

# Equality Impact Assessment (EqIA)

Western Gateway Strategic  
Investment Plan EqIA



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## Equalities Impact Assessment

The purpose of an Equality Impact Assessment is to assist decision makers in understanding the impact of proposals as part of their duties under the Equality Act 2010. The Public Sector Equality Duty (Section 149 of the Equality Act 2010) requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations between different people carrying out their activities. The duty which Western Gateway STB is working is the general duty' that protects people from discrimination on the basis of certain characteristics. These are referred to as protected characteristics and cover the following:

- Age;
- Disability;
- Gender reassignment;
- Marriage and civil partnership;
- Pregnancy and maternity;
- Race;
- Religion or belief;
- Sex; and
- Sexual orientation.

Having 'due regard' means consciously thinking about the three aims of the general duty as part of any decision-making processes, thereby considering the need to:

- remove or minimise disadvantages suffered by people due to their protected characteristics;
- meet the needs of people with protected characteristics; and
- encourage people with protected characteristics to participate in public life or in other activities where their participation is low.

## 1. Project details

### Project background

The Western Gateway Sub-National Transport Body (STB) is formed by an alliance of eight Local Authorities and one Combined Authority that have committed to work together to drive innovation, facilitate the transition to a decarbonised transport system, maximise economic growth and improve industrial productivity by strengthening travel connections to local, national and international markets.

The authorities that make up the STB are:

- Bath and North East Somerset Council
- Bournemouth, Christchurch & Poole Council (BCP)
- Bristol City Council
- Dorset Council
- Gloucestershire County Council
- North Somerset Council
- South Gloucestershire Council
- Wiltshire Council
- West of England Mayoral Combined Authority (West of England MCA)

Western Gateway STB published their Strategic Transport Plan in March 2024, and are now developing the associated Strategic Investment Plan (SIP).

## Project purpose

### What is the purpose of the project?

The SIP seeks to build a resilient transport network that works for everyone and is fit for the future, helping people and businesses throughout the Western Gateway to thrive while protecting our environment. Each proposals works to achieving the shared transport aims and objectives for the region, as laid out in the Strategic Transport Plan.

## Aims and objectives

### What are the main aims and objectives of the project?

Western Gateway's SIP sets out a list of regional transport proposals for the period 2025-2035, prioritised according to their potential to cost-effectively deliver the aims and objectives of our adopted Strategic Transport Plan.

The five key aims and associated objectives of the SIP are:

1. Sustainable Growth and economy
  - Support the economy to thrive and level up across the whole region, particularly where prosperity is constrained by poor connectivity
  - Facilitate sustainable visitor access to key tourism areas
  - Maintain and improve sustainable access for goods and people to national and international gateways
2. Decarbonisation and Air Quality
  - Reduce annual regional transport carbon emissions from 6,250kt CO<sub>2</sub>e (2019) to net zero by 2050
  - Minimise embodied carbon
  - Deliver the infrastructure/conditions/services necessary to prioritise a shift to low carbon modes
3. Access to services and opportunities
  - Improve access to essential goods, services and opportunities in target areas
  - Maintain and improve access to important regional and national destinations through our strategic transport networks
4. Facilitates strategic N-S movements
  - Improve north-south rail and road links between the Midlands and South Coast on identified corridors/routes delivering social and economic benefits & levelling up southern parts of the region
5. Movement of Goods
  - Increase ability for goods moved by road to shift to rail or coastal shipping
  - Improve HGV facilities on strategic freight routes to increase attractiveness, discouraging running on unsuitable alternatives

The SIP fulfils three important functions:

- 1) Identifies regional transport proposals that are best able to deliver the aims of the STP.
- 2) Enables the STB to provide a prioritised list of investment opportunities in the region, in response to policy or funding opportunities from the Department for Transport or other bodies.
- 3) Maintains an inventory of regional-level schemes proposed by our partner authorities.

### **What are the main activities associated with the SIP?**

The main activities as outlined in the draft SIP are:

- Call for proposals
  - Invite core strategic partners to submit proposals for assessment/inclusion
  - 101 proposals were submitted between July and September 2024
- Sustainability Appraisal
  - Strategic Environmental Assessment, Equalities Impact Assessment and Health Impact Assessment
  - Use the findings from the documents above to inform the final draft of the SIP, including recommendations for the detailed development of the proposals
- Consultation and Engagement
  - Consult with key stakeholders and members of the public
- Modelling
  - Model the impacts of the prioritised proposals on the road and rail network
- Next steps - post-consultation and adoption
  - Analyse and implement responses from the consultation period
  - Address findings from the modelling and sustainability appraisal
  - Update the draft SIP accordingly
- Future – refresh
  - Review STP and SIP when the targets and priorities of the new government are published

### **Where relevant, does this link to any other Combined Authority or Unitary Authority projects who are delivering work that may overlap with yours? This will ensure that solutions are joined up**

- Bournemouth, Christchurch & Poole Local Cycling and Walking Infrastructure Plan (LCWIP), March 2022
- West of England LCWIP, 2020-2036
- Gloucestershire Local Transport Plan (2020-2041)
- Gloucestershire County Council LCWIPs
- Wiltshire Council LCWIPs

### **Could this work impact on people? Who will the proposal have the potential to affect?**

Yes, the delivery of the SIP will have impacts on people. In terms of equality, the draft SIP proposals are likely to benefit all users, regardless of their protected characteristic group. It should be acknowledged however that some protected characteristic groups, such as women and girls, may benefit more because they are more likely to use active travel modes, or have greater potential to use active travel modes more following the improvements. Other proposals could have a greater impact on people with a disability if the scheme is likely to improve travel by private vehicle, since this is the most common mode of transport across the UK for people with a disability. Proposals relating to public transport are likely to impact people belonging to a variety of different protected characteristic groups, for different reasons. Elderly people may benefit from access improvements to rail stations, whilst people's sexual orientation or race might affect their perceived / real safety, therefore lighting and surveillance upgrades could make public transport a safer option, enabling mode shift to sustainable modes.

When planning the construction of the proposals comprised within the draft SIP, it is important that measures are taken to mitigate any negative impacts, including accessible routes on diversions and appropriate lighting to minimise any safety risks. Certain protected characteristics groups are more at risk of hate crimes than others, therefore such measures could help to deter anti-social behaviour.

## 2. Methodology and Data

### Primary data

#### What sources of primary data have you used to inform the assessment?

The EqIA has been informed by the following sources of information:

**Table 1. Primary Data Sources**

Data/Evidence Source	Summary of data
Census 2021	<p><b>Age Profile (Source: ONS Census Data 2021)</b></p> <p>Approximately 20% of the population in each of the authorities within the Western Gateway are 19 years and under. Bath and Northeast Somerset is slightly higher at 23.1% and Dorset has the lowest percentage of people within this age group at 19.2%. Around 20% of people are 65 years and over too, although there is greater variation across the authorities for this age group. Bristol has an extremely low number of residents within this age range, at 12.9%, whereas Dorset has a much higher figure at 29.6%. The remaining authorities figure lies between 19.7% and 24.9%.</p> <p><b>Disability status (Source: ONS Census Data 2021)</b></p> <p>Between 6-8% of residents in each of the authorities have a disability which limits their day-to-day activities a lot. The highest rates are seen in BCP and Dorset, at 7.7% each, and the lowest rates are seen in Bath &amp; Northeast Somerset at 6.1% and South Gloucestershire and Wiltshire each at 6.3%. 10-12% of residents have a disability which limits their day-to-day activities a little. Once again, the highest rates are in Dorset, at 12.1%, and the lowest rates are seen in South Gloucestershire and Bristol at 10.1% and 10.3% respectively. Between 7-9% of residents are not disabled but have a long term physical or mental health condition which does not limit day-to-day activities. Dorset again has the highest rates here, at 8.5%, and the lowest rates are seen in Bristol at 7.0% here. Disability rates appear to correlate with aging populations, given that Dorset has the highest proportion of residents over the age of 65 and the highest rates of disability or long-term health condition. Bristol, on the other hand, has the youngest population and some of the lowest disability / long-term health condition rates.</p> <p>Around 75% of residents across all the authorities have no long term physical or mental health condition, with the highest rates in South Gloucestershire and Bristol at 76.1% and 75.8% respectively, and the lowest rates in Dorset at 71.7%.</p> <p><b>Gender Identity (Source: ONS Census Data 2021)</b></p> <p>Over 93% of the population in all the authorities have a gender identity which is the same as the sex registered at birth. Less than 1% of the populations have a different gender identity, whilst the remaining 4-7% of residents chose not to answer this question.</p> <p><b>Legal Partnership Status (Source: ONS Census Data 2021)</b></p> <p>There is significant variation in the legal partnership status across the different authorities. The number of those never married or registered in a civil partnership range from as low as 27.4% in Dorset to 52.8% in Bristol. The remaining eight authorities all range between 30-42%. There is a</p>

