

# Equality Impact Assessment / Equality Analysis

(Updated December 2022)

Item name	Details
<b>Title of service or policy</b>	Removal of existing pedestrian refuge and installation of a zebra crossing on the A36 Warminster Road.
<b>Name of directorate and service</b>	Place Management Highways & Traffic
<b>Name and role of officers completing the EIA</b>	Dan Miller Senior Engineer, Design Group.
<b>Date of assessment</b>	13th June 2024

Equality Impact Assessment (or ‘Equality Analysis’) is a process of systematically analysing a new or existing policy or service to identify what impact or likely impact it will have on different groups within the community. The main aim is to identify any discriminatory or negative consequences for a particular group or sector of the community, and also to identify areas where equality can be better promoted. Equality impact Assessments (EIAs) can be carried out in relation to services provided to customers and residents as well as employment policies/strategies that relate to staffing matters.

This toolkit has been developed to use as a framework when carrying out an Equality Impact Assessment (EIA) or Equality Analysis. **Not all sections will be relevant – so leave blank any that are not applicable.** It is intended that this is used as a working document throughout the process, and a final version will be published on the Council’s website.

## 1.1 Identify the aims of the policy or service and how it is implemented

Key questions	Answers / notes
<p>1.1 Briefly describe purpose of the service/policy e.g.</p> <ul style="list-style-type: none"> <li>● How the service/policy is delivered and by whom</li> <li>● If responsibility for its implementation is shared with other departments or organisations</li> <li>● Intended outcomes</li> </ul>	<p>Although there is no statutory duty on the council to provide crossings, it has historically provided these and continues to do so in locations where people find it difficult to find gaps in traffic to cross the road.</p> <p>The council’s Highways &amp; Traffic service are responsible for the maintenance of these crossings.</p>
<p>1.2 Provide brief details of the scope of the policy or service being reviewed, for example:</p> <ul style="list-style-type: none"> <li>● Is it a new service/policy or review of an existing one?</li> <li>● Is it a national requirement?</li> <li>● How much room for review is there?</li> </ul>	<p>There is an existing pedestrian refuge island at this location on Warminster Road. The refuge island was installed in 2012 after concern was raised locally by parents/carers crossing Warminster Road to access Bathwick St Mary Primary School. Since the introduction of the refuge island concern has again been raised by both the parents/carers of students and the school that the existing refuge island is not the most suitable form of crossing at this location. It is 1.8 metres wide.</p>

Initial site investigations, traffic and pedestrian count surveys indicated that a zebra crossing would be the most suitable form of crossing at this location.

The location of the proposed zebra crossing, where the existing pedestrian refuge island is located, is shown below (image from Google Street View):



1.3 Do the aims of this policy link to or conflict with any other policies of the Council?

This proposal meets all three of the council's guiding principles as set out in the Corporate Strategy:

	<p>Preparing for the future: it enables an affordable crossing facility to be provided and maintained for many years to come.</p> <p>Delivering for local residents: it will provide a better crossing facility that gives more priority to pedestrians over vehicles.</p> <p>Focussing on prevention: providing a better crossing facility at this location may enable more children to walk to school rather than being driven. It may also make other people feel safer taking journeys on foot. Enabling more journeys to be taken on foot helps people to lead healthier lives.</p>
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## 2. Consideration of available data, research and information

Key questions	Data, research and information that you can refer to
<b>2.1</b> What equalities training have staff received to enable them to understand the needs of our diverse community?	All new staff attend Equalities training (this is a prerequisite for managers and senior staff) and existing staff are encouraged to attend the training. A number of staff have attended an awareness event with the RNIB and some staff have also completed a Healthy Streets course.
<b>2.2</b> What is the equalities profile of service users?	The equalities profile of the users of the A36 Warminster Road at this location is predominantly school children and parent/carers.

<p><b>2.3</b> Are there any recent customer satisfaction surveys to refer to? What were the results? Are there any gaps? Or differences in experience/outcomes?</p>	<p>The Highways &amp; Traffic service participates in the annual National Highways &amp; Transport Network survey, which received over 800 responses in 2023 for the B&amp;NES area. It asks participants for a range of views on a large variety of topics covering highways and transport. With respect to crossings, satisfaction rates for B&amp;NES were the same as the average for all councils who took part in the survey.</p>
<p><b>2.4</b> What engagement or consultation has been undertaken as part of this EIA and with whom? What were the results?</p>	<p>Consultation with Bathwick St Marys Church Primary School on this proposal was undertaken in November 2023. Feedback was positive for the zebra crossing. The formal consultation process has started once notices have gone up on site and a letter drop to local households will be undertaken. Further consultation with the school will be undertaken with information going out in the school newsletter for parent/carers to comment. Consultation as part of the TRO process will run until June 27th.</p>
<p><b>2.5</b> If you are planning to undertake any consultation in the future regarding this service or policy, how will you include equalities considerations within this?</p>	<p>We will use multiple methods to draw attention to the proposals. This will include notices on the street, letters sent to nearby properties and informing local councillors. The map may be inspected at The One Stop Shops at 3-4 Manvers Street, Bath 3, The Hollies Midsomer Norton and at the Keynsham Civic Centre, Market Walk, Keynsham during normal office hours. Consultation material will be available in alternative formats upon request and a contact phone number will be included</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 equalities groups

