

Equality Impact Analysis

This equality impact analysis establishes the likely effects both positive and negative and potential unintended consequences that decisions, policies, projects and practices can have on people at risk of discrimination, harassment and victimisation. The analysis considers documentary evidence, data and information from stakeholder engagement/consultation to manage risk and to understand the actual or potential effect of activity, including both positive and adverse impacts, on those affected by the activity being considered.

To support completion of this analysis tool, please refer to the equality impact analysis guidance.

Section 1 – Analysis Details (Page 5 of the guidance document)

Name of Policy/Project/Decision	Fishpool and Pimhole Bee Active Travel Scheme
Lead Officer (SRO or Assistant Director/Director)	Neil Long
Department/Team	Operations
Proposed Implementation Date	11 June 2025
Author of the EqlA	Mark Mykolajowski
Date of the EqlA	11 February 2025

1.1 What is the main purpose of the proposed policy/project/decision and intended outcomes?
<p>The Fishpool and Pimhole Active Neighbourhood schemes are being delivered to improve walking and cycling infrastructure in Bury, enhancing accessibility, safety, and connectivity for all residents. These schemes are designed to encourage active travel by creating safer, more direct, and accessible routes for pedestrians and cyclists, particularly for journeys to schools, workplaces, and local amenities.</p> <p>The intended outcomes of these schemes include:</p> <ol style="list-style-type: none"> 1. Improved Safety for All Road Users – The introduction of new and improved pedestrian crossings, traffic-calming measures, and segregated cycleways will reduce the risk of road traffic collisions and make active travel safer for residents, including children, older people, and those with disabilities.

2. Increased Accessibility and Connectivity – The schemes will bridge severance issues caused by major roads, ensuring that key destinations such as schools, healthcare facilities, local shops, and public transport links are more easily accessible by walking and cycling.
3. Reduced Transport Inequalities – By improving safe, free-to-use travel options, the schemes will reduce dependence on private vehicles, benefiting lower-income households who may not own a car and rely on public or active transport.
4. Encouraging Active Travel and Public Health Benefits – Creating safe and attractive walking and cycling routes will encourage more residents to choose active travel for short journeys, contributing to better physical and mental health by increasing physical activity levels.
5. Environmental Benefits and Support for Bury's Carbon Neutrality Target – By providing high-quality alternatives to car travel, the schemes will help reduce congestion, lower carbon emissions, and improve air quality, aligning with Bury's commitment to achieving carbon neutrality by 2038.
6. Supporting the Local Economy – Improved connectivity to employment hubs such as Pilsworth Industrial Estate and local town centres will make it easier for people to access job opportunities, education, and services, supporting economic inclusion.
7. Alignment with the Bee Active Network and Greater Manchester Transport Strategy – These schemes are part of the Greater Manchester Bee Active Network, ensuring that walking and cycling routes are joined-up and integrated into the wider regional transport system to create a seamless network of safe, accessible routes.

This decision is part of a long-term strategy to create inclusive, sustainable, and people-friendly urban environments, ensuring that walking and cycling are viable, safe, and attractive choices for all residents, regardless of age, ability, or background.

Section 2 – Impact Assessment (Pages 6 to 10 of the guidance document)

2.1 Who could the proposed policy/project/decision likely have an impact on?

Employees: **No**

The schemes are focused on improving walking and cycling infrastructure for the public rather than impacting internal Council operations or staff. While some Council officers are involved in project delivery and management, the schemes will not directly affect employees' roles, working conditions, or employment status.

Community/Residents: **Yes**

The schemes will have a positive impact on residents by improving accessibility, safety, and connectivity for people walking, wheeling and cycling.

Key community groups that will benefit include:

- Children and young people – Safer walking and cycling routes to schools and recreational areas.
- Older adults – More accessible, well-lit footways and improved road crossings.
- Disabled residents – Enhanced infrastructure with inclusive design features such as level surfaces, tactile paving, and dropped kerbs.
- Low-income households – Free, safe, and reliable transport options for those who may not own a car.
- All residents – Improved air quality, reduced congestion, and safer neighbourhoods due to reduced traffic speeds.

Third parties such as suppliers, providers and voluntary organisations: **Yes**

The schemes will affect and benefit several third parties, including:

- Contractors and suppliers – The direct award to George Cox & Sons Ltd will create opportunities for subcontractors, local suppliers, and construction firms involved in delivery.
- Public transport operators – Improved walking and cycling routes may encourage more multi-modal journeys, benefiting bus and tram services.

