

# Equality Impact Assessment / Equality Analysis

(updated Dec 2022)

<b>Title of service or policy</b>	Cycle Hangar Project phase 2
<b>Name of directorate and service</b>	Delivery & Transformation, Place Management
<b>Name and role of officers completing the EIA</b>	Tom Gaze, Senior Engineer
<b>Date of assessment</b>	07/02/2023

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

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

<b>1. Identify the aims of the policy or service and how it is implemented.</b>		
	<b>Key questions</b>	<b>Answers / Notes</b>
<b>1.1</b>	Briefly describe purpose of the service/policy e.g. <ul style="list-style-type: none"> <li>● How the service/policy is delivered and by whom</li> <li>● If responsibility for its implementation is shared with other departments or organisations</li> <li>● Intended outcomes</li> </ul>	The cycle hangar project will deliver a cycle parking rental service to the general public in B&NES.  Implementation will be with a supplier who will supply, install and manage the bike hangars on our behalf. We will identify the general location of hangars through a survey and technical assessment.  The intended outcome is to remove a barrier to cycling in B&NES by providing high quality cycle parking in the public realm.
<b>1.2</b>	Provide brief details of the scope of the policy or service being reviewed, for example: <ul style="list-style-type: none"> <li>● Is it a new service/policy or review of an existing one?</li> <li>● Is it a national requirement?).</li> <li>● How much room for review is there?</li> </ul>	There is an ongoing pilot of 4no. cycle hangars with 6 cycle spaces in each. This project will expand the number of cycle hangars by around 20.  Spaces in the hangars are available for people to rent on an annual basis.
<b>1.3</b>	Do the aims of this policy link to or conflict with any other policies of the Council?	This project links to JLTP4 (Joint Local Transport Plan 4), Liveable Neighbourhoods Strategy & Citizens Panel.

It compliments measures implemented through the Active Travel Fund, Liveable Neighbourhoods, Clean Air Zone and CRSTS (City Region Sustainable Transport Settlement) program.

## 2. Consideration of available data, research and information

Monitoring data and other information should be used to help you analyse whether you are delivering a fair and equal service. Please consider the availability of the following as potential sources:

- **Demographic** data and other statistics, including census findings
- Recent **research** findings (local and national)
- Results from **consultation or engagement** you have undertaken
- Service user **monitoring data** (including ethnicity, sex, disability, religion/belief, sexual orientation and age)
- Information from **relevant groups** or agencies, for example trade unions and voluntary/community organisations
- Analysis of records of enquiries about your service, or **complaints** or **compliments** about them
- Recommendations of **external inspections** or audit reports

	<b>Key questions</b>	<b>Data, research and information that you can refer to</b>
<b>2.1</b>	What equalities training have staff received to enable them to understand the needs of our diverse community?	Council Officers involved in the project have received equalities training and are regularly updated on equalities issues. These include Equality and Diversity eLearning and Inclusive Walking and Cycling Infrastructure Design training.
<b>2.2</b>	What is the equalities profile of service users?	The profile of service users could include all residents and service users of B&NES. Details regarding the profile of the district's population can be found in the Joint Strategic Needs Assessment, at <a href="https://www.bathnes.gov.uk/services/your-council-and-democracy/local-research-andstatistics">https://www.bathnes.gov.uk/services/your-council-and-democracy/local-research-andstatistics</a>
<b>2.4</b>	Are there any recent customer satisfaction surveys to	No

	refer to? What were the results? Are there any gaps? Or differences in experience/outcomes?	
2.5	What engagement or consultation has been undertaken as part of this EIA and with whom? What were the results?	A survey is planned to be made available for the public to suggest locations for cycle hangars.
2.6	If you are planning to undertake any consultation in the future regarding this service or policy, how will you include equalities considerations within this?	We will work with the Web team, Community Engagement team and Communications team to ensure all communities across B&NES are welcome and can contribute to any engagement and communications such as press releases and social media posts. We will also use other engagement channels such as area forums.
<b>3. Assessment of impact: 'Equality analysis'</b>		
	Based upon any data you have considered, or the results of consultation or research, use the spaces below to demonstrate you have analysed how the service or policy: <ul style="list-style-type: none"> <li>Meets any particular needs of equalities groups or could help promote equality in some way.</li> <li>Could have a negative or adverse impact for any of the equalities groups</li> </ul>	
	<b>Examples of what the service has done to promote equality</b>	<b>Examples of actual or potential negative or adverse impact and what steps have been or could be taken to address this</b>
3.1	<b>Issues relating to all groups and protected characteristics</b>	Working with community engagement and communications to make sure consultation is accessible by all parts of the community

Personal safety in public spaces is often felt to be an issue particularly for women. It will be important to bear in mind these issues and concerns in the development of each individual scheme so opportunities to increase feelings of safety and personal security are taken

