

Equality Impact Assessment (EIA) Template: Service Reviews/Service Changes

Title of spending review/service change/proposal	Promotion of Cycling
Name of division/service	PTED/ Transport Strategy
Name of lead officer completing this assessment	██████████
Date EIA assessment completed	26/04/16
Decision maker	Divisional Director Planning Transport and Economic Development
Date decision taken	27/5/16

EIA sign off on completion:	Signature	Date
Lead officer	██████████	26/4/16
Equalities officer	██████████	26/5/16
Divisional director	Andrew L Smith	27/5/16

Please ensure the following:

- (a) That the document is understandable to a reader who has not read any other documents, and explains (on its own) how the Public Sector Equality Duty is met. This does not need to be lengthy, but must be complete.
- (b) That available support information and data is identified and where it can be found. Also be clear about highlighting gaps in existing data or evidence that you hold, and how you have sought to address these knowledge gaps.

- (c) That the equality impacts are capable of aggregation with those of other EIAs to identify the cumulative impact of all service changes made by the council on different groups of people.

1. Setting the context

Describe the proposal, the reasons it is being made, and the intended change or outcome. Will current service users' needs continue to be met?

- Children are encouraged to learn to cycle safely via '**Balanceability**', Sustrans '**Bikelt**' project and '**Bikeability**' cycle training (delivered in schools via the City Council casual road safety tutors). Adults are also offered free '**Bikeability**' cycle training.
- It is proposed to **engage with businesses** in Leicester to encourage staff and visitors to cycle to their premises and for staff to cycle on business trips around the City. **Sustainable travel grants** are available for businesses within the targeted areas.
- **Cycle maintenance training courses** are available for adults and young people at the **Cycle Works** workshop.
- **The Town Hall Bike Park** provides secure cycle parking for the residents, employees and visitors to the City Centre.
- There is a **Wheels to Work** scheme for people who have a placement in work, education or training, but no way of getting there. These people are offered the hire of a variety of electric and pedal bikes and electric scooters.
- It is proposed that we support ride leaders to continue to put on **led rides** around the City to encourage more people to cycle more. The **Ride Leicester Festival** takes place in the summer where the City Council puts on various cycling events in partnership with cycling organisations, clubs and groups in the City.
- '**Wheels for All**' is a local organisation which is part of a national initiative to encourage people with different abilities to be able to access and ride cycles. They organise a monthly event at Braunstone Leisure Centre where around 50 people participate.
- It is proposed we continue to promote cycling via the '**Leicestershire Sustainable Travel Challenge**' and the '**Choose how you move**' travel information web site. Our route planner provides information on how to cycle from A to B as the second option after walking.
- The **Personal Travel Planning** work with residents in the Leicester City also encourages people to consider the option of cycling.

2. Equality implications/obligations	
Which aims of the Public Sector Equality Duty (PSED) are likely be relevant to the proposal? In this question, consider both the current service and the proposed changes.	
	Is this a relevant consideration? What issues could arise?
<p>Eliminate unlawful discrimination, harassment and victimisation</p> <p>How does the proposal/service ensure that there is no barrier or disproportionate impact for anyone with a particular protected characteristic</p>	<p>The promotion of cycling is seen as having a positive impact on people with protected characteristics of age, disability, race, religion or belief and sex (gender). Impact is not known for people with protected characteristics of gender reassignment, pregnancy and maternity and sexual orientation.</p>
<p>Advance equality of opportunity between different groups</p> <p>How does the proposal/service ensure that its intended outcomes promote equality of opportunity for users? Identify inequalities faced by those with specific protected characteristic(s).</p>	<p>All the protected groups identified above would see positive outcomes to their health. A disproportionate number of older, younger and disabled people do not have the option of driving to places so may feel excluded from some venues at present. Encouraging more people to cycle will make it safer and more socially acceptable to cycle.</p>
<p>Foster good relations between different groups</p> <p>Does the service contribute to good relations or to broader community cohesion objectives? How does it achieve this aim?</p>	<p>People cycling rather than driving are more likely to be able to interact with each other socially. The led rides and adult cycle training are open to all and have produced many new friendship groups amongst people who may not otherwise have met. The Ride Leicester Festival in the second half of August is attended by thousands of people some who ride in family and friendship groups strengthening those bonds, others arrive as individuals and become part of the group. The Sustrans staff have also been putting on neighbourhood cycling events at parks in the summer holidays which have been very popular. The 'Wheels for All' cycling project is making cycling accessible to people with different abilities and enabling them to</p>

ride with their carers and meet other people.

3. Who is affected?

Outline who could be affected, and how they could be affected by the proposal/service change. Include current service users and those who could benefit from but do not currently access the service.