- Schools and local businesses – Safer and more convenient active travel routes may increase footfall and accessibility to shops, workplaces, and community services.
- Voluntary and community groups – Organisations promoting active travel, disability access, and environmental sustainability may benefit from improved infrastructure.

2.2 Evidence to support the analysis. Include documentary evidence, data and stakeholder information/consultation

Documentary Evidence:

The proposed schemes are supported by a range of strategic documents, funding agreements, and local and national policies, including:

- Fishpool Active Neighbourhood – Phase 1 & Phase 2 Full Business Cases (FBCs) – These documents outline the need for the schemes, expected benefits, and alignment with active travel policies.
- Pimhole Active Neighbourhood Full Business Case (FBC) – Details the justification, expected outcomes, and design of the scheme.
- Mayor's Cycling and Walking Challenge Fund (MCF) Delivery Agreements – Confirms the funding source and the contractual obligations of the schemes.
- Greater Manchester Transport Strategy 2040 – Supports the shift towards walking and cycling to create a cleaner, safer, and more accessible transport network.
- Bury Council's Let's Do It Strategy – Aligns with priorities for stronger local neighbourhoods, economic inclusion, sustainability, and improved health outcomes.
- Government's Gear Change: A Bold Vision for Cycling and Walking (DfT, 2020) – National policy framework promoting active travel.

Data:

The schemes are underpinned by data-driven insights that demonstrate the need for improved walking and cycling infrastructure:

- **Traffic and Collision Data:**

Analysis of road safety data identified key locations with high pedestrian and cyclist risk, justifying the introduction of new crossings and traffic-calming measures.

Reduced severance was identified as a key requirement due to busy roads such as Rochdale Road and Bell Lane acting as barriers to active travel.

- **Transport and Travel Surveys:**

TfGM surveys have highlighted an increasing demand for safe and accessible active travel routes across Bury.

Localised data on active travel trends showed that improved infrastructure significantly increases walking and cycling uptake.

- **Public Health and Air Quality Data:**

Data from Public Health England and Bury Council's air quality monitoring indicate high levels of vehicle-related emissions, with active travel infrastructure identified as a key measure to encourage sustainable transport and improve air quality.

Research has linked increased active travel with reduced obesity levels and improved mental well-being.

Stakeholder information/consultation:

Extensive consultation has been undertaken to inform the design and delivery of the schemes, ensuring they meet the needs of the community:

- **Public Consultation Events and Online Surveys:**

Engagement activities were held with residents, businesses, and community groups to gather feedback on walking and cycling infrastructure needs.

Responses highlighted concerns about safety, accessibility, and the need for improved pedestrian and cycle crossings.

- **Engagement with Schools and Education Providers:**

Engagement with the community and local schools identified barriers preventing children from walking and cycling to school, influencing the design of safer crossings and school-friendly routes.

- **Consultation with Disability and Accessibility Groups:**

Design guidance and standards helped ensure that the schemes incorporate inclusive design elements, such as tactile paving, dropped kerbs, and step-free access.

- **Collaboration with Transport for Greater Manchester (TfGM):**

TfGM has provided input to ensure the schemes integrate with the wider Greater Manchester Bee Active Network and complement public transport accessibility.

- Engagement with Local Businesses and Community Organisations:

Local businesses were consulted to ensure that improved pedestrian and cycle access would support economic activity and customer footfall without negatively impacting operations.

2.3 Consider the following questions in terms of who the policy/project/decision could potentially have an impact on. Detail these in the impact assessment table (2.4) and the potential impact this could have.

- Could the proposal prevent the promotion of equality of opportunity or good relations between different equality groups?
- Could the proposal create barriers to accessing a service or obtaining employment because of a protected characteristic?
- Could the proposal affect the usage or experience of a service because of a protected characteristic?
- Could a protected characteristic be disproportionately advantaged or disadvantaged by the proposal?
- Could the proposal make it more or less likely that a protected characteristic will be at risk of harassment or victimisation?
- Could the proposal affect public attitudes towards a protected characteristic (e.g. by increasing or reducing their presence in the community)?
- Could the proposal prevent or limit a protected characteristic contributing to the democratic running of the council?