	<p>similar trend in the rates for those married or in a civil partnership, with Bristol rates down at 33.8% and the remaining authorities ranging between 43-51%.</p> <p><b>Ethnicity Breakdown (Source: ONS Census Data 2021)</b></p> <p>An overwhelming majority of residents across each of the authorities are white, but there is a significant range from the low rates in Bristol at 81.1%, to the remaining authorities which are all above 90%. The highest levels are seen in Dorset at 97.1%. Asian, Asian British or Asian Welsh figures range from 1.1% to 6.6%, with the highest levels seen in Bristol and the lowest in Dorset. Similarly, the number of Black, Black British, Black Welsh, Caribbean or African residents is lowest in Dorset and Somerset at 0.3% and 0.4% respectively, and highest in Bristol at 5.9%.</p> <p><b>Religion or belief breakdown (Source: ONS Census Data 2021)</b></p> <p>40-50% of residents in each authority have no religion, with the lower levels seen in Dorset, Gloucestershire and Wiltshire, and the higher levels seen in Bath &amp; Northeast Somerset and Bristol. Levels of Christianity are similar, with Bristol as the outlier at 32.3%. The remaining authorities range from 42-52%. Percent of people having all other religions range from around 0-2%, with the exception of Muslims in Bristol at 6.7%.</p> <p><b>Sex Profile (Source: ONS Census Data 2021)</b></p> <p>Just over half of all residents in each of the authorities are female, and just under half are male.</p> <p><b>Sexual Orientation (Source: ONS Census Data 2021)</b></p> <p>Around 90% of residents in each of the authorities are straight or heterosexual , with Bristol slightly less at 85.5%. Between 6-8% of people did not answer this question, and the remaining residents identify with a different sexual orientation, the next highest two being gay or lesbian and bisexual.</p> <p><b>Household Language (Source: ONS Census Data 2021)</b></p> <p>Over 87% of the population in each authority live in households where all adults have either English in England or English or Welsh in Wales as a main language. There is variation across the authorities, with Bristol at just 87.5% compared to Dorset’s 97.7%. Similarly, in Bristol 5.7% of the population live in a household where no people have English in England or English or Welsh in Wales as a main language, compared to Dorset’s 0.8%.</p> <p>See Appendix A for a full breakdown of the Census data used to inform this assessment.</p>
<p>Department for Transport, Disability, accessibility and blue badge statistics, England, 2022 to 2023</p>	<p><a href="https://www.gov.uk/government/statistics/disability-accessibility-and-blue-badge-statistics-2022-to-2023/disability-accessibility-and-blue-badge-statistics-england-2022-to-2023#:~:text=Mode%20of%20travel&amp;text=Both%20disabled%20and%20non%2Ddisabled,%2Ddisabled%20adults%20(4%25).">https://www.gov.uk/government/statistics/disability-accessibility-and-blue-badge-statistics-2022-to-2023/disability-accessibility-and-blue-badge-statistics-england-2022-to-2023#:~:text=Mode%20of%20travel&amp;text=Both%20disabled%20and%20non%2Ddisabled,%2Ddisabled%20adults%20(4%25).</a></p>

Department for Transport, Walking and cycling statistics, England: 2021	<a href="https://www.gov.uk/government/statistics/walking-and-cycling-statistics-england-2021/walking-and-cycling-statistics-england-2021#trends-in-cycling">https://www.gov.uk/government/statistics/walking-and-cycling-statistics-england-2021/walking-and-cycling-statistics-england-2021#trends-in-cycling</a>
Department for Transport, National Travel Survey 2014	<a href="https://assets.publishing.service.gov.uk/media/5a8040f240f0b623026926cd/travel-to-school.pdf">https://assets.publishing.service.gov.uk/media/5a8040f240f0b623026926cd/travel-to-school.pdf</a>
Just Can't Settle	<a href="https://www.justcantsettle.com/2023/07/13/gender-divide-in-uk-cycling/">https://www.justcantsettle.com/2023/07/13/gender-divide-in-uk-cycling/</a>
Sport England	<a href="https://activelives.sportengland.org/Result?queryId=21310">https://activelives.sportengland.org/Result?queryId=21310</a>
Women's Budget Group	<a href="https://wbg.org.uk/wp-content/uploads/2019/10/TRANSPORT-2019-1.pdf">https://wbg.org.uk/wp-content/uploads/2019/10/TRANSPORT-2019-1.pdf</a>
GOV.UK Statistics	<a href="https://www.ethnicity-facts-figures.service.gov.uk/culture-and-community/transport/driving-licenses-and-access-to-vehicles/latest/">https://www.ethnicity-facts-figures.service.gov.uk/culture-and-community/transport/driving-licenses-and-access-to-vehicles/latest/</a>
Department for Transport, Taxi and private hire vehicle statistics, England, 2024	<a href="https://www.gov.uk/government/statistics/taxi-and-private-hire-vehicle-statistics-england-2024/taxi-and-private-hire-vehicle-statistics-england-2024">https://www.gov.uk/government/statistics/taxi-and-private-hire-vehicle-statistics-england-2024/taxi-and-private-hire-vehicle-statistics-england-2024</a>
Age Cymru, Buses	<a href="https://www.agecymru.wales/siteassets/documents/policy/buses---a-lifeline-for-older-people/buses---a-lifeline-for-older-people.pdf">https://www.agecymru.wales/siteassets/documents/policy/buses---a-lifeline-for-older-people/buses---a-lifeline-for-older-people.pdf</a>

**Have you used any research to support your strategy, project or policy?**

South West rural mobility strategy	<a href="https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/102203/20220330-WG-PT-Rural-Mobility-Strategy-Final-Draft-Strategy-v1-1-Compressed-002.pdf">20220330-WG-PT-Rural-Mobility-Strategy-Final-Draft-Strategy-v1-1-Compressed-002.pdf</a>
Responses to "Making the Right Choices" consultation 2022/23	<a href="#">Consultation Responses</a>

**Secondary data**

**What sources of secondary data have you used to inform the assessment?**

**Table 2. Secondary Data Sources**



Data/Evidence Source	Summary of data
N/A	N/A

### Limitations

#### Are there gaps in information that make it difficult to form an opinion on how your proposals might affect different groups of people?

The level of detail in the proposals means that only a high-level assessment can be undertaken at this stage. No stakeholder engagement has been undertaken to inform the EqIA.

## 3. Evidence base

### Consultation

#### Have you consulted on this strategy, project or policy?

**Table 3. Stakeholder consultation**

Key stakeholder	Method of communication	Subject	Date
Multiple	“Making the Right Choices”. Issues and Opportunities for the Strategy Transport Plan consultation	A consultation on the issues and opportunities related to transport and accessibility in the Western Gateway region. Responses informed the development of the Strategic Transport Plan 2025-2050.	Spring 2023
Local authority officers	Regular updates via email, and monthly meetings in both the senior transport officer, and transport officer meetings.	Opportunity to contribute and feedback on the objectives for the SIP via various workshops. Contributed to the overall list of proposals, by submitting individual authority regionally significant priorities in Summer 2024.	June 2024 – March 2025
STB Board Members (a Cllr from each authority)	Regular updates via email, and quarterly Board meetings for sign off at various stages of the process.	Updates provided on the SIP at quarterly Board meetings throughout 2024. Decisions required at each stage for sign off and approval. Final approval of document will be made at the Board meeting in March 2025 following public consultation.	13 <sup>th</sup> March 2024, 10 <sup>th</sup> July 2024, 2 <sup>nd</sup> October 2024, 27 <sup>th</sup> November 2024.
Transport and Business Forum	Updates via email, and bi-annual meetings.	Update provided on the STP, and the SIP process. All members of the forum will be encouraged to complete the public consultation survey of the SIP throughout Winter 2024/25.	2024-2025.

Key stakeholders (National Highways, Network Rail, other STBs)	Regular updates via email, and meetings (including attending STB Board meetings).	Key stakeholders (National Highways and Network Rail) were invited to submit their own priorities in this iteration of the SIP. Further engagement with wider stakeholders in the region, e.g. Ports will be considered in future revisions.	2024-2025
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**How has consultation with those who share a protected characteristic informed your work?**

No direct consultation with people sharing a protected characteristic has yet taken place, but this will begin in December 2024 and the results will inform the final version of the Strategic Investment Plan.

**Have you explained your strategy/project/policy to people who might be affected by it directly or indirectly?**

No stakeholder consultation has been undertaken to date, but this will begin in December 2024

## 4. Assessment of impacts

The tables below set out the potential positive and negative impacts identified as a result of the draft SIP proposals. The sources of information used in the assessment tables are listed in Table 1 within Section 2.

The proposals have been assessed by considering the protected groups:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation.

And by type of intervention aggregated as follows:

- Public Transport (Services)
- Public Transport (Infrastructure)
- Active Travel
- Mass Transit
- Road
- Freight
- Mixed

Where adverse impacts have been identified, Section 6 sets out the action plan for addressing those impacts.