Cycling is enjoyed by all irrespective of protected characteristics. Cycling can be made available to all, adapted cycles for people with different abilities are now available. Other types of cycles such as Pedi-cabs and Tandems allow people to participate in cycling with the assistance of others. The opportunities that are made available need to be advertised so that the target groups are aware of them. Bikeability cycle training is offered to all primary and junior schools in the City but it is not something schools are required to offer their pupils. The led rides and ride Leicester Festival events are generally available to the public. Personal Travel Planning is targeted at all households in different areas of the City each year. Wheels for All and Wheels to work are targeted at certain groups. The LeicesterShire Sustainable Travel Challenge and Choose How You Move web sites are free to access and use by anyone with access to the internet.

Young people and older people both benefit from more people cycling, more safely as young people make up a high proportion of cycling casualties; older people are deterred from cycling by safety concerns. Both groups would benefit from increased independence provided by being able to cycle.

Older people tend to identify the physical nature of cycling and fear of accidents as major barriers to cycling. Many studies show the potential health benefits of cycling for older people far outweigh the risks¹ Cycling is the third most popular sport among disabled people, with just under 10% of cycling participants having a disability. Therefore actions to enable more and safer cycling will have a positive impact for this group. Increased participation in physical activity would have benefits in preventing and addressing many health problems that can result in disability. Information on the benefits of physical activity in relation to disability from the National Institute on Clinical Excellence².

1. Report from NICE attached Benefits of Walking and Cycling 2012. <http://www.nice.org.uk/>

2. Report from NICE attached Benefits of Physical Activity 2008. <http://www.nice.org.uk/>

4. Information used to inform the equality impact assessment

What **data, research, or trend analysis** have you used? Describe how you have got your information and what it tells you. Are there any gaps or limitations in the information you currently hold, and how you have sought to address this, e.g. proxy data, national trends, etc.

Cycling, be it for work, social or exercise purposes will have a positive effect on individuals irrespective of protected characteristic(s).

CTC Cycling Champions Project, Leicester – Year’s data analysis report 2013-14 attached

In all, 740 people took part in activities and filled in ‘before’ surveys. 112 people filled in ‘after’ surveys. Over 2000 people took part in activities across the year. Participants filling in after surveys were asked to comment on the cycle training offered.

There were no negative comments – an astonishing outcome in itself when people are given space to comment freely about quality and experience. Although it was not clear if the training resulted in participants increasing their sustainable travel it clearly had a positive effect on their mental well being.

Neighbourhood cycling report 2014 includes feedback from Wheels for All service uses report attached.

The aim was to engage up to 140 participants in Active Travel with support and a demonstration of behavioural change to increase physical activity in target neighbourhoods and hard-to-reach communities.

Four Neighbourhood Events were delivered, 126 Bikes Fixed, 220 Try-out’s participants.

Three ‘Wheels for All’ cycle events were delivered, 118 participants, User Needs Survey, 72 completed registrations (42 Children & 30 Adults & 8 support staff). As with the CTC project it was clear that the participants found the training a positive experience and the ‘Wheels for All’ sessions are now operating once a month run by volunteer facilitators with support from the City Council.

5. Consultation

What **consultation** have you undertaken about the proposal with current service users, potential users and other stakeholders? What did they say about:

- What is important to them regarding the current service?
- How does (or could) the service meet their needs?
- How will they be affected by the proposal? What potential impacts did they identify because of their protected characteristic(s)?
- Did they identify any potential barriers they may face in accessing services/other opportunities that meet their needs?

Below are some of the highlight quotes from CTC adult cycle training courses, maintenance and MTB:

Why they took a cycling course:

It was one of my resolutions for year 2014 and because I have always wanted to learn how to ride a bike. It's fun.

Where she is now:

I am now cycling 4 or 5 times a week and really enjoy it. I'm so pleased I came to learn at this late age!!! Excellent course!

Woman, 52

I took a few lessons before but did not have the skills. I feel more confident having learnt the skills now. It has inspired me to go out 5 times a week as I have also felt fitter and more healthy with myself. I have bought my own bike and accessories to be able to go on my own now for a ride of 10 miles a day.

Woman, 59

Exercise is good. I never did exercise before coming here. I feel so happy after cycling.

Woman, 53

My children don't know I'm on this course. I want to surprise them - I'm the only one who doesn't know how to ride. I've got more confident, that my family members have noticed.

Woman, 52

I used to cycle when I was little (7 years old), then for cultural reasons I was no longer able to cycle. My grandfather had very patriarchal views about cycling for women, so I stopped. I came to the course to revive an old skill which I lost. On the course, I learned how to challenge myself. I learned from this course that I was not the only woman who was banned from cycling for cultural reason.