2.4 Characteristic	Potential Impacts	Evidence (from 2.2) to demonstrate this impact	Mitigations to reduce negative impact	Impact level with mitigations Positive, Neutral, Negative
Age	Safer walking and cycling routes benefit residents of all ages.	Design considers accessibility principles that benefit all age groups.	Ensure clear signage, well-lit footways and user friendly infrastructure	Positive
Disability	The scheme would provide improved accessibility with step-free paths,	Inclusive design principles embedded in scheme layout; public consultation and feedback highlighting access as a concern.	Temporary routes will be step-free where possible. Advance notice will be provided via signage and community updates.	Positive

	tactile paving, and safe crossings. However, during construction, there may be temporary disruption to access to local conveniences and services—such as shops, bus stops, healthcare facilities, and schools—which could disproportionately affect people with restricted mobility.		Access to key services will be maintained at all times, with alternative arrangements where necessary	
Gender Reassignment	No direct impact identified	N/A	N/A	Neutral
Marriage and Civil Partnership	No direct impact identified	N/A	N/A	Neutral
Pregnancy and Maternity	Safer walking and cycling routes provide more travel options for	Public consultation feedback.	Ensure wide and smooth footways.	Positive

	parents with prams.			
Race	No disproportionate impact identified.	N/A	N/A	Neutral
Religion and Belief	Potential for temporary disruption to access to places of worship during works	Local area knowledge and scheme footprint	Identify places of worship in proximity to the works. Engage with representatives in advance. Maintain access at all times, with clear signage and temporary routes if required—especially during key religious services.	Neutral
Sex	No direct impact identified	N/A	N/A	Neutral
Sexual Orientation	No direct impact identified	N/A	N/A	Neutral
Carers	Improved pedestrian routes support carers assisting individuals with mobility impairments.	Design considers accessibility principles that benefit carers assisting individuals with mobility impairments.	Incorporate wide footways, level surfaces, and dropped kerbs. During construction, ensure safe, accessible temporary routes and provide clear notice of changes.	Positive
Looked After Children and Care Leavers	No direct impact identified	N/A	N/A	Neutral

Socio-economically vulnerable	Free-to-use active travel infrastructure reduces reliance on expensive transport.	The scheme aims to provide cost-free transport options, reducing reliance on private vehicles.	Ensure routes connect to essential services and employment hubs	Positive
Veterans	No direct impact identified	N/A	N/A	Neutral

Actions required to mitigate/reduce/eliminate negative impacts or to complete the analysis

2.5 Characteristics	Action	Action Owner	Completion Date

Section 3 - Impact Risk

Establish the level of risk to people and organisations arising from identified impacts, with additional actions completed to mitigate/reduce/eliminate negative impacts.

3.1 Identifying risk level (Pages 10 - 12 of the guidance document)

Impact x Likelihood = Score	Likelihood			
	1	2	3	4
	Unlikely	Possible	Likely	Very likely

Impact	4	Very High	4	8	12	16
	3	High	3	6	9	12
	2	Medium	2	4	6	8
	1	Low	1	2	3	4
	0	Positive / No impact	0	0	0	0

Risk Level	No Risk = 0	Low Risk = 1 - 4	Medium Risk = 5 – 7	High Risk = 8 - 16
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3.2 Level of risk identified	0
3.3 Reasons for risk level calculation	The proposals in the scheme aim to make it safer and more pleasant for all residents to walk, wheel and cycle around Fishpool and Pimhole.

Section 4 - Analysis Decision (Page 11 of the guidance document)

4.1 Analysis Decision	X	Reasons for This Decision
There is no negative impact therefore the activity will proceed	X	
There are low impacts or risks identified which can be mitigated or managed to reduce the risks and activity will proceed		
There are medium to high risks identified which cannot be mitigated following careful and thorough consideration. The activity will proceed with caution and this risk recorded on the risk register, ensuring continual review		

Section 5 – Sign Off and Revisions (Page 11 of the guidance document)

5.1 Sign Off	Name	Date	Comments
Lead Officer/SRO/Project Manager	Mark Mykolajowski	24/02/2025	
Responsible Asst. Director/Director			
EDI	Lee Cawley	30/07/2025	QA Complete. Impacts have been identified for some characteristics and circumstances during works on this activity and the intended outcomes. Mitigations have been considered to neutralise potential negative impacts during works with all impacts being positive post works.

EqIA Revision Log

5.2 Revision Date	Revision By	Revision Details