**Does the proposal have any potentially adverse impacts?**

Yes, there is potential for adverse impacts as a result of the draft SIP. These are outlined in Tables 4a to 4i.

**Table 4a: Evidence of impact: Age**

<b>Protected Characteristic</b>		
<b>Age</b>		
<b>Public Transport (Services)</b>		
<b>Impact rating</b>		<b>Provide the evidence to justify the impact rating</b>
Positive impact	Yes	<p>Improving rail and bus frequency, and in turn reliability, can benefit the working population by improving commuter routes. Roughly 50% of the population in the STB region authorities are of working age, and the proposals are likely to generate mode shift from private vehicle use to public transport for people within this age category.</p> <p>The elderly, who make up approximately 20% of the population within the region, often rely on public transport, therefore the proposals to improve rail and bus frequency are likely to benefit this group, especially those who are elderly and do not have access to a private vehicle. Young people, who make up a similar proportion of the populations, will also likely experience significant benefits from the improved services. Travel by bus is the second most common mode of travel to school for people aged 11-16, and these improvements are likely to generate further mode shift towards public transport.</p>
No impact	No	
Negative impact	No	
<b>Public Transport (Infrastructure)</b>		
<b>Impact rating</b>		<b>Provide the evidence to justify the impact rating</b>
Positive impact	Yes	<p>Elderly people, roughly 20% of the population in the STB region, are more likely to have mobility issues because of their age. These people often rely on public transport and should therefore benefit from the infrastructural upgrades as they will improve accessibility. Installing lifts and waiting room facilities at rail stations will improve the appeal and ease of travelling by rail, generating mode shift away from private vehicle use, and provide improved access to transport for those without access to a private vehicle.</p> <p>The working population, who make up around 50% of the population in the affected areas, can benefit from improved rail services because the schemes will increase frequency and shorten journey times along key commuter corridors.</p>
No impact	No	
Negative impact	Yes	Construction in rail stations may have temporary negative impacts if lift access is affected or access is altered as a result of the construction

		activities, as elderly people are more likely to endure mobility issues. Parents with young children may also be particularly affected.
<b>Active Travel</b>		
<b>Impact rating</b>		<b>Provide the evidence to justify the impact rating</b>
Positive impact	Yes	<p>The elderly make up around 20% of the population within the STB region, except for Bristol which has a low elderly population at nearly 13%. These young make up just over 20% of the population of all affected areas. Each of these demographic groups will likely experience benefits from the improvements to the walking and cycling network, especially given their preference for walking. For elderly pedestrians, improving the walking network can bring safety as well as accessibility improvements, which can be beneficial given that elderly pedestrians could also have mobility issues.</p> <p>Walking is the most common mode of transport to school, used by 46% of 5–10-year-olds and 38% of 11–16-year-olds. Providing a network of high-quality pedestrian routes is an important way to support active travel to school. Whilst cycling only makes up a small percent of journeys to school, providing safer facilities is an essential way to encourage an uptake in cycling, especially given that this is one of the key barriers.</p>
No impact	No	
Negative impact	Yes	Construction activity is likely to require pedestrian diversions, so it is important that safe temporary footways are in place. This will ensure the diversion routes are accessible, given that elderly people are more likely to have limited mobility and require dropped kerbs.
<b>Mass Transit</b>		
<b>Impact rating</b>		<b>Provide the evidence to justify the impact rating</b>
Positive impact	Yes	<p>Bus is the second most common mode of travel to school for 11–16-year-olds, so it is likely that a significant number of people in this age group who will benefit from the improvements to the bus corridor. Both Bristol and Gloucestershire have relatively high young populations, 22.9% and 21.8% respectively, so there is a large proportion of the population who may benefit. Additionally, these improvements are likely to generate mode shift, because express services and other such changes will shorten journey times and increase the appeal of traveling by bus.</p> <p>Elderly populations, who often rely on travel by bus or do not have access to a private vehicle, will benefit from the connectivity improvements and faster services, and these changes could generate further mode shift. Improvements to the bus service could reduce waiting times, which can also benefit elderly populations through mitigating personal safety risks that can occur when waiting at bus shelters, especially during darkness.</p>
No impact	No	

Negative impact	Yes	The construction period may require route diversions, which may be confusing and unsettling for elderly drivers. Diversions may also slow journey times, which could impact journeys to school made by car. It is important that there is clear wayfinding and advance notice of any diversions to allow for alternate route planning.
<b>Road</b>		
<b>Impact rating</b>		<b>Provide the evidence to justify the impact rating</b>
Positive impact	Yes	<p>The scheme is likely to benefit young people through reduced congestion, given that 46% of people aged 5-10 years old travelling to school by car. The scheme is also going to provide access to the Great Western Hospital, which elderly people may need to visit more frequently due to have age-related health conditions.</p> <p>Reducing congestion will have knock-on positive effects on other road users, including bus users, and may shorten journey times and improve reliability. Given that bus reliability is a common deterrence from choosing it as a mode of travel, it could generate mode shift if this issue is mitigated. Improved road capacity and connectivity will also benefit the movement of freight and delivery of goods to homes with elderly occupants.</p>
No impact	No	
Negative impact	Yes	The construction period will require route diversions, which may be confusing and unsettling for elderly drivers. Diversions may also slow journey times, which could impact journeys to school made by car. It is important that there is clear wayfinding and advance notice of any diversions to allow for alternate route planning.
<b>Freight</b>		
<b>Impact rating</b>		<b>Provide the evidence to justify the impact rating</b>
Positive impact	Yes	The overall improvements to the Port of Poole area are likely to be felt positively by all users, regardless of age.
No impact	No	
Negative impact	No	The construction period will require route diversions, which may be confusing and unsettling for elderly drivers. Diversions may also slow journey times, which could impact journeys to school made by car. It is important that there is clear wayfinding and advance notice of any diversions to allow for alternate route planning.
<b>Mixed</b>		
<b>Impact rating</b>		<b>Provide the evidence to justify the impact rating</b>
Positive impact	Yes	Elderly populations are likely to benefit from improvements to bus and rail services since they are often reliant upon public transport or do not have

		<p>access to a private vehicle. Increasing the frequency of services to key destinations can increase the attractiveness of bus use, generating mode shift and reducing congestion. The public transport improvements are also going to improve access to key destinations, including Bournemouth Hospital, which elderly people may be more likely to require access to.</p> <p>Elderly users are likely to benefit from improvements to the public realm, because of their preference for walking over other modes of transport. The provision of new crossings can make walking a safer mode of transport, which is beneficial for all but especially for elderly users who may require longer to cross the road because of mobility issues.</p> <p>Walking is the most common mode of travel to school, and bus and car are the next most used. These proposals will likely benefit most people making this journey across a variety of modes. Active travel infrastructure improvements, including new crossings and segregated cycle facilities, will create a better pedestrian and cycling realm, and can also help to generate further mode shift towards sustainable modes of travel. Improvements to bus and rail services, including having a higher service frequency on core routes into urban areas, will shorten journey times and increase reliability. This is also likely to generate mode shift towards public transport away from private vehicle use, in turn reducing congestion.</p>
No impact	No	
Negative impact	Yes	<p>Construction activity may impact elderly people who are more likely to have limited mobility. Construction on active travel routes is likely to require footway closures, so temporary diversions risk making routes inaccessible if there are not appropriate dropped kerbs. Construction in rail stations may impact accessibility if lift access is affected, as elderly people may require use of these services because of any mobility issues.</p>

**Table 4b: Evidence of impact: Disability**

Protected Characteristic		
Disability		
Public Transport (Services)		
Impact rating	Provide the evidence to justify the impact rating	
Positive impact	Yes	<p>Whilst public transport is not one of the most common modes of transport for people with a disability, improving rail and bus frequency can improve perceptions of public transport, generating mode shift towards more sustainable modes of transport. Also, certain people may be restricted in their ability to drive if their disability causes physical pain / fatigue due to driving, they have sensory loss / impairment or they lack the ability to acquire a specially adapted vehicle which tend to be more costly in addition</p>

