

## Equality Impact Assessment / Equality Analysis

<b>Title of service or policy</b>	Keynsham High Street – Public Realm Improvements – Phase 1
<b>Name of directorate and service</b>	Economy & Growth – Environment & Design Practice
<b>Name and role of officers completing the EIA</b>	Sally-Anne Carr (Project Manager)
<b>Date of assessment</b>	February 2020

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 service delivery as well as employment policies and strategies.

This toolkit has been developed to use as a framework when carrying out an Equality Impact Assessment (EIA) or Equality Analysis on a policy, service or function. It is intended that this is used as a working document throughout the process, with a final version (including the action plan section) being published on the Council's and NHS Bath and North East Somerset's websites.

<b>1. Identify the aims of the policy or service and how it is implemented.</b>		
	<b>Key questions</b>	<b>Answers / Notes</b>
<b>1.1</b>	Briefly describe purpose of the service/policy e.g <ul style="list-style-type: none"> <li>● How the service/policy is delivered and by whom</li> <li>● If responsibility for its implementation is shared with other departments or organisations</li> <li>● Intended outcomes</li> </ul>	<p>The purpose of the scheme is to remove barriers to cycling and to improve the environment for pedestrians through public realm and streetscape improvements within Keynsham High Street.</p> <p>The scheme is being implemented by the Council, using a grant from the Local Enterprise Partnership (LGF fund) administered by WECA.</p> <p>Create a well-connected public space in order to encourage and enhance retail activity in the High Street; improve the accessibility of the High Street by active, sustainable and low carbon modes of travel, improve local air quality.</p>
<b>1.2</b>	Provide brief details of the scope of the policy or service being reviewed, for example: <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>The project aligns with B&amp;NES Council and the wider West of England LEP strategic aims. It will deliver upon Keynsham specific place making principles detailed in the B&amp;NES Core Strategy and Placemaking Plan adopted July 2017 and deliver upon the established B&amp;NES Public Realm and Movement Strategy. The project is also consistent with the West of England LEP's Strategic Economic Plan. It supports LGF sustainable transport package aims and commitments made as part of the JLTP4; Addresses air quality issues. The money awarded cannot be used by the Council for other services.</p>
<b>1.3</b>	Do the aims of this policy link to or conflict with any other policies of the Council?	<p>It links to the priorities of the Placemaking Plan and Keynsham Transport Strategy.</p>

## 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, gender, 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
2.1	What is the equalities profile of the team delivering the service/policy?	The project team is too small to provide any meaningful equality profile information, however it is also partnering with civil engineers, landscape architects and surveyors etc, who bring their own expertise to the project. Members of the team have various ages, are both women and men and use different modes of transport.
2.2	What equalities training have staff received?	B&NES employees within the team will have had, at the least, Equalities training as part of their induction.
2.3	What is the equalities profile of service users?	Information about the equalities profile of people in Bath & North East Somerset can be found at Information about the equalities profile of people in Bath and North East Somerset can be found at <a href="http://www.bathnes.gov.uk/services/yourcouncil-and-democracy/local-research-and-statistics/census-andpopulation">http://www.bathnes.gov.uk/services/yourcouncil-and-democracy/local-research-and-statistics/census-andpopulation</a> The area encompassed by the scheme is a public area (retail high street) in Keynsham town centre. Previous surveys have established that this area is well used by cyclists and a large number of pedestrians each day. No demographic breakdown has been carried out specifically, however it is accessed by a wide variety of people, including local residents, shoppers,

		businesses, and school students.
<b>2.4</b>	What other data do you have in terms of service users or staff? (e.g results of customer satisfaction surveys, consultation findings). Are there any gaps?	The scheme design has been informed by datasets which have helped the team understand how the High Street is currently used. These include public consultation reports and business surveys from an earlier experimental one way traffic scheme, which was made permanent in early 2018 and the following on with development of the public realm improvements design and public consultation through December 2019/January 2020.
<b>2.5</b>	What engagement or consultation has been undertaken as part of this EIA and with whom? What were the results?	The EqIA has been informed by the consultation and engagement process for the scheme design. Meetings have been held with stakeholders including: ATAF - Active Travel and Accessibility Forum chaired by Cllr Wright (representing cycling, visually impaired, Guide Dogs for the Blind, transport operators etc)  A recent public exhibition was held in Keynsham Library and also online during January and February 2020, open to all. Feedback forms were available for all wishing to make comment. Feedback received suggested general support for the scheme design but with some individuals raising personal concerns regarding specific issues. Actions to address these concerns have been indicated in section 3.4.
<b>2.6</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?	A requirement of the scheme funding is to conduct surveys to monitor the outputs of the scheme against the objectives. These surveys will be conducted using best practice. There is not expected to be any further public consultation on the scheme.

