

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	Bury West Transport Framework Document
Lead Officer (SRO or Assistant Director/Director)	David Wiggins
Department/Team	Business, Growth and Infrastructure
Proposed Implementation Date	15 th January 2026
Author of the EqIA	Natalie Blackston
Date of the EqIA	06 th January 2026

1.1 What is the main purpose of the proposed policy/project/decision and intended outcomes?

Places for Everyone' (PfE) sets out a plan for homes, jobs, and the environment across nine of the ten Greater Manchester districts (excluding Stockport). It sets out where we will build the new homes we need, where our businesses will locate to sustain and create jobs for our people, what infrastructure is needed to support the development and to protect and enhance our towns, cities and landscapes. It is proposed that the Plan will cover a timeframe up to 2039.

Whilst one of the key purposes of PfE is to make provision for the homes and jobs needed across the plan area in a co-ordinated and managed way, it is also about establishing a framework for reducing inequalities, improving the lives of our residents and transforming Greater Manchester into a world-leading city-region.

Elton Reservoir (JPA7) and Walshaw (JPA9) are strategic allocations within PfE.

To further support and inform decision-making through the planning process for future applications on both strategic allocations, a Bury West Transport Framework Document (TFD) has been developed to set out the transport vision for Bury West, and the required transport infrastructure and services needed to bring both sites forward in alignment with the vision and the Greater Manchester Local Transport Plan.

The TFD will support sound decision making through the planning process and will be used alongside the Supplementary Planning Documents for both Elton Reservoir and Walshaw to inform decisions on applications.

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 TFD will not affect any employees based on a protected characteristic(s) they have. Staff will be guided in their work, in line with national guidance and the council’s strategic aims, enabling them to provide the public with the best possible level of service.

Community/Residents: **Yes.** A key part of the PfE, including the Elton Reservoir and Walshaw allocations is to rebalance the Greater Manchester economy by significantly boosting the economic output from the north through the delivery of new housing and employment that will benefit both Bury and its residents.

Third parties such as suppliers, providers and voluntary organisations: **Yes.** PfE and the Elton Reservoir and Walshaw Supplementary Planning Documents will provide careful and detailed advice towards ensuring high quality development within both allocations.

If the answer to all three questions is ‘no’ there is no need to continue with this analysis.

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

Documentary Evidence:

Places for Everyone has already been through the Equality Impacts Assessment (EqIA) process at the relevant stages of development. The Transport Framework Document expands on policies within Places for Everyone which has already been

through the Sustainability Appraisal (SA) process at various stages of its development, where identified social, economic and environmental considerations have been established and assessed as part of the plan making process: [Places for Everyone Joint Development Plan and supporting evidence](#)

Bury Local Transport Strategy: [Bury Local Transport Strategy downloadable documents - Bury Council](#)

Greater Manchester Local Transport Plan: [Greater Manchester Transport Strategy | Bee Network | Powered by TfGM](#)

Data:

Bury Joint Needs Assessment describes the health, social care and wellbeing needs of local communities in Bury: [Joint Strategic Needs Assessment | Bury Directory](#)

The Greater Manchester Travel Diary Survey (TRADS) collects transport and travel information from all residents of 2,000 households per year, gathering data regarding all trips made by each resident 5 years of age or older in a 24-hour period: [Greater Manchester Travel Diary Survey | Bee Network | Powered by TfGM](#)

Age Friendly Transport for Greater Manchester set out recommendations for transportation and mobility change for older people in Greater Manchester: [Age-friendly transport for Greater Manchester | Centre for Ageing Better](#)

GMCA Census 2021 Briefing Car Availability: [car-availability-gmca-census-2021-briefing-final.pdf](#)

Stakeholder information/consultation:

The TFD is a non-statutory document and is going to Cabinet for endorsement alongside the Supplementary Planning Documents for Elton Reservoir and Walshaw. The TFD will not be subject to a period of public consultation.

However, ongoing dialogue has been carried out with internal officers and stakeholders throughout the preparation process for the TFD and no issues concerning equality and community cohesion have been raised.