		<p>to increased daily expenses due to their disability. Some groups may simply prefer to use public transport as it negates the pressure of driving and may be more economically viable, especially if they qualify for reduced price tickets.</p> <p>The improvements will hopefully create mode shift to sustainable modes of transport, reducing congestion and making it easier to travel by car for those who rely on it, such as people with mobility or vision issues. This is particularly relevant given that travel by car is the most common mode of transport for people with a disability, and approximately 25% of residents within the affected authorities either have a disability or a long-term health condition affecting their day-to-day activities.</p>
No impact	No	
Negative impact	No	
<b>Public Transport (Infrastructure)</b>		
<b>Impact rating</b>		<b>Provide the evidence to justify the impact rating</b>
Positive impact	Yes	<p>People with a disability or long-term health condition which impacts their day-to-day activities account for around 25% of the population in the areas affected by the draft SIP proposals. These people are likely to benefit from schemes which upgrade the infrastructure in rail stations, as installing lifts and new waiting rooms help people with mobility issues. This can help to improve the overall journey experience, generating mode shift towards public transport.</p>
No impact	No	
Negative impact	Yes	<p>The construction period will require access changes in rail stations, which may be confusing and unsettling for disabled users, especially those who are neurodiverse and/or visually impaired. It is essential that stations remain accessible for all mobility levels, including for those with mobility aids. Additionally, the changes will need to be communicated well with the public and include a well thought out construction plan.</p>
<b>Active Travel</b>		
<b>Impact rating</b>		<b>Provide the evidence to justify the impact rating</b>
Positive impact	Yes	<p>Walking is one of the two main modes of transport for disabled adults in England. With approximately 25% of the population in each of local authorities within the STB region having either a disability or a long-term health condition, it is likely that the improvements to the pedestrian realm will be felt by a wide number of users.</p> <p>Improvements to the cycle network, including connectivity and infrastructure changes, can help to improve safety using this mode of transport, therefore promoting mode shift to sustainable modes of</p>

		transport, reducing congestion and making it easier to travel by car for those who rely on it.
No impact	No	
Negative impact	Yes	<p>Consultation undertaken with different disability groups should be undertaken early in the development of the draft SIP proposals to ensure that different users are considered from the early design stages.</p> <p>The construction period will require route diversions, which may be confusing and unsettling for disabled users, especially those who are neurodiverse and/or visually impaired. It is essential that diversions are accessible for all mobility levels, including for those with mobility aids. Additionally, the changes will need to be communicated well with the public and include a well thought out construction plan.</p>
<b>Mass Transit</b>		
<b>Impact rating</b>		<b>Provide the evidence to justify the impact rating</b>
Positive impact	Yes	<p>This type of proposals is going to improve the bus network, as well as improving access to rail stations, helping to generate mode shift to more sustainable modes. This is likely to benefit some disabled users who may not be able to drive because of their disability.</p> <p>Any mode shift that occurs from these schemes will contribute to reducing congestion and making it easier to travel by car for those who rely on it, such as people with mobility or vision issues. This is particularly relevant given that travel by car is the most common mode of transport for people with a disability, and approximately 25% of residents within the affected authorities either have a disability or a long-term health condition affecting their day-to-day activities.</p>
No impact	No	
Negative impact	No	
<b>Road</b>		
<b>Impact rating</b>		<b>Provide the evidence to justify the impact rating</b>
Positive impact	Yes	<p>Given that travel by car is the most common mode of transport for people with a disability, this scheme type is likely to benefit this group. Reducing congestion, and in turn lowering emissions, will reduce journey times and improve the overall journey experience. One of the proposals within the draft SIP is going to provide access to the Great Western Hospital, which someone with a disability or long-term health condition may need to visit more frequently. Improved road capacity and connectivity will also benefit the movement of freight and delivery of goods to homes with disabled occupants.</p>



No impact	No	
Negative impact	Yes	The construction period will of this type of schemes will require route diversions, which may be confusing and unsettling for disabled users, especially those who are neurodiverse. It is important that there is clear wayfinding and advance notice of any diversions to allow for alternate route planning.
<b>Freight</b>		
<b>Impact rating</b>		<b>Provide the evidence to justify the impact rating</b>
Positive impact	Yes	Given that travel by car is the most common mode of transport for people with a disability this scheme is likely to benefit this group. Reducing congestion, and in turn lowering emissions, will reduce journey times and improve the overall journey experience.
No impact	No	
Negative impact	Yes	Construction activities will require route diversions, which may be confusing and unsettling for disabled users, especially those who are neurodiverse. It is important that there is clear wayfinding and advance notice of any diversions to allow for alternate route planning.
<b>Mixed</b>		
<b>Impact rating</b>		<b>Provide the evidence to justify the impact rating</b>
Positive impact	Yes	<p>People with a disability will benefit from the active travel improvements, which is important given that walking is one of the two main modes of transport for disabled adults in England. The provision of new active travel crossings and segregated cycle infrastructure will improve personal safety for pedestrians and cyclists. This will improve the experience for existing users and is likely to generate mode shift as the appeal of active travel is likely to increase.</p> <p>Increasing bus and rail frequency and improving connectivity along key urban routes will benefit disabled users who are reliant on public transport, as journeys will become shorter and more reliable.</p> <p>One of the proposals includes improving access to Bournemouth Hospital, which is likely to benefit people with a disability as they may be more likely to require access to healthcare facilities.</p> <p>These schemes are likely to generate mode shift to public transport and active travel, reducing congestion on the road network. As travel by car is the most common mode of transport for people with a disability, these road users will experience the benefits from reduced congestion as journey times will decrease.</p>
No impact	No	

Negative impact	Yes	The construction period will require route diversions, which may be confusing and unsettling for disabled users, especially those who are neurodiverse and/or visually impaired. It is essential that diversions are accessible for all mobility levels, including for those with mobility aids. Additionally, the changes will need to be communicated well with the public and include a well thought out construction plan.
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**Table 4c: Evidence of impact: Gender reassignment**

<b>Protected Characteristic</b>		
<b>Gender reassignment</b>		
<b>Public Transport (Services)</b>		
<b>Impact rating</b>		<b>Provide the evidence to justify the impact rating</b>
Positive impact	Yes	The overall improvements to public transport frequency and connectivity are likely to be felt positively by all users, regardless of gender.
No impact	No	
Negative impact	No	
<b>Public Transport (Infrastructure)</b>		
<b>Impact rating</b>		<b>Provide the evidence to justify the impact rating</b>
Positive impact	Yes	The overall improvements to the public transport network are likely to be felt by all users, regardless of gender.
No impact	No	
Negative impact	Yes	During the construction period it is recommended that sufficient lighting levels should be considered to account for any blind spots. Some groups are more at risk of hate crimes than others, therefore such measures could help to deter anti-social behaviour.
<b>Active Travel</b>		
<b>Impact rating</b>		<b>Provide the evidence to justify the impact rating</b>
Positive impact	Yes	The overall improvements to active travel infrastructure and connectivity are likely to be felt by all users, regardless of gender. Despite less than 1% of the population in each area affected identifying as a gender different to the sex registered at birth, these individuals are likely to experience benefits regarding personal safety through lighting and access upgrades.
No impact	No	
Negative impact	Yes	During the construction period it is recommended that sufficient lighting levels should be considered to account for any blind spots. Some groups are

		more at risk of hate crimes than others, therefore such measures could help to deter anti-social behaviour.
<b>Mass Transit</b>		
<b>Impact rating</b>		<b>Provide the evidence to justify the impact rating</b>
Positive impact	Yes	The overall improvements to the bus network and bus infrastructure are likely to be felt by all users, regardless of gender.
No impact	No	
Negative impact	Yes	During the construction period it is recommended that sufficient lighting levels should be considered to account for any blind spots. Some groups are more at risk of hate crimes than others, therefore such measures could help to deter anti-social behaviour.
<b>Road</b>		
<b>Impact rating</b>		<b>Provide the evidence to justify the impact rating</b>
Positive impact	Yes	The overall improvements to the road network are likely to be felt by all users, regardless of gender.
No impact	No	
Negative impact	Yes	During the construction period it is recommended that sufficient lighting levels should be considered to account for any blind spots. Some groups are more at risk of hate crimes than others, therefore such measures could help to deter anti-social behaviour.
<b>Freight</b>		
<b>Impact rating</b>		<b>Provide the evidence to justify the impact rating</b>
Positive impact	Yes	The overall improvements to the Port of Poole area are likely to be felt by all users, regardless of gender.
No impact	No	
Negative impact	Yes	During the construction period it is recommended that sufficient lighting levels should be considered to account for any blind spots. Some groups are more at risk of hate crimes than others, therefore such measures could help to deter anti-social behaviour.
<b>Mixed</b>		
<b>Impact rating</b>		<b>Provide the evidence to justify the impact rating</b>
Positive impact	Yes	The overall improvements to the active travel, public transport and road networks are likely to be felt by all users, regardless of gender.
No impact	No	

Negative impact	Yes	During the construction period it is recommended that sufficient lighting levels should be considered to account for any blind spots. Some groups are more at risk of hate crimes than others, therefore such measures could help to deter anti-social behaviour.
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**Table 4d: Evidence of impact: Marriage and civil partnership**

<b>Protected Characteristic</b>		
<b>Marriage and civil partnership</b>		
<b>Public Transport (Services)</b>		
<b>Impact rating</b>		<b>Provide the evidence to justify the impact rating</b>
Positive impact	Yes	The overall improvements to public transport frequency and connectivity are likely to be felt by all users, regardless of marriage and civil partnership status.
No impact	No	
Negative impact	No	
<b>Public Transport (Infrastructure)</b>		
<b>Impact rating</b>		<b>Provide the evidence to justify the impact rating</b>
Positive impact	Yes	The overall improvements to the public transport network are likely to be felt by all users, regardless of marriage and civil partnership status.
No impact	No	
Negative impact	No	
<b>Active Travel</b>		
<b>Impact rating</b>		<b>Provide the evidence to justify the impact rating</b>
Positive impact	Yes	The overall improvements to active travel infrastructure and connectivity are likely to be felt by all users, regardless of marriage and civil partnership status.
No impact	No	
Negative impact	No	
<b>Mass Transit</b>		
<b>Impact rating</b>		<b>Provide the evidence to justify the impact rating</b>
Positive impact	Yes	The overall improvements to the bus network and bus infrastructure are likely to be felt by all users, regardless of marriage and civil partnership status.