### 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"> <li>• Meets any particular needs of equalities groups or helps promote equality in some way.</li> <li>• Could have a negative or adverse impact for any of the equalities groups</li> </ul>			
		<p><b>Examples of what the service has done to promote equality</b></p>	<p><b>Examples of actual or potential negative or adverse impact and what steps have been or could be taken to address this</b></p>
3.1	<p><b>Sex</b> – identify the impact/potential impact of the policy on women and men.</p>	<p>The nature of the project means there is neutral impact.</p>	<p>None identified</p>
3.2	<p><b>Pregnancy and maternity</b></p>	<p>The use of level surface areas for pedestrian crossings will improve ease of mobility, particularly when walking or using a push chair.</p>	<p>The northbound cycle contra-flow lane will be clearly signed and lined, segregated from the footway by a change of material, level and kerb. Additionally the contra-flow lane will be segregated from the main carriageway by a buffer area with kerb upstand and street furniture. This will add clarity for all users of the space, with the cycle lane being clearly identifiable. Southbound cyclists will be on carriageway travelling in the same direction as vehicles.</p>
3.3	<p><b>Gender reassignment</b> – – identify the impact/potential impact of the policy on transgender people</p>	<p>The nature of the project means there is a neutral impact.</p>	<p>None identified</p>
3.4	<p><b>Disability</b> - identify the impact/potential impact of the policy on disabled people (ensure consideration both physical, sensory and mental impairments and mental health)</p>	<p>The development of the High Street environment follows the guiding principles established by the Department for Transport. B&amp;NES acknowledges that the needs of different users will vary and has sought</p>	<p>Individual comments made during the public engagement process noted concerns relating to behaviour particularly interactions between pedestrians, cyclists and vehicles.</p>

		<p>to develop an optimal design which balances all user groups' needs proportionately.</p> <p>The contractor will, where possible provide for vulnerable users of the space during construction.</p> <ul style="list-style-type: none"> <li>• The zebra crossing has been relocated so that it is on the north side of the bus stop (which has also been repositioned) this ensures that there is clear visibility to the crossing by approaching vehicles and pedestrians waiting to cross are not obscured by stopped buses.</li> <li>• The paving levels around the bus stop waiting area will be improved to make this more accessible for mobility impaired users. A raised kerb will be provided to facilitate access to buses. The shelter will be relocated with the revised bus stop position.</li> <li>• Provision of blue badge parking has been increased from the existing 2 bays to 3 bays, additional flush kerbs are being provided at the footway side of the bays to facilitate movement of disabled users to the footway. Bays are wide to enable access from the off-side side of the vehicle without encroaching into the carriageway.</li> </ul>	<p>The siting of street furniture and additional signing and lining has been included within the proposals to address this.</p> <ul style="list-style-type: none"> <li>• Vehicles driving/parking in the cycle contra flow causing obstructions for pedestrians and cyclists – introduction of physical separation of cycleway from carriageway with street furniture and a kerb</li> <li>• Make pavements wider – these have been widened to aid pedestrian flow where possible given the scheme constraints</li> <li>• Concern over enforcement of parking restrictions and parking on the pavements and other no-parking areas causing obstructions for users – introduction of clearly signed and enforceable Restricted Parking Zone, rigorous enforcement of the RPZ by Parking Services will be requested</li> <li>• Access for cyclists to easily park cycles – the northern section of cycle contra flow buffer area has a short length of dropped kerb to allow cyclists to access the cycle stand area without dismounting in advance</li> <li>• Avoid use of tactile paving as this creates hazards for mobility impaired – it is a DfT requirement to provide tactile paving at crossings and is required to facilitate</li> </ul>
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			<p>movement for the visually impaired. This has been retained for all pedestrian crossings in the scheme.</p> <ul style="list-style-type: none"> <li>• Move disabled parking bays nearer to the zebra crossing – unable to move these as require a larger/wider than standard bay for disabled compliance – the constraints of the scheme do not allow the position to be altered, however note that the zebra crossing has moved further northwards along the High Street so is closer to the disabled bays than the existing situation.</li> <li>• Elderly cross the road at Back Lane, concern expressed over vehicles making 'U' turns to turn right up Bath Hill – improved signage to indicate no 'U' turns at this location</li> <li>• Concern regarding definition of kerb edging for visually impaired – this will be a contrasting colour (light grey) and material to the footway paving (dark grey) and the carriageway/cycleway bitmac (black)</li> <li>• Dementia friendly design considerations – benches with arms located in sunnier spaces along the High Street will be provided.</li> </ul>
		<b>Examples of what the service has done to promote equality</b>	<b>Examples of actual or potential negative or adverse impact and what steps have been or could be taken to address this</b>
<b>3.5</b>	<b>Age</b> – identify the impact/potential impact of the policy on different age groups	The design retains public seating which may be useful for some older users. Design of seating has been considered	

