards, as well as online. • A team of officers are available to explain concepts and answer questions on the phone and by email - including any drawbacks or trade-offs that people may experience as a result of changed road layouts etc from the through traffic restrictions.
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		potential trade-offs	
3.1 1	Rural communities* - identify the impact/ potential impact on people living in rural communities	As in 3.0 above Largely the LNs are located in residential areas within the city-offering a variety of amenities within walking distance or via public transport.	B&NES is a rural district with many communities located away from towns and cities. Some rural communities may have limited active travel options. Action: Consider the impact of proposals where travel options are limited but provide increased opportunity for the health benefits of active travel opportunities.
3.1 3	Armed Forces Community** serving members; reservists; veterans and their families, including the bereaved. Public services will soon be required by law to pay due regard to the Armed Forces Community when developing policy, procedures and making	As in 3.0 above	No impact identified at this time. This will be reviewed throughout the programme.

	parent(s) for example, you were adopted, lived in residential, foster care, 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, when the Armed Forces Bill becomes law there will be 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 & 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
Ensure that engagement material and consultation documents are available on the B&NES website.	Upload all engagement material and consultation documentation to B&NES website.	Upload of relevant documentation.	Project Team	Ongoing
Ensure that any community engagement sessions are held in accessible locations and that BSL interpreters are available on request.	Check accessibility of all community engagement locations. Find a different venue if not accessible.	Accessible venues booked and BSL interpreters will be promoted and booked where requested.	Project Team	Ongoing
People on lower incomes may be disproportionately affected by a LN if they are more likely to live on main roads that see an increase in traffic.	Assess likelihood that low incomes groups will be adversely affected by proposed LN schemes.	Assess proposals against deprivation map of B&NES and identify appropriate mitigation measures including schemes to facilitate a modal shift from cars to sustainable travel.	Project Team	Ongoing

Ensure all documents written by consultants, policy team and comms are accessible prior to upload to the website.	Send all documents to web team to carry out accessibility checks.	Prior to publication of any document	Project Team	Ongoing
Ensure that large print or alternative formats such as Easy Read can be provided where requested.	Check provision with equalities team.	Prior to publication of any document	Project Team	Ongoing
Publish telephone and emails contact details for LN Team	Prepare for face-to-face community engagement and working group sessions. Provide FAQs and key messages to team to help support engagement	Continuous.	Project Team	Ongoing
Officers to ask Parish Council's and Residents Associations to display information about engagement and consultations on noticeboards and in newsletters.	Project team to contact both	On consultation	Project Team	Ongoing
Officers to investigate best ways to engage schools, young people, seldom-heard-from groups, people with disabilities, faith groups, community groups and LNs where there is a higher	Engage Sustrans,, to identify local groups and opportunities to engage with	On consultation planning and as part of event booking	Project Team	Ongoing

level of socio-economic disadvantage				
Ensure a mix of male and female officers are available at engagement events.	Ensure a mix of male and female officers are available at engagement events.	In preparing engagement sessions.	Project Team	Ongoing
Officers to check calendar of religious ceremonies/ events to ensure engagement does not clash, wherever possible.	Check calendar of religious ceremonies/ events and engage with Faith groups	In preparing engagement sessions.	Project Team	Ongoing
Ongoing monitoring	Staff will regularly review issues raised by members of the public to identify if there are any unintended negative impacts for particular groups	Issues identified will be addressed/mitigated wherever possible. All equality issues raised will be added to the EIA	Project Team	Ongoing
Ensure our consultation survey collects equalities information and details on protected characteristics and any accessible needs.	Review the information collected on surveys to ensure its up-to-date	Prior to publication of survey	Project Team	Ongoing
EQuAs to be reviewed annually or if significant changes happen within the service provision.	To review the EQuA		Project Lead	Ongoing

Issues raised by consultees through engagement or consultation exercise	Staff to review feedback and identify equalities issues and actions required as necessary.	Completion of review of feedback	Project Lead	After engagement ends and prior to final decision on the proposals.
Issues raised by members of the public about feeling unsafe due to less traffic in the area	Promote the Women's Nighttime safety charter to businesses within the vicinity of the scheme.	Information will be distributed	Project Team	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 Equalities Team (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: Tom Foster (Head of Capital Programme and Project Delivery)

Date: 19th December 2025