<p><b>3.2</b></p>	<p><b>Sex</b> – identify the impact/potential impact of the policy on women and men.</p>	<p>Selecting a product which can accommodate some child seats without removing them.</p> <p>Including a criteria in our scoring matrix which gives priority to those sites suggested which are likely to be used by those carrying children.</p> <p>It will be important to bear in mind these issues and concerns in the development of each individual site so opportunities to maximise feelings of safety and personal security are taken.</p>	<p>Women may be more likely to be caring for children who would require a child bike seat. Needing to remove the seat from the bike each time could disadvantage women.</p> <p>Personal safety in public spaces is felt to be an issue particularly for women.</p>
<p><b>3.3</b></p>	<p><b>Pregnancy and maternity</b></p>	<p>Selecting a product which can accommodate some child seats without removing them.</p>	<p>Parents may require a child bike seat. Needing to remove the seat from the bike each time could disadvantage those with children.</p>
<p><b>3.4</b></p>	<p><b>Gender reassignment</b> – identify the impact/potential impact of the policy on transgender people</p>		
<p><b>3.5</b></p>	<p><b>Disability</b> – identify the impact/potential impact of the policy on disabled people (ensure consideration both physical, sensory and mental impairments and mental health)</p>	<p>Selecting a supplier who can provide products that can accommodate non-standard cycles.</p> <p>Providing a cycle parking facility that doesn't require users to lift their cycles a significant amount.</p> <p>Including a criteria in our scoring matrix which gives priority to those sites suggested which</p>	<p>Some people with disabilities may not be able to use a standard cycle hangar because the use an adapted or non-standard bicycle.</p> <p>Cycle parking that requires used to lift their cycles off the ground a significant amount could prevent some people with a disability from using it.</p> <p>People with a disability may have less choice of transport options.</p>

		are likely to be used by those with a disability.	
<b>3.6</b>	<b>Age</b> – identify the impact/potential impact of the policy on different age groups	All age groups who do not have access to a car will benefit from the increased convenience of cycling	
		<b>Examples of what the service has done to promote equality</b>	<b>Examples of actual or potential negative or adverse impact and what steps have been or could be taken to address this</b>
<b>3.7</b>	<b>Race</b> – identify the impact/potential impact on across different ethnic groups		
<b>3.8</b>	<b>Sexual orientation</b> – identify the impact/potential impact of the policy on lesbian, gay, bisexual, heterosexual people		
<b>3.9</b>	<b>Marriage and civil partnership</b> – does the policy/strategy treat married and civil partnered people equally?		
<b>3.10</b>	<b>Religion/belief</b> – identify the impact/potential impact of the policy on people of different religious/faith groups and also upon those with no religion.		
<b>3.11</b>	<b>Socio-economically disadvantaged*</b> – identify the impact on people who are disadvantaged due to factors like family background, educational attainment,	Including a criteria based on deprivation which gives priority to those sites suggested in deprived areas.	People living in deprived areas may to have less access to cars and other transport options.

	neighbourhood, employment status can influence life chances <b>(this is not a legal requirement, but is a local priority).</b>		
<b>3.12</b>	<b>Rural communities*</b> identify the impact / potential impact on people living in rural communities	Consider ways bike hangars might be used to benefit rural communities.	
<b>3.13</b>	<b>Armed Forces Community **</b> serving members; reservists; veterans and their families, including the bereaved. Public services are required by law to pay due regard to the Armed Forces Community when developing policy, procedures and making decisions, particularly in the areas of public housing, education and healthcare (to remove disadvantage and consider special provision).		

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

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

## 4. Bath and North East Somerset Council & NHS B&NES Equality Impact Assessment Improvement Plan

Please list actions that you plan to take as a result of this assessment/analysis. These actions should be based upon the analysis of data and engagement, any gaps in the data you have identified, and any steps you will be taking to address any negative impacts or remove barriers. The actions need to be built into your service planning framework. Actions/targets should be measurable, achievable, realistic and time framed.

Issues identified	Actions required	Progress milestones	Officer responsible	By when
Parents may require a child bike seat. Needing to remove the seat from the bike each time could disadvantage those with children.	Selecting a product which can accommodate some child seats without removing them.	Procurement	Tom Gaze	March 2023
Women may be more likely to be caring for children who would require a child bike seat. Needing to remove the seat from the bike each time could disadvantage women.	Including a criteria in our scoring matrix which gives priority to those sites suggested which are likely to be used by those carrying children.	Community engagement and site assessment	Tom Gaze	March 2023
Community engagement might not reach all groups with protected characteristics	Working with community engagement and communications to make sure consultation is accessible by all parts of the community	Community engagement	Tom Gaze	Feb – March 2023
Some people with disabilities may not be able to use a standard cycle hangar because the use an adapted or non-standard bicycle.	Selecting a supplier who can provide products that can accommodate non-standard cycles.  Making reasonable adjustments to bike hangars where they are requested.	Procurement, community engagement and installation	Tom Gaze	March 2023
Cycle parking that requires used to	Providing a cycle parking facility	Procurement, site assessment and	Tom Gaze	March 2023



lift their cycles off the ground a significant amount could prevent some people with a disability from using it.	that doesn't require users to lift their cycles a significant amount.	installation		
People with a disability may have less choice of transport options.	Including a criteria in our scoring matrix which gives priority to those sites suggested which are likely to be used by those with a disability.	Community engagement and site assessment	Tom Gaze	March 2023
People living in deprived areas may to have less access to cars and other transport options.	Including a criteria based on deprivation which gives priority to those sites suggested in deprived areas.	Community engagement and site assessment	Tom Gaze	March 2023

## 5. Sign off and publishing

Once you have completed this form, it needs to be 'approved' by your Divisional Director or their nominated officer. Following this sign off, send a copy to the Equalities Team ([equality@bathnes.gov.uk](mailto:equality@bathnes.gov.uk)), who will publish it on the Council's and/or NHS B&NES' website. Keep a copy for your own records.

**Signed off by:** Tom Foster (Divisional Director or nominated senior officer)

**Date:** 26/06/2023