No impact	No	
Negative impact	No	
<b>Road</b>		
<b>Impact rating</b>		<b>Provide the evidence to justify the impact rating</b>
Positive impact	Yes	The overall improvements to the road network are likely to be felt by all users, regardless of marriage and civil partnership status.
No impact	No	
Negative impact	No	
<b>Freight</b>		
<b>Impact rating</b>		<b>Provide the evidence to justify the impact rating</b>
Positive impact	Yes	The overall improvements to the Port of Poole area are likely to be felt by all users, regardless of marriage and civil partnership status.
No impact	No	
Negative impact	No	
<b>Mixed</b>		
<b>Impact rating</b>		<b>Provide the evidence to justify the impact rating</b>
Positive impact	Yes	The overall improvements to the active travel, public transport and road networks are likely to be felt by all users, regardless of marriage and civil partnership status.
No impact	No	
Negative impact	No	

**Table 4e: Evidence of impact: Pregnancy and maternity**

<b>Protected Characteristic</b>		
<b>Pregnancy and maternity</b>		
<b>Public Transport (Services)</b>		
<b>Impact rating</b>		<b>Provide the evidence to justify the impact rating</b>
Positive impact	Yes	As women make on average 33% more bus journeys than men, they are likely to disproportionately experience the benefits of the improve bus frequency and connectivity within rural areas.
No impact	No	

Negative impact	No	
<b>Public Transport (Infrastructure)</b>		
<b>Impact rating</b>		<b>Provide the evidence to justify the impact rating</b>
Positive impact	Yes	Pregnant people, those who have recently given birth and those with young children may resultantly have limited mobility. Consequently, they are likely to benefit from access improvements at rail stations, especially the installation lifts and new waiting rooms.
No impact	No	
Negative impact	Yes	Construction in rail stations may have temporary negative impacts if lift access is affected or access is altered as a result of the construction activities, as pregnant people are more likely to endure mobility issues. Parents with young children may also be particularly affected.
<b>Active Travel</b>		
<b>Impact rating</b>		<b>Provide the evidence to justify the impact rating</b>
Positive impact	Yes	Walking is the most used type of transport by women therefore improvements to the pedestrian environment will improve the pedestrian environment and experience for all users, including pregnant women and those who have recently given birth. Accessibility upgrades are likely to be beneficial because pregnant people or those with young children and pushchairs could have mobility issues.
No impact	No	
Negative impact	Yes	It is recommended that appropriate footway diversions are put in place during the construction period to ensure that access to healthcare services in the vicinity is not affected.
<b>Mass Transit</b>		
<b>Impact rating</b>		<b>Provide the evidence to justify the impact rating</b>
Positive impact	Yes	Women make on average 33% more bus journeys than men, therefore the improvements to the wider bus network, including to bus infrastructure and rail connectivity, are likely to disproportionately benefit women. Faster services can reduce waiting times for the bus, which can be beneficial for pregnant people who may have limited mobility and can benefit women in terms of personal safety.
No impact	No	
Negative impact	No	The construction period may require roadworks and footway closures, so it is important that appropriate diversions are in place so that access to healthcare services in the vicinity is not affected.
<b>Road</b>		

Impact rating		Provide the evidence to justify the impact rating
Positive impact	Yes	The scheme is going to provide access to the Great Western Hospital, which someone who is pregnant or someone who has young children might be more likely to visit, therefore benefiting from the road network improvements. Improved road capacity and connectivity will also benefit the movement of freight and delivery of goods to homes with pregnant occupants.
No impact	No	
Negative impact	No	The construction period may require road closures, so it is important that appropriate diversions are in place so that access to healthcare services in the vicinity is not affected.
<b>Freight</b>		
Impact rating		Provide the evidence to justify the impact rating
Positive impact	Yes	The overall improvements to the Port of Poole area are likely to be felt by all users, regardless of pregnancy and maternity.
No impact	No	
Negative impact	No	The construction period may require road closures, so it is important that appropriate diversions are in place so that access to healthcare services in the vicinity is not affected.
<b>Mixed</b>		
Impact rating		Provide the evidence to justify the impact rating
Positive impact	Yes	<p>Women make on average 33% more bus journeys than men, therefore the improvements to the bus network are likely to disproportionately benefit women. Faster services can reduce waiting times for the bus, benefiting for pregnant people who may have limited mobility and women in terms of personal safety.</p> <p>Walking is the most used type of transport by women therefore improvements to the pedestrian environment will improve the pedestrian environment and experience for all users, including pregnant women and those who have recently given birth. The provision of new active travel crossings may benefit people with young children and pushchairs because it will improve road safety.</p> <p>One of the proposals is going to improve access to Bournemouth Hospital, which someone who is pregnant or someone who has young children might be more likely to visit.</p>
No impact	No	

Negative impact	Yes	It is recommended that appropriate diversions are put in place during the construction period to ensure that access to healthcare services in the vicinity is not affected.
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**Table 4f: Evidence of impact: Race**

<b>Protected Characteristic</b>		
<b>Race</b>		
<b>Public Transport (Services)</b>		
<b>Impact rating</b>		<b>Provide the evidence to justify the impact rating</b>
Positive impact	Yes	Evidence suggests that people from ethnic minority groups are more likely to be in low paid employment and as such can lack the financial means to drive. In 2022, 55% of black people had a full driving license, compared to 78% of white people. Therefore, they can be more reliant upon public transport as their primary mode of travel, so are likely to benefit from the improved service frequencies and connectivity.
No impact	No	
Negative impact	No	
<b>Public Transport (Infrastructure)</b>		
<b>Impact rating</b>		<b>Provide the evidence to justify the impact rating</b>
Positive impact	Yes	Evidence suggests that people from ethnic minority groups are more likely to be in low paid employment and as such can lack the financial means to drive. In 2022, 55% of black people had a full driving license, compared to 78% of white people. Therefore, they can be more reliant upon public transport as their primary mode of travel, so are likely to benefit from the improved service frequencies and connectivity.
No impact	No	
Negative impact	Yes	During the construction period it is recommended that sufficient lighting levels should be considered to account for any blind spots. Some groups are more at risk of hate crimes than others, therefore such measures could help to deter anti-social behaviour.
<b>Active Travel</b>		
<b>Impact rating</b>		<b>Provide the evidence to justify the impact rating</b>
Positive impact	Yes	Cycling levels tend to be lower amongst BAME population than other ethnic groups. As the proposals are due to improve walking and cycling conditions, it is likely that this will impact positively on BAME users, who make up nearly



		10% of the population in each of the affected areas, as the provision of safer facilities can generate mode shift.
No impact	No	
Negative impact	Yes	During the construction period it is recommended that sufficient lighting levels should be considered to account for any blind spots. Some groups are more at risk of hate crimes than others, therefore such measures could help to deter anti-social behaviour.
<b>Mass Transit</b>		
<b>Impact rating</b>		<b>Provide the evidence to justify the impact rating</b>
Positive impact	Yes	Given that people from ethnic minority groups are less likely to drive in the UK, it is likely that they will be more reliant on public transport options. Improvements to the bus network, including access to rail stations, will therefore likely benefit people from ethnic minorities, shortening journey times and improving the attractiveness of public transport. This is especially important in Bristol, where nearly 6% of the population are Black, Black British, Black Welsh, Caribbean or African.
No impact	No	
Negative impact	Yes	During the construction period it is recommended that sufficient lighting levels should be considered to account for any blind spots. Some groups are more at risk of hate crimes than others, therefore such measures could help to deter anti-social behaviour.
<b>Road</b>		
<b>Impact rating</b>		<b>Provide the evidence to justify the impact rating</b>
Positive impact	Yes	41.2% of taxi and private hire vehicle drivers in 2024 are Asian or Asian British, up from 29% in 2010. These people may benefit disproportionately from the scheme as it will reduce congestion, and in turn delays.
No impact	No	
Negative impact	Yes	Construction activities will require route diversions, which may slow journey times, affecting taxi and private hire vehicle drivers. It is important that there is clear wayfinding and advance notice of any diversions to allow for alternate route planning. It is also recommended that sufficient lighting levels should be considered to account for any blind spots. Some groups are more at risk of hate crimes than others, therefore such measures could help to deter anti-social behaviour.
<b>Freight</b>		
<b>Impact rating</b>		<b>Provide the evidence to justify the impact rating</b>
Positive impact	Yes	The improvements to the Port of Poole also include proposals for a new passenger/cruise terminal, likely resulting in a rise in tourism in the area.