Woman, 32

CTC Cycling Champions Project, Leicester – Year's data analysis report 2013-14 attached

Neighbourhood cycling report 2014 includes feedback from Wheels for All service uses report attached.

6. Potential equality Impact

Based on your understanding of the service area, any specific evidence you may have on service users and potential service users, and the findings of any consultation you have undertaken, use the table below to explain which individuals or community groups are likely to be affected by the proposal because of their protected characteristic(s). Describe what the impact is likely to be, how significant that impact is for individual or group well-being, and what mitigating actions can be taken to reduce or remove negative impacts.

Looking at potential impacts from a different perspective, this section also asks you to consider whether any other particular groups, especially vulnerable groups, are likely to be affected by the proposal. List the relevant that may be affected, along with their likely impact, potential risks and mitigating actions that would reduce or remove any negative impacts. These groups do not have to be defined by their protected characteristic(s).

Protected characteristics	Impact of proposal: Describe the likely impact of the proposal on people because of their protected characteristic and how they may be affected. Why is this protected characteristic relevant to the proposal? How does the protected characteristic determine/shape the potential impact of the proposal?	Risk of negative impact: How likely is it that people with this protected characteristic will be negatively affected? How great will that impact be on their well-being? What will determine who will be negatively affected?	Mitigating actions: For negative impacts, what mitigating actions can be taken to reduce or remove this impact? These should be included in the action plan at the end of this EIA.
Age ¹	Those unable to drive due to age will benefit from taking part in cycling activities	Some older people have expressed opposition to shared use pavements, due to concerns about being passed	Cycle training will address safety issues such as cycling in shared use areas.

¹ Age: Indicate which age group is most affected, either specify general age group - children, young people working age people or older people or specific age bands

		too close and fear of collisions.	
Disability²	Those unable to drive due to disability will benefit from led cycle events such as ‘<u>Wheels for All</u>’ with a group. Being outside and socialising with other people has been shown to improve mental well-being. Wheels for change article attached.	Some older people or those with disabilities may not have internet access and will be excluded from the benefits of online information.	Promotion of events and activities via groups, radio and paper based media as well as online.
Gender Reassignment³	No information for this characteristic	There are not expected to be any negative impacts	N/A
Marriage and Civil Partnership	No information for this characteristic	There are not expected to be any negative impacts	N/A
Pregnancy and Maternity	No information for this characteristic	There are not expected to be any negative impacts	N/A
Race⁴	Ride Leicester and Adult cycle training stats below	There are not expected to be any negative impacts	N/A
Religion or Belief⁵	No information for this characteristic	There are not expected to be any negative impacts	N/A

² Disability: if specific impairments are affected by the proposal, specify which these are. Our standard categories are on our equality monitoring form – physical impairment, sensory impairment, mental health condition, learning disability, long standing illness or health condition.

³ Gender reassignment: indicate whether the proposal has potential impact on trans men or trans women, and if so, which group is affected.

⁴ Race: given the city’s racial diversity it is useful that we collect information on which racial groups are affected by the proposal. Our equalities monitoring form follows ONS general census categories and uses broad categories in the first instance with the opportunity to identify more specific racial groups such as Gypsies/Travellers. Use the most relevant classification for the proposal.

⁵ Religion or Belief: If specific religious or faith groups are affected by the proposal, our equalities monitoring form sets out categories reflective of the city’s population. Given the diversity of the city there is always scope to include any group that is not listed.

Sex⁶	Adult cycle training PTP surveys	There are not expected to be any negative impacts	N/A
Sexual Orientation⁷	No information for this characteristic	There are not expected to be any negative impacts	N/A
<p>Summarise why the protected characteristics you have commented on, are relevant to the proposal? Cycle promotion in Leicester has attempted to include all parts of the community, there have been and are a number of different initiatives targeting particular groups as well as events for everybody. The 'Wheels for All' project has targeted participants with special requirements and their carers as it was clear that they needed additional help with adapted cycles to enable them to participate. Once the correct type of cycle was identified they have been able to participate in main stream events. Older people have taken up free cycle training opportunities and will benefit from fewer cars on the road and other trained cyclists cycling in a safe and considerate manner. Younger people in schools have benefited from Bikeability training in their schools enabling them to travel independently and safely. The cycle training and many cycling events have been promoted and taken up by all parts of the community in Leicester including different race and gender groups.</p> <p>Summarise why the protected characteristics you have not commented on, are not relevant to the proposal? The numbers of participants with the protected characteristics not commented on have not been recorded in our monitoring. It is not felt that those characteristics would prevent people from participating in cycling.</p> <p>Cycling, be it for work, social or exercise purposes will have a positive effect on individuals irrespective of protected characteristic(s).</p>			

⁶ Sex: Indicate whether this has potential impact on either males or females

⁷ Sexual Orientation: It is important to remember when considering the potential impact of the proposal on LGBT communities, that they are each separate communities with differing needs. Lesbian, gay, bisexual and transgender people should be considered separately and not as one group. The gender reassignment category above considers the needs of trans men and trans women.