Key questions	Examples of what the service has done to promote equality	Examples of actual or potential negative or adverse impact and what
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		<b>steps have been or could be taken to address this</b>
<b>3.1 Issues relating to all groups</b> and protected characteristics	<p>We identified the need to retain some type of crossing at this location.</p> <p>Due to the relatively high traffic flows, people do not feel safe using the existing pedestrian refuge island. A Zebra crossing removes that wait. This benefits all pedestrians wanting to cross the road.</p>	Not aware of any negative impacts compared to the existing crossing facility.
<b>3.2 Sex</b> – identify the impact/potential impact of the policy on women and men.	The proposed Zebra crossing could make women feel safer as they are not required to wait by the side of the road for longer periods, therefore making them feel more vulnerable, especially at night.	
<b>3.3 Pregnancy and maternity</b>	The existing traffic island is not a particularly large area to wait, especially when crossing the road with a push chair or young children. The proposed Zebra crossing will enable people to cross the road in one go and not have to wait in the middle and cross the road in two stages.	It is possible that pedestrians with pushchairs may feel safer when using a crossing that has a red signal for motor vehicles. However, there is no evidence that Zebra crossings are any less safe.
<b>3.4 Gender reassignment</b> – identify the impact/potential impact of the policy on transgender people	The proposed Zebra crossing could make pedestrians feel safer as they are not required to wait by the side of the road for longer periods, therefore making them feel more vulnerable, especially at night.	
<b>3.5 Disability</b> – identify the impact/potential impact of the policy on disabled people (ensure consideration both physical, sensory and mental impairments and mental health)	Other than checking that vehicles have stopped, pedestrians do not have to wait to use a Zebra crossing. This benefits those people who cannot stand for long periods or have other mobility issues.	Although pedestrians who are blind or partially sighted may not be able to easily know if traffic has stopped before entering a zebra crossing, the proposed crossing will be an improvement over the existing refuge island. The crossing will

	Zebra crossings are not time limited so disabled people can take as long as they need to cross the road safely.	be clearly parked including Belisha beacons which drivers know they must stop at to give way to a waiting pedestrian. The zebra crossing also means that a pedestrian can cross the road in one go rather than in two stages, which is the case with the existing island.
<b>3.6 Age</b> – identify the impact/potential impact of the policy on different age groups	<p>Children and elderly people are generally at higher risk when crossing roads than other age groups. This is due to factors such as inexperience, distraction and assessing risks and hazards with children. Elderly people may have slower walking speeds and may not be able to see or hear traffic as easily.</p> <p>The proposal is an improvement upon the existing crossing because pedestrians legally have priority over vehicles.</p>	It could be the case that parents of certain age children are still reluctant for their children to use a Zebra crossing unaccompanied.
<b>3.7 Race</b> – identify the impact/potential impact on across different ethnic groups	The proposal raises no <b>known</b> equality issues or specific considerations relating to race.	
<b>3.8 Sexual orientation</b> – identify the impact/potential impact of the policy on lesbian, gay, bisexual, heterosexual people	The proposal raises no <b>known</b> equality issues or specific considerations relating to sexual orientation.	

<p><b>3.9 Marriage and civil partnership</b> – does the policy/strategy treat married and civil partnered people equally?</p>	<p>The proposal raises no <b>known</b> equality issues or specific considerations relating to marriage or civil partnership.</p>	
<p><b>3.10 Religion/belief</b> – identify the impact/potential impact of the policy on people of different religious/faith groups and also upon those with no religion.</p>	<p>The proposal raises no <b>known</b> equality issues or specific considerations relating to religion or belief.</p>	
<p><b>3.11 Socio-economically disadvantaged*</b> – identify the impact on people who are disadvantaged due to factors like family background, educational attainment, neighbourhood, employment status can influence life chances <b>(this is not a legal requirement, but is a local priority).</b></p>	<p>The proposal raises no <b>known</b> equality issues or specific considerations relating to socio-economically disadvantaged.</p>	
<p><b>3.12 Rural communities*</b> identify the impact / potential impact on people living in rural communities</p>	<p>The proposal raises no <b>known</b> equality issues or specific considerations relating to rural communities.</p>	
<p><b>3.13 Armed Forces Community **</b> serving members; reservists; veterans and their families, including the bereaved. Public services are required by law to pay due regard to the Armed Forces Community when developing policy, procedures and making decisions, particularly in the areas of public housing, education and healthcare (to remove</p>	<p>The proposal raises no <b>known</b> equality issues or specific considerations relating to the armed forces community.</p>	



disadvantage and consider special provision).		
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\*There is no requirement within the public sector duty of the Equality Act to consider groups who may be disadvantaged due to socio economic status, or because of living in a rural area. However, these are significant issues within B&NES and have therefore been included here.

\*\* The Equality Act does not cover armed forces community. However, the Armed Forces Bill (which came in on 22 Nov 2022) introduces a requirement to pay ‘due regard’ to make sure the Armed Forces Community are not disadvantaged when accessing public services.

#### **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.

<b>Issues identified</b>	<b>Actions required</b>	<b>Progress milestones</b>	<b>Officer responsible</b>	<b>By when</b>
None	None			

#### **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:**



Gary Peacock, Head of Service Highways Delivery

**Date: 17<sup>th</sup> June 2024**