		Tourists and other visitors will therefore benefit from the scheme. Any improvements regarding access, wayfinding, and the overall experience will be felt by all users regardless of their ethnicity.
No impact	No	
Negative impact	Yes	Construction activities will require route diversions, which may slow journey times, affecting all road users. It is important that there is clear wayfinding and advance notice of any diversions to allow for alternate route planning. It is also recommended that sufficient lighting levels should be considered to account for any blind spots. Some groups are more at risk of hate crimes than others, therefore such measures could help to deter anti-social behaviour.
<b>Mixed</b>		
<b>Impact rating</b>		<b>Provide the evidence to justify the impact rating</b>
Positive impact	Yes	<p>Given that people from ethnic minority groups are less likely to drive, it is likely that they will be more reliant on public transport options. As a result, they are likely to benefit from the improvements to public transport services, with faster journey times and improved connectivity to key employment and education destinations.</p> <p>Improving access to and from key transport hubs, including airports within the affected regions, are likely to benefit tourists and generate mode shift to sustainable travel.</p> <p>Cycling levels tend to be lower amongst BAME population than other ethnic groups. Proposals to improve cycle infrastructure, including the provision of segregated cycle facilities, could benefit BAME users (nearly 10% of the population in each area) through increasing the appeal of cycling and generating mode shift.</p>
No impact	No	
Negative impact	Yes	During the construction period it is recommended that sufficient lighting levels should be considered to account for any blind spots. Some groups are more at risk of hate crimes than others, therefore such measures could help to deter anti-social behaviour.

**Table 4g: Evidence of impact: Religion or belief**

<b>Protected Characteristic</b>	
<b>Religion or belief</b>	
<b>Public Transport (Services)</b>	
<b>Impact rating</b>	<b>Provide the evidence to justify the impact rating</b>

Positive impact	Yes	The overall improvements to public transport frequency and connectivity are likely to be felt by all users, regardless of religion or belief.
No impact	No	
Negative impact	No	
<b>Public Transport (Infrastructure)</b>		
<b>Impact rating</b>		<b>Provide the evidence to justify the impact rating</b>
Positive impact	Yes	The overall improvements to the public transport network are likely to be felt by all users, regardless of religion or belief.
No impact	No	
Negative impact	Yes	It is recommended that appropriate road diversions are put in place during the construction period to ensure that access to religious centres in the vicinity is not affected. Additionally, construction noise could negatively impact places of worship during services and religious holidays. These centres should be included in the stakeholder list and be informed of any out of hours work, allowing consideration of service times and religious holidays during the construction phase.
<b>Active Travel</b>		
<b>Impact rating</b>		<b>Provide the evidence to justify the impact rating</b>
Positive impact	Yes	Improvements to active travel infrastructure and connectivity are likely to be felt by all users, and with nearly 50% of the population in each of the affected areas identifying as religious, it may help to improve access to places of worship.
No impact	No	
Negative impact	Yes	It is recommended that appropriate footway diversions are put in place during the construction period to ensure that access to religious centres in the vicinity is not affected. Additionally, construction noise could negatively impact places of worship during services and religious holidays. These centres should be included in the stakeholder list and be informed of any out of hours work, allowing consideration of service times and religious holidays during the construction phase.
<b>Mass Transit</b>		
<b>Impact rating</b>		<b>Provide the evidence to justify the impact rating</b>
Positive impact	Yes	The overall improvements to the bus network and bus infrastructure are likely to be felt by all users, regardless of religion or belief.
No impact	No	
Negative impact	Yes	It is recommended that appropriate road diversions are put in place during the construction period to ensure that access to religious centres in the

		vicinity is not affected. Additionally, construction noise could negatively impact places of worship during services and religious holidays. These centres should be included in the stakeholder list and be informed of any out of hours work, allowing consideration of service times and religious holidays during the construction phase.
<b>Road</b>		
<b>Impact rating</b>		<b>Provide the evidence to justify the impact rating</b>
Positive impact	Yes	The overall improvements to the road network are likely to be felt by all users, regardless of religion or belief.
No impact	No	
Negative impact	Yes	It is recommended that appropriate road diversions are put in place during the construction period to ensure that access to religious centres in the vicinity is not affected. Additionally, construction noise could negatively impact places of worship during services and religious holidays. These centres should be included in the stakeholder list and be informed of any out of hours work, allowing consideration of service times and religious holidays during the construction phase.
<b>Freight</b>		
<b>Impact rating</b>		<b>Provide the evidence to justify the impact rating</b>
Positive impact	Yes	The overall improvements to the Port of Poole area are likely to be felt by all users, regardless of religion or belief.
No impact	No	
Negative impact	Yes	It is recommended that appropriate road diversions are put in place during the construction period to ensure that access to religious centres in the vicinity is not affected. Additionally, construction noise could negatively impact places of worship during services and religious holidays. These centres should be included in the stakeholder list and be informed of any out of hours work, allowing consideration of service times and religious holidays during the construction phase.
<b>Mixed</b>		
<b>Impact rating</b>		<b>Provide the evidence to justify the impact rating</b>
Positive impact	Yes	Upgrades across the transport network, which should involve reducing congestion, increase public transport service frequency, and improving active travel options, are likely to be felt by all users. Nearly 50% of the population in each of the affected areas identifying as religious, so it may help to improve access to places of worship.
No impact	No	

Negative impact	Yes	It is recommended that appropriate footway and carriageway diversions are put in place during the construction period to ensure that access to religious centres in the vicinity is not affected. Additionally, construction noise could negatively impact places of worship during services and religious holidays. These centres should be included in the stakeholder list and be informed of any out of hours work, allowing consideration of service times and religious holidays during the construction phase.
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**Table 4h: Evidence of impact: Sex**

<b>Protected Characteristic</b>		
<b>Sex</b>		
<b>Public Transport (Services)</b>		
<b>Impact rating</b>		<b>Provide the evidence to justify the impact rating</b>
Positive impact	Yes	The proposals will support women given that they make an average of 33% more bus journeys than men. The proposals will also likely generate mode shift, because reducing bus waiting times can improve personal safety by limiting the time spent waiting at bus stops, which increases the appeal of travelling by bus.
No impact	No	
Negative impact	No	
<b>Public Transport (Infrastructure)</b>		
<b>Impact rating</b>		<b>Provide the evidence to justify the impact rating</b>
Positive impact	Yes	The provision of new station infrastructure, including mobility hubs, toilet facilities, and waiting room facilities, can help to improve perceptions of safety which is typically a greater concern for women than men.
No impact	No	
Negative impact	Yes	During the construction period it is recommended that sufficient lighting levels should be considered to account for any blind spots. Safety is a recurring concern for women in public spaces, so it is important that appropriate measures, such as temporary lighting, are in place to minimise the potential impacts.
<b>Active Travel</b>		
<b>Impact rating</b>		<b>Provide the evidence to justify the impact rating</b>
Positive impact	Yes	Improving the pedestrian realm will improve the pedestrian experience for all users. Women and girls making up over 50% of the population in the SBT region, and walking is a more common mode of transport amongst women compared to men. As a result, women may disproportionately benefit from

		<p>the proposals. There will be additional benefits experienced by women and girls, because of the infrastructure upgrades that will likely improve the public realm, therefore improving perceptions of safety.</p> <p>Cycling uptake is higher amongst men than women, with safety being a key barrier. As such, upgrades to the cycle network are expected to result in a greater uptake in cycling among women.</p>
No impact	No	
Negative impact	Yes	<p>Consultation undertaken with different gender groups should be undertaken early in the schemes development process to ensure that different users are considered from the early design stage.</p> <p>Footway and road closures during the construction period will require diversions which can lead to a reduction in natural surveillance on these routes, making it less safe for pedestrians and cyclists. Safety is a recurring concern for women in public spaces, so it is important that appropriate measures, such as temporary lighting, are in place to minimise the potential impacts.</p>
<b>Mass Transit</b>		
<b>Impact rating</b>		<b>Provide the evidence to justify the impact rating</b>
Positive impact	Yes	The proposals will support women given that they make an average of 33% more bus journeys than men. The proposals will also likely generate mode shift, because reducing bus waiting times can improve personal safety by limiting the time spent waiting at bus stops, which increases the appeal of travelling by bus.
No impact	No	
Negative impact	Yes	During the construction period it is recommended that sufficient lighting levels should be considered to account for any blind spots. Safety is a recurring concern for women in public spaces, so it is important that appropriate measures, such as temporary lighting, are in place to minimise the potential impacts.
<b>Road</b>		
<b>Impact rating</b>		<b>Provide the evidence to justify the impact rating</b>
Positive impact	Yes	The overall improvements to the road network are likely to be felt by all users, regardless of sex.
No impact	No	
Negative impact	Yes	During the construction period it is recommended that sufficient lighting levels should be considered to account for any blind spots. Safety is a recurring concern for women in public spaces, so it is important that