Evidence of the people who participated in the Hinckley Road personal travel planning in 2015 is given from the final evaluation report below:-

The age distribution of the survey respondents indicates that compared to 2011 Census data, the before sample was relatively representative but in the after survey the younger age categories (18-25 and 26-45) were underrepresented, whilst those in the older age categories were over-represented. This may be because the travel advisors were delivering packs during daytime hours when older people are more likely to be at home, and the telephone surveys were also largely undertaken during daytime hours.

More women than men completed the before and after surveys; comparing the sample populations to 2011 census data it is evident that females were over-represented. This gender bias in participation has been observed in other, similar projects. Of the participants in the PTP who completed the before survey 41% of them were men, of the after surveys 40% were completed by men and of the non-participants who completed the before survey 45% were men. This compares with 48% of residents in the area being male according to the 2011 census.

The employment status of participants revealed that the two largest sub-groups were retired people and people in employment. Compared to 2011 Census data retired people are over-represented in the sample populations. This maybe because retired people are more likely to be at home during the daytime hours in which the project was delivered..

Other factors can have an influence of whether individuals are able to utilise more sustainable modes, therefore respondents were asked to identify whether they are a lone parent, a carer for an elderly or disabled person or whether they have a disability that affects how they travel.

	Lone Parent		Carer		Disability	
	No	%	No	%	No	%
Before	55	8	29	4	46	6
After	18	8	28	13	28	13
Non-Participant	3	3	2	2	10	9

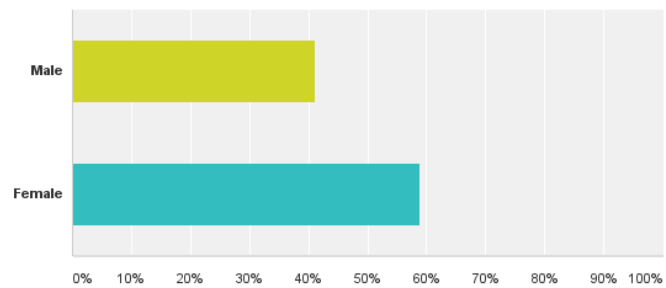
The Leicester Personal Travel Planning report published January 2016 is attached for background information.

The travel surveys undertaken at University of Leicester returned the following statistics for participants in 2015

Staff

Q2 Gender (used for representation only)

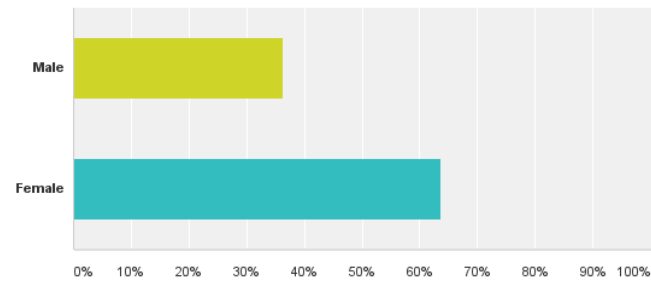
Answered: 1,447 Skipped: 6



Students

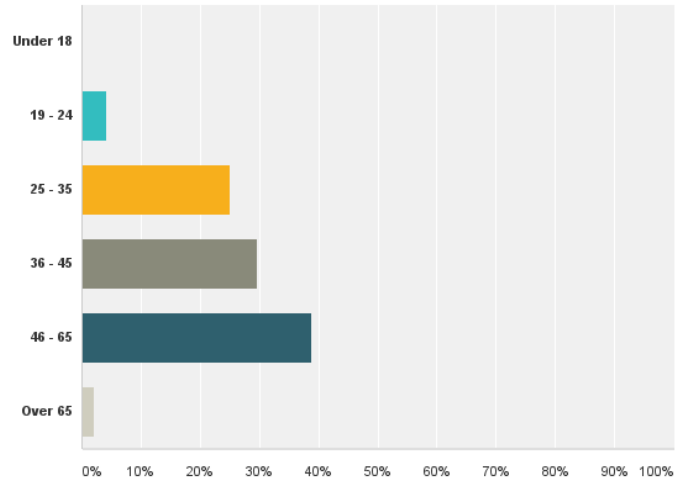
Q2 Gender (used for representation only)