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	Different age groups have different travel needs, which directly impact on how and when they choose to travel.	<p>Recent population projections indicate that there is likely to be a significant increase in the number of people aged over-65 (Joint Strategic Needs Assessment Bury Directory).</p> <p>Older people are generally more reliant on public transport to access essential services and facilities than those of working age. Older people also tend to require greater access to health services (Age-friendly transport for Greater Manchester Centre for Ageing Better)</p>	<p>The Bury West Transport Framework is intended to apply to all age groups and seeks to increase sustainable travel choices for communities who live in Bury West.</p> <p>The provision of a new multi-functional link road at Elton Reservoir and a strategic through road at Walshaw will provide new strategic highway provision and will improve the accessibility and reliability of the public transport and active travel</p>	Neutral

		<p>Young people are also often reliant on public transport to access education, employment, and training opportunities, as well as for social and leisure activities (Greater Manchester Travel Diary Survey Bee Network Powered by TfGM).</p>	<p>networks within Bury West.</p> <p>The new Metrolink stop and park and ride facility at Elton Reservoir will be a place which clusters modes of transport and other services and facilities in one “hub” location for ease of use by residents, workers, and visitors and will be a strategic destination for the whole development and wider local community.</p> <p>The proposed transport infrastructure to be provided by both developments will greatly help improve people’s quality of life and will reduce social exclusion by providing more people with opportunities to access essential services and facilities.</p>	
<p>Disability</p>	<p>Different disability groups have differing travel needs, which directly impact on</p>	<p>Both national and local data acknowledges that transport issues have a significant impact on the lives of people with disabilities.</p>	<p>The more integrated, accessible and comprehensive Bury’s transport networks become, the better they will cater for the diverse</p>	<p>Neutral</p>

	<p>how and when they choose to travel.</p>	<p>Disabled people tend to travel less often than the rest of the population and are often less likely to live in a household with access to a car (car-availability-gmca-census-2021-briefing-final.pdf).</p> <p>People with disabilities can also experience problems in using public transport, with issues such as inaccessible bus stops, stations, and vehicles, and a lack of clear travel information for various transport services (Greater Manchester Transport Strategy Bee Network Powered by TfGM).</p>	<p>travel needs of a wide range of disabilities and user types.</p> <p>The proposed transport infrastructure to be provided by both developments is likely to benefit disabled people.</p> <p>The provision of a new multi-functional link road at Elton Reservoir and a strategic through road at Walshaw will provide new strategic highway provision and will improve the accessibility and reliability of the public transport and active travel networks within Bury West.</p> <p>The new Metrolink stop and park and ride facility at Elton Reservoir will be a place which clusters modes of transport and other services and facilities in one “hub” location for ease of use by all residents, workers, and visitors and will be a strategic destination for the whole development</p>	
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			and wider local community.	
Gender Reassignment		There is no evidence that there will be a differential impact based on gender reassignment.		Neutral
Marriage and Civil Partnership		There is no evidence that there will be a differential impact based on marital or civil partnership status.		Neutral
Pregnancy and Maternity		There is no evidence that there will be a differential impact based on pregnancy and maternity.		Neutral
Race		There is no evidence that there will be a differential impact based on Race.		Neutral
Religion and Belief		There is no evidence that there will be a differential impact based on Religion on Belief.		Neutral
Sex		There is no evidence that there will be a differential impact based on the sex of a person.		Neutral
Sexual Orientation		There is no evidence that there will be a differential impact based on the sex orientation of a person.		Neutral
Carers		There is no evidence that there will be a differential impact for carers.		Neutral
Looked After Children and Care Leavers		There is no evidence that there will be a differential impact on looked after children and care leavers.		Neutral

Socio-economically vulnerable	Socio-economically vulnerable residents are less likely to own a car and may be more reliant on public transport.		<p>In principle, the more integrated, accessible and comprehensive Bury's transport network becomes, the better they will cater for the diverse travel needs of a wide range of users.</p> <p>Improved access to public transport and active travel links should enable people to access employment and everyday services by an alternative to the car either through choice or necessity.</p>	Positive
Veterans		There is no evidence that there will be a differential impact on Veterans.		Neutral

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

2.5 Characteristics	Action	Action Owner	Completion Date
N/A			

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	Equalities impacts identified are all positive or will not affect other groups of people with protected characteristics. The type of development outlined in the document will benefit groups with protected characteristics including age and disability. Other groups with protected characteristics will not be negatively impacted by the TFD

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	The TFD sets our transport vision for the Elton Reservoir and Walshaw development sites. It sets out the infrastructure and services needed to unlock their full potential and provides a clear delivery plan to support sustainable and inclusive growth.
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	Natalie Blackston	25/11/2025	
Responsible Asst. Director/Director	Cris Logue	16/10/2025	
EDI			

EqIA Revision Log

5.2 Revision Date	Revision By	Revision Details
		This EqIA will be continually reviewed and updated as the SPD develops.