		appropriate measures, such as temporary lighting, are in place to minimise the potential impacts.
<b>Freight</b>		
<b>Impact rating</b>		<b>Provide the evidence to justify the impact rating</b>
Positive impact	Yes	The overall improvements to the Port of Poole area are likely to be felt by all users, regardless of sex.
No impact	No	
Negative impact	Yes	During the construction period it is recommended that sufficient lighting levels should be considered to account for any blind spots. Safety is a recurring concern for women in public spaces, so it is important that appropriate measures, such as temporary lighting, are in place to minimise the potential impacts.
<b>Mixed</b>		
<b>Impact rating</b>		<b>Provide the evidence to justify the impact rating</b>
Positive impact	Yes	<p>The proposals will support women across a range of the schemes. Women make on average 33% more bus journeys than men, so will benefit from the improved service frequency. The upgrades will also likely generate mode shift, because reducing bus waiting times can improve personal safety by limiting the time spent waiting at bus stops, which increases the appeal of travelling by bus.</p> <p>Women use walking as a mode of transport more than men, therefore will disproportionately experience the benefits of the improved pedestrian realm. Additional benefits relate to the improved perceptions of safety that are likely to occur with the overall active travel upgrades. Cycling uptake is higher amongst men than women, with safety being a key barrier. As such, upgrades to the cycle network are likely to result in a greater uptake in cycling among women.</p>
No impact	No	
Negative impact	Yes	Footway and road closures during the construction period will require diversions which can lead to a reduction in natural surveillance on these routes, making it less safe for pedestrians and cyclists. Safety is a recurring concern for women in public spaces, so it is important that appropriate measures, such as temporary lighting, are in place to minimise the potential impacts.

**Table 4i: Evidence of impact: Sexual orientation**

<b>Protected Characteristic</b>
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<b>Sexual orientation</b>		
<b>Public Transport (Services)</b>		
<b>Impact rating</b>		<b>Provide the evidence to justify the impact rating</b>
Positive impact	Yes	The overall improvements to public transport frequency and connectivity are likely to be felt by all users, regardless of sexual orientation.
No impact	No	
Negative impact	No	
<b>Public Transport (Infrastructure)</b>		
<b>Impact rating</b>		<b>Provide the evidence to justify the impact rating</b>
Positive impact	Yes	The overall improvements to the public transport network are likely to be felt by all users, regardless of sexual orientation.
No impact	No	
Negative impact	Yes	During the construction period it is recommended that sufficient lighting levels should be considered to account for any blind spots. Some groups are more at risk of hate crimes than others, therefore such measures could help to deter anti-social behaviour.
<b>Active Travel</b>		
<b>Impact rating</b>		<b>Provide the evidence to justify the impact rating</b>
Positive impact	Yes	The overall improvements to active travel infrastructure and connectivity are likely to be felt by all users, regardless of sexual orientation. With approximately 3-5% of the population in each area affected identifying as something other than straight or heterosexual, there are likely to be benefits experienced regarding personal safety through lighting and access upgrades.
No impact	No	
Negative impact	Yes	During the construction period it is recommended that sufficient lighting levels should be considered to account for any blind spots. Some groups are more at risk of hate crimes than others, therefore such measures could help to deter anti-social behaviour.
<b>Mass Transit</b>		
<b>Impact rating</b>		<b>Provide the evidence to justify the impact rating</b>
Positive impact	Yes	The overall improvements to the bus network and bus infrastructure are likely to be felt by all users, regardless of sexual orientation.
No impact	No	



Negative impact	Yes	During the construction period it is recommended that sufficient lighting levels should be considered to account for any blind spots. Some groups are more at risk of hate crimes than others, therefore such measures could help to deter anti-social behaviour.
<b>Road</b>		
<b>Impact rating</b>		<b>Provide the evidence to justify the impact rating</b>
Positive impact	Yes	The overall improvements to the road network are likely to be felt by all users, regardless of sexual orientation.
No impact	No	
Negative impact	Yes	During the construction period it is recommended that sufficient lighting levels should be considered to account for any blind spots. Some groups are more at risk of hate crimes than others, therefore such measures could help to deter anti-social behaviour.
<b>Freight</b>		
<b>Impact rating</b>		<b>Provide the evidence to justify the impact rating</b>
Positive impact	Yes	The overall improvements to the Port of Poole area are likely to be felt by all users, regardless of sexual orientation.
No impact	No	
Negative impact	Yes	During the construction period it is recommended that sufficient lighting levels should be considered to account for any blind spots. Some groups are more at risk of hate crimes than others, therefore such measures could help to deter anti-social behaviour.
<b>Mixed</b>		
<b>Impact rating</b>		<b>Provide the evidence to justify the impact rating</b>
Positive impact	Yes	The overall improvements to the active travel, public transport and road networks are likely to be felt by all users, regardless of language. With approximately 3-5% of the population in each area affected identifying as something other than straight or heterosexual, there are likely to be benefits experienced regarding personal safety through service frequency improvements.
No impact	No	
Negative impact	Yes	During the construction period it is recommended that sufficient lighting levels should be considered to account for any blind spots. Some groups are more at risk of hate crimes than others, therefore such measures could help to deter anti-social behaviour.

- Are there any other relevant characteristics that need to be considered?

<b>Other characteristics</b>		
<b>Language</b>		
<b>Public Transport (Services)</b>		
<b>Impact rating</b>		<b>Provide the evidence to justify the impact rating</b>
Positive impact	Yes	The overall improvements to public transport frequency and connectivity are likely to be felt by all users, regardless of language.
No impact	No	
Negative impact	No	
<b>Public Transport (Infrastructure)</b>		
<b>Impact rating</b>		<b>Provide the evidence to justify the impact rating</b>
Positive impact	Yes	The overall improvements to the public transport network are likely to be felt by all users, regardless of language.
No impact	No	
Negative impact	No	
<b>Active Travel</b>		
<b>Impact rating</b>		<b>Provide the evidence to justify the impact rating</b>
Positive impact	Yes	The overall improvements to active travel infrastructure and connectivity are likely to be felt by all users, regardless of language.
No impact	No	
Negative impact	No	
<b>Mass Transit</b>		
<b>Impact rating</b>		<b>Provide the evidence to justify the impact rating</b>
Positive impact	Yes	The overall improvements to the bus network and bus infrastructure are likely to be felt by all users, regardless of language.
No impact	No	
Negative impact	NO	
<b>Road</b>		
<b>Impact rating</b>		<b>Provide the evidence to justify the impact rating</b>
Positive impact	Yes	The overall improvements to the road network are likely to be felt by all users, regardless of language.
No impact	No	

Negative impact	No	
<b>Freight</b>		
<b>Impact rating</b>		<b>Provide the evidence to justify the impact rating</b>
Positive impact	Yes	The overall improvements to the Port of Poole area are likely to be felt by all users, regardless of language.
No impact	No	
Negative impact	No	
<b>Mixed</b>		
<b>Impact rating</b>		<b>Provide the evidence to justify the impact rating</b>
Positive impact	Yes	The overall improvements to the active travel, public transport and road networks are likely to be felt by all users, regardless of language.
No impact	No	
Negative impact	No	

## 5. Monitoring and evaluation

### Monitoring and evaluation strategy

#### What will be the measures of success of the project and the key performance indicators?

- Response to public consultation which will run between December 2024 and February 2025, including from those with protected characteristics
- Approval and acceptance of the SIP document by the STB Board in March 2025, following amendments suggested during the public consultation.
- Funding awarded to schemes in the prioritised list (as and when funding opportunities arises)
- Progress made in achieving the five key aims set out in the STP (e.g. improving north to south transport links) - strategy to be developed
- Benefits of delivered schemes, including those with protected characteristics. Monitoring strategy to be developed as part of the detailed development of individual schemes
- Revision of the STP and SIP in 12-months once the new government priorities are targets are published, and to consider the new housing targets.

## 6. Action Planning

The action plan relates only to protected characteristics where possible disadvantages or negative impacts have been identified in **Section 4**.

#### Has the EqIA identified areas that may require addressing?

**Table 5. Action Plan**

<b>Details of possible disadvantage or negative impact</b>	<b>Relevant protected characteristic</b>	<b>Action</b>	<b>Officer responsible for progressing the action</b>	<b>Date action to completed by</b>
Absence of codesign with protected characteristic groups	Age, disability, sex	<p>Consultation with different stakeholders that represent different protected characteristic groups. This could involve co-design such as site walkthroughs and working groups.</p> <p>This to take place during detailed design of individual project</p>	Tbc. Will depend on the lead delivery responsibility of each project	tbc
Construction period	Age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation	<p>Ensure appropriate and accessible diversions are in place, with wayfinding and advance notice.</p> <p>Ensure temporary lighting is in place to mitigate safety issues.</p>	Tbc. Will depend on the lead delivery responsibility of each project	tbc

## 7. Review and Sign off

The EQIA will be reviewed quarterly for the duration of the project by the Western Gateway STB and key stakeholders on the following dates Once the SIP is published in March 2025, it will be reviewed every year.