Answered: 978 Skipped: 21



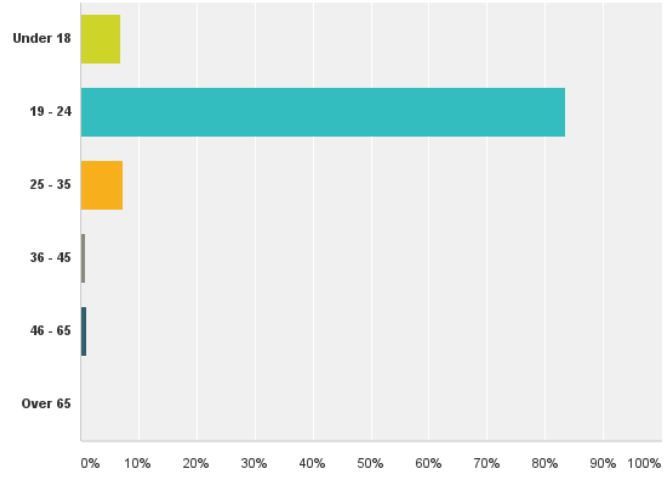
Q3 Please can you confirm your age

Answered: 1,449 Skipped: 4



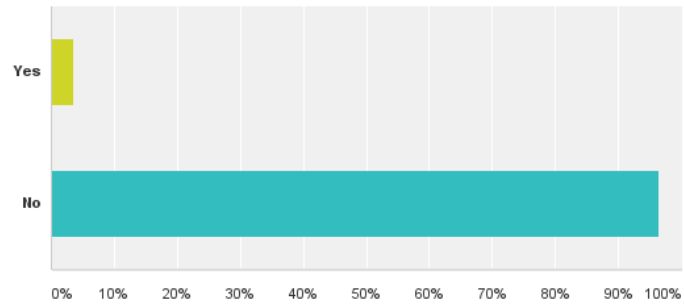
Q3 Please can you confirm your age

Answered: 993 Skipped: 6



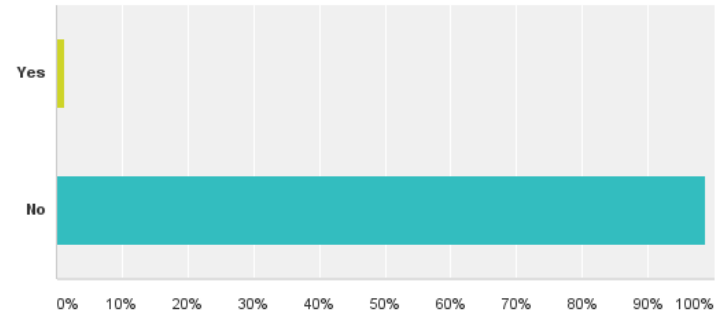
Q4 Do you have a disability that affects your travel options?

Answered: 1,438 Skipped: 15



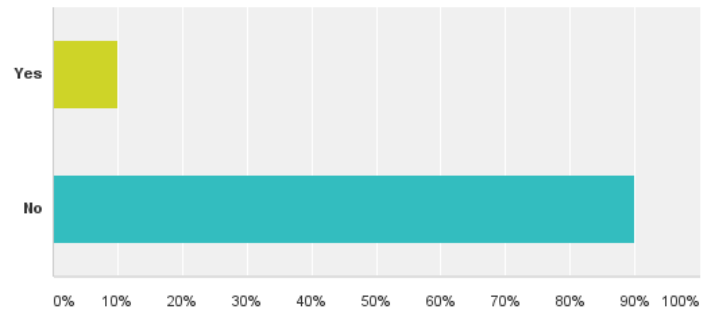
Q4 Do you have a disability that affects your travel options?

Answered: 992 Skipped: 7



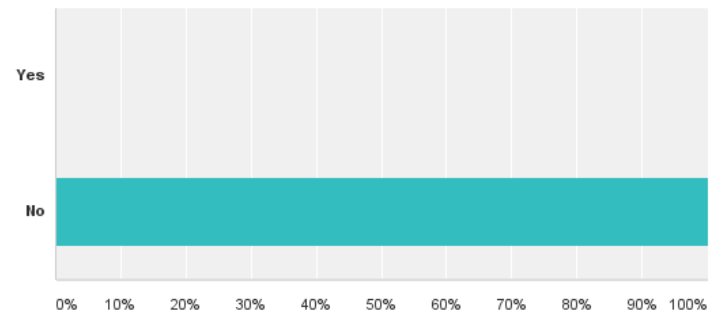
Q5 Are you part of the Blue Badge Scheme?