		<p>and armrests will be provided to assist moving from sitting to standing; seating will be positioned along the High Street at appropriate points so as not to cause obstructions to pedestrians/users and visually impaired. The zebra crossing is being relocated to a more central position on the High Street.</p> <p>See also 3.4 disability.</p> <p>The scheme narrows the carriageway width along majority of the scheme which will in turn cause traffic to proceed at slow speeds – making the area safer for all users including young people. Two High Street courtesy crossings are being enhanced and will be on raised tables flush with the pavement to also aid mobility impaired user groups and assist all age groups to cross the road.</p>	
<b>3.6</b>	<b>Race</b> – identify the impact/potential impact on different black and minority ethnic groups	The nature of the project means there is a neutral impact.	None identified
<b>3.7</b>	<b>Sexual orientation</b> - identify the impact/potential impact of the policy on lesbian, gay, bisexual, heterosexual people	The nature of the project means there is a neutral impact.	None identified
<b>3.8</b>	<b>Marriage and civil partnership</b> – does the policy/strategy treat married and civil partnered people equally?	The nature of the project means there is a neutral impact.	None identified
<b>3.9</b>	<b>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.	The nature of the project means there is a neutral impact.	None identified
<b>3.10</b>	<b>Socio-economically disadvantaged*</b> – identify the impact on people who are disadvantaged due to factors like family background, educational attainment, neighbourhood, employment status can	The scheme is intended to improve accessibility for cyclists and pedestrians. There is no cost associated with using the service, therefore it favours those who may be	None identified

	influence life chances <b>(this is not a legal requirement, but is a local priority).</b>	restricted to non-motorised transport for economic reasons.	
3.11	<b>Rural communities*</b> – identify the impact / potential impact on people living in rural communities	The nature of the project means there is a neutral impact.	None identified

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.

#### 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
The EqIA should be shared with appropriate governance/steering group for the project and any issues highlighted at 'Scheme Assessment Meetings' (SAM) within the Highways department.	The outline design has been presented to SAM and the detailed design has been presented to SAM twice. Final design sign-off including completed EqIA will be submitted to Highways for final technical assurance sign-off.	SAM Meeting  Final technical sign-off submission	Sally-Anne Carr (Project Manager)	Expected spring 2020
The engagement process feedback has identified conflict between various user groups	Feedback will be reviewed and final design refinements will seek to ensure responses across the diverse range of interests, gathered throughout the various stages of engagement, deliver a safer and more attractive high	Detailed design completion	Sally-Anne Carr (Project Manager)	Expected spring 2020

	street environment, with improvements to accessibility for both pedestrians and cyclists. B&NES has specific equality duties to consider the needs of disabled people/older people in the design			

## 5. Sign off and publishing

Once you have completed this form, it needs to be 'approved' by your Divisional Director or their nominated officer. Following this sign off, send a copy to the Equalities Team ([equality@bathnes.gov.uk](mailto:equality@bathnes.gov.uk)), who will publish it on the Council's and/or NHS B&NES' website. Keep a copy for your own records.

**Signed off by:** Mark Minkley

(Divisional Director or nominated senior officer)

**Date:** 16/03/2020