<b>Date of review</b>	<b>Name of reviewer</b>	<b>Position</b>	<b>Signature</b>
<b>March 2025</b>	Hattie James	Transport Officer	HJames
<b>March 2026</b>	Hattie James	Transport Officer	HJames
<b>March 2027</b>	Hattie James	Transport Officer	HJames

## Appendix A: Census 2021 Data

Table A-1: Age Profile (Source: ONS Census Data 2021)

Age	Bath & Northeast Somerset	BCP	Bristol	Dorset	Gloucestershire	North Somerset	South Gloucestershire	Wiltshire
19 years and under	23.1%	20.9%	22.9%	19.2%	21.8%	21.5%	22.8%	22.1%
65 years and over	19.5%	21.5%	12.9%	29.6%	21.6%	23.9%	18.7%	21.9%

Table A-2: Disability status (Source: ONS Census Data 2021)

Disability status	Bath & Northeast Somerset	BCP	Bristol	Dorset	Gloucestershire	North Somerset	South Gloucestershire	Wiltshire
Disabled under the Equality Act: Day-to-day activities limited a lot	6.1%	7.7%	6.9%	7.7%	6.4%	7.6%	6.3%	6.3%
Disabled under the Equality Act: Day-to-day activities limited a little	10.4%	10.8%	10.3%	12.1%	10.4%	11.1%	10.1%	10.7%
Not disabled under the Equality Act: Has long term physical or mental health conditions but day-to-day activities are not limited	7.9%	7.5%	7.0%	8.5%	8.0%	8.0%	7.6%	8.2%
Not disabled under the Equality Act: No long term physical or mental health conditions	75.7%	74.1%	75.8%	71.7%	75.2%	73.3%	76.1%	74.9%

Table A-3: Gender Identity (Source: ONS Census Data 2021)

Gender Identity	Bath & Northeast Somerset	BCP	Bristol	Dorset	Gloucestershire	North Somerset	South Gloucestershire	Wiltshire
Gender identity the same as sex registered at birth	93.7%	93.6%	92.4%	94.3%	94.4%	94.5%	94.6%	94.7%
Gender identity different from sex registered at birth but no specific identity given	0.1%	0.2%	0.3%	0.1%	0.1%	0.1%	0.1%	0.1%
Trans woman	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%
Trans man	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%
Non-binary	0.1%	0.1%	0.2%	0.0%	0.1%	0.0%	0.1%	0.0%
All other gender identities	0.1%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%
Not answered	5.8%	6.0%	6.7%	5.4%	5.2%	5.2%	5.0%	4.9%

Table A-4: Legal Partnership Status (Source: ONS Census Data 2021)

Legal partnership status	Bath & Northeast Somerset	BCP	Bristol	Dorset	Gloucestershire	North Somerset	South Gloucestershire	Wiltshire
Never married and never registered a civil partnership	41.3%	37.5%	52.8%	27.4%	33.6%	30.6%	35.9%	30.3%
Married or in a registered civil partnership	43.4%	43.2%	33.8%	51.6%	48.0%	49.4%	47.9%	51.1%
Married	43.2%	42.9%	33.6%	51.4%	47.8%	49.2%	47.7%	50.9%

In a registered civil partnership	0.2%	0.3%	0.3%	0.2%	0.2%	0.2%	0.2%	0.2%
Separated, but still legally married or still legally in a civil partnership	1.7%	2.1%	1.8%	2.1%	2.0%	2.2%	1.8%	2.2%
Divorced or civil partnership dissolved	8.0%	10.7%	7.4%	10.8%	9.9%	10.5%	8.6%	10.0%
Widowed or surviving civil partnership partner	5.6%	6.6%	4.2%	8.2%	6.5%	7.2%	5.8%	6.4%

Table A-5: Ethnicity Breakdown (Source: ONS Census Data 2021)

<b>Ethnicity</b>	<b>Bath &amp; Northeast Somerset</b>	<b>BCP</b>	<b>Bristol</b>	<b>Dorset</b>	<b>Gloucestershire</b>	<b>North Somerset</b>	<b>South Gloucestershire</b>	<b>Wiltshire</b>
Asian, Asian British or Asian Welsh	3.3%	3.4%	6.6%	1.1%	2.9%	1.5%	3.8%	2.1%
Black, Black British, Black Welsh, Caribbean or African	1.0%	1.1%	5.9%	0.3%	1.2%	0.5%	1.6%	1.1%
Mixed or Multiple ethnic groups	2.7%	2.8%	4.5%	1.3%	2.2%	1.7%	2.5%	1.7%
White	92.2%	91.3%	81.1%	97.1%	93.1%	95.7%	91.2%	94.3%
Other ethnic group	0.8%	1.5%	1.9%	0.4%	0.7%	0.6%	0.9%	0.7%

Table A-6: Religion or belief breakdown (Source: ONS Census Data 2021)

Religion	Bath & Northeast Somerset	BCP	Bristol	Dorset	Gloucestershire	North Somerset	South Gloucestershire	Wiltshire
No Religion	47.9%	42.2%	51.4%	40.1%	41.4%	45.3%	46.1%	41.3%
Christian	42.2%	46.8%	32.2%	51.6%	49.2%	46.6%	44.1%	50.2%
Buddhist	0.5%	0.5%	0.6%	0.4%	0.4%	0.3%	0.4%	0.5%
Hindu	0.5%	0.7%	0.8%	0.2%	0.6%	0.2%	1.0%	0.5%
Jewish	0.2%	0.4%	0.3%	0.1%	0.1%	0.1%	0.1%	0.1%
Muslim	1.0%	1.7%	6.7%	0.4%	1.4%	0.6%	1.6%	0.7%
Sikh	0.1%	0.1%	0.5%	0.0%	0.1%	0.1%	0.3%	0.1%
Other religion	0.6%	0.7%	0.8%	0.6%	0.5%	0.5%	0.5%	0.6%
Not answered	7.2%	6.9%	6.9%	6.5%	6.2%	6.3%	6.0%	6.0%

Table A-7: Sex Profile (Source: ONS Census Data 2021)

Sex	Bath & Northeast Somerset	BCP	Bristol	Dorset	Gloucestershire	North Somerset	South Gloucestershire	Wiltshire
Female	51.2%	51.2%	50.4%	51.4%	51.1%	51.4%	50.5%	50.7%
Male	48.8%	48.8%	49.6%	48.6%	48.9%	48.6%	49.5%	49.3%



Table A-8: Sexual Orientation (Source: ONS Census Data 2021)

Sexual orientation	Bath & Northeast Somerset	BCP	Bristol	Dorset	Gloucestershire	North Somerset	South Gloucestershire	Wiltshire
Straight or heterosexual	88.3%	88.5%	85.5%	90.6%	90.4%	90.6%	90.6%	90.9%
Gay or lesbian	1.5%	1.9%	2.2%	1.1%	1.3%	1.3%	1.3%	1.1%
Bisexual	2.0%	1.6%	3.1%	0.9%	1.2%	1.1%	1.2%	1.1%
Pansexual	0.2%	0.1%	0.3%	0.1%	0.1%	0.1%	0.1%	0.1%
Asexual	0.1%	0.1%	0.1%	0.0%	0.1%	0.1%	0.1%	0.1%
Queer	0.1%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%
All other sexual orientations	0.1%	0.1%	0.3	0.1%	0.1%	0.1%	0.1%	0.1%
Not answered	7.7%	7.6%	8.5%	7.2%	6.8%	6.8%	6.5%	6.6%

Table A-9: Household Language (Source: ONS Census Data 2021)

Household language	Bath & Northeast Somerset	BCP	Bristol	Dorset	Gloucestershire	North Somerset	South Gloucestershire	Wiltshire
All adults in household have English in England, or English or Welsh in Wales as a main language	93.8%	90.3%	87.5%	97.7%	94.9%	95.2%	93.7%	95.9%
At least one but not all adults in household have English in England, or English or Welsh in Wales as a main language	3.0%	3.6%	5.3%	1.2%	2.0%	1.8%	2.4%	1.8%

No adults in household, but at least one person aged 3 to 15 years, has English in England, or English or Welsh in Wales as a main language	0.6%	1.2%	1.4%	0.3%	0.7%	0.6%	0.9%	0.6%
No people in household have English in England, or English or Welsh in Wales as a main language	2.6%	4.8%	5.7%	0.8%	2.4%	2.4%	2.9%	1.8%