Answered: 60 Skipped: 1,393



Q5 Are you part of the Blue Badge Scheme?

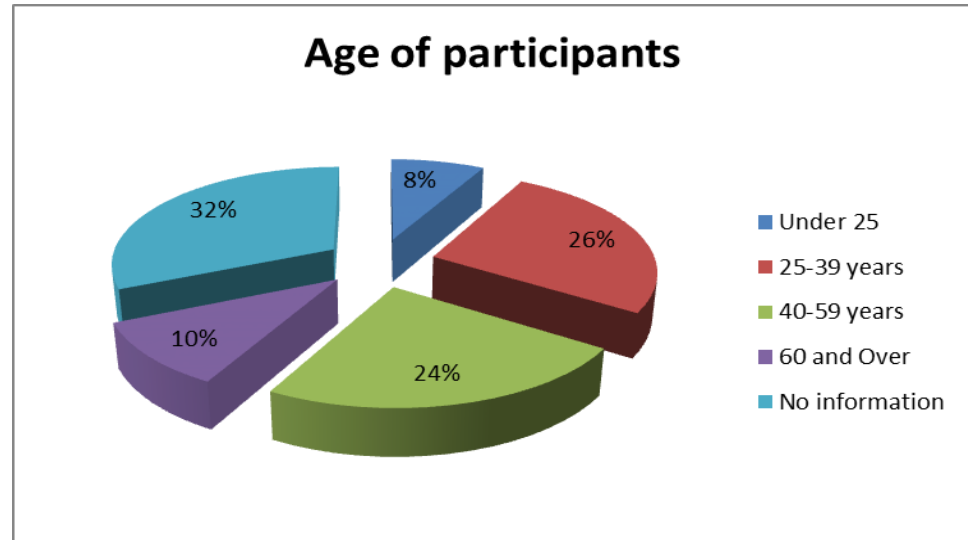
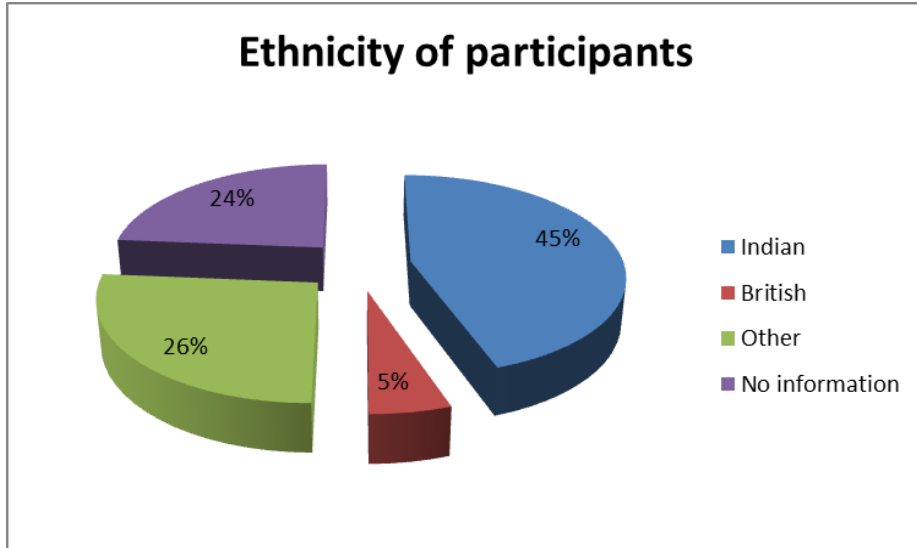
Answered: 19 Skipped: 980



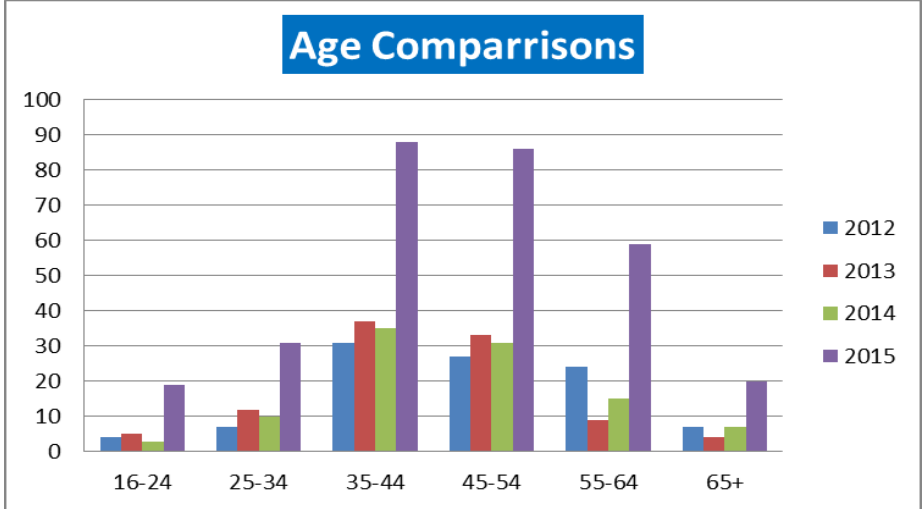
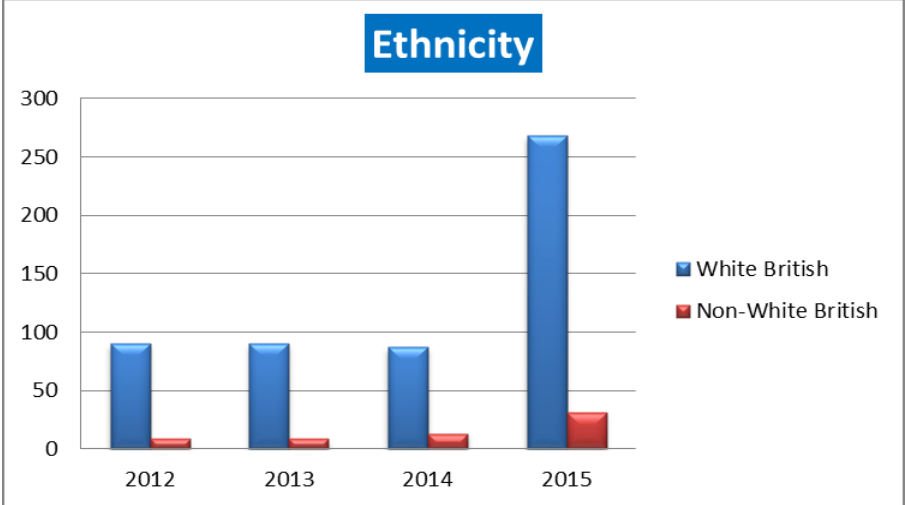
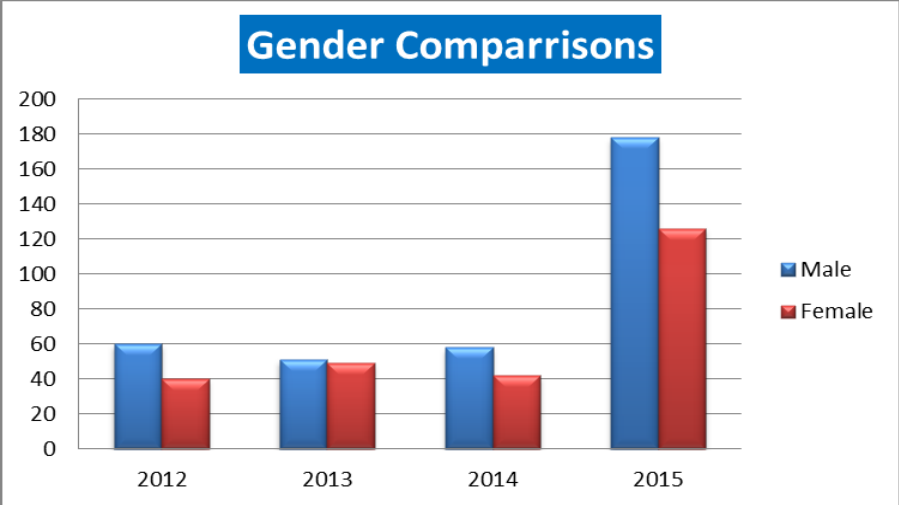
People participating in Adult Cycle Maintenance Training in 2014 – 15 at Cycle works - 77% male and 23% female.

People participating in Adult Cycle Training in Leicester Aug 2015 – March 2016

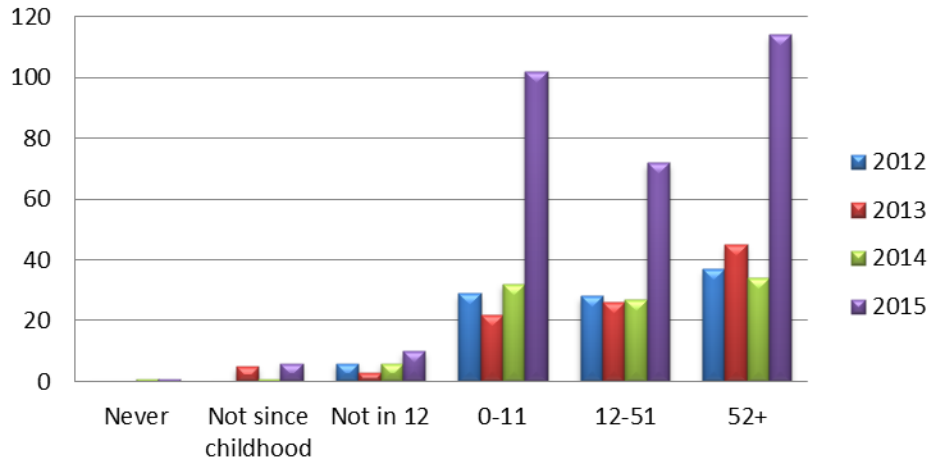
33 (87%) of participants were female and 5 (13%) male



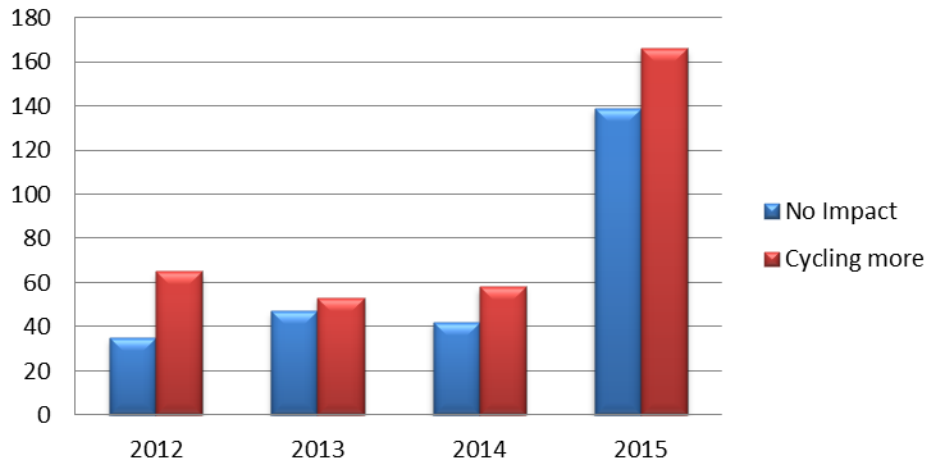
Ride Leicester Festival Participant Feedback – Demographics YOY 2012-15



Participation prior to Sky Ride



Impact on Cycling Behaviour



Other groups	Impact of proposal: Describe the likely impact of the proposal on children in poverty or any other people who we consider to be vulnerable. List any vulnerable groups likely to be affected. Will their needs continue to be met? What issues will affect their take up of services/other opportunities that meet their needs/address inequalities they face?	Risk of negative impact: How likely is it that this group of people will be negatively affected? How great will that impact be on their well-being? What will determine who will be negatively affected?	Mitigating actions: For negative impacts, what mitigating actions can be taken to reduce or remove this impact for this vulnerable group of people? These should be included in the action plan at the end of this EIA.
Children in poverty	Young people from low income families will benefit from free cycle training in schools.	There are not expected to be any negative impacts	N/A
Other vulnerable groups	No information for this characteristic	There are not expected to be any negative impacts	N/A
Unemployed People	Unemployed people benefit from the provision of a means of transport to work or training via the Wheels 2 Work project.	There are not expected to be any negative impacts	N/A

7. Monitoring Impact

You will need to ensure that monitoring systems are established to check for impact on the protected characteristics and human rights after the decision has been implemented. Describe the systems which are set up to:

- monitor impact (positive and negative, intended and unintended) for different groups
- monitor barriers for different groups
- enable open feedback and suggestions from different communities
- ensure that the EIA action plan (below) is delivered.

Staff travel surveys in work places will give a picture of the impact on staff.

Results of Leicestershire Sustainable Travel Challenge surveys.

British cycling led ride programme feedback

Feedback from adult cycle training

Feedback from Wheels for All training

Feedback from Wheels 2 Work

Feedback from Ride Leicester Festival

Annual cordon survey records the numbers of cyclists traveling into the City and can be compared with previous years for the same location.

8. EIA action plan

Please list all the equality objectives, actions and targets that result from this Assessment (continue on separate sheets as necessary). These now need to be included in the relevant service plan for mainstreaming and performance management purposes.

Equality Outcome	Action	Officer Responsible	Completion date
Increase uptake of cycling	Continue to advertise schemes and support available. Start Led rides in the evenings to include people who are in education and training during the day.	██████████	On going
Demonstrate take up of schemes and change in transport use	Monitor take up and impact of various schemes on an annual basis	██████████	By July each year
Reduce barriers to participation	Review barriers and proposed mitigating actions when developing action plans	██████████	On going