

Colchester Borough Council

Equality Impact Assessment Form - An Analysis of the Effects on Equality

Section 1: screening stage

Name of policy, service or strategy to be assessed:

- Colchester Cycling Delivery Strategy

1. What is the main purpose of the policy, service or strategy?

- Tackling congestion, improving the environment and personal health through the promotion of cycling

2. What main areas or activities does it cover?

- Secure funding for cycle infrastructure, training and marketing as an adopted at Supplementary Planning Guidance,

3. Who are the main audience, users or customers who will be affected?

- Councillors, officers, developers and others

4. What outcomes do you want to achieve from the policy, service or strategy?

- To increase the levels of cycling in the borough to help tackle congestion, reduce carbon emissions and improve personal health

5. Are other service areas or partner agencies involved in delivery? If so, please give details below:

- Essex County Council
- Local cycling groups
- Private sector especially developers

6. Does the policy, service or strategy help to further or facilitate to our 'general duty'¹ to:

- (a) eliminate unlawful discrimination, harassment and victimisation?
- (b) advance equality of opportunity between people who share a 'protected characteristic'² and those who do not?
- (c) foster good relations between people who share a protected characteristic and those who do not?

- no

If you have answered 'no', please give details of the reasons for this decision:

- the strategy does not impact specifically on any one group within society

7. If you answered 'yes' to any of the sections in Question 6 (above), please complete the following in order to identify how the policy, practice or strategy furthers the aim of the 'general duty':

'Protected characteristic' group		How does it help to 'eliminate unlawful discrimination, harassment and victimisation'?	How does it help to 'advance equality of opportunity between people who share a protected characteristic and those who do not'?	How does it help to 'foster good relations between those who share a protected characteristic and those who do not'?
Age	Older people (60+)			
	Younger people (17-25) and children (0-16)			
Disability	Physical			
	Sensory			
	Learning			
	Mental health issues			
	Other – <i>please specify</i>			
Ethnicity ³	White			

¹ these 3 points summarise the 'general duty' as it applies to public sector organisations in the Equality Act 2010

² The Equality Act's 'protected characteristics' include age, disability, gender reassignment, pregnancy and maternity, race, religion or belief and sex and sexual orientation. It also covers marriage and civil partnerships, but not for all aspects of the duty.

³ Census 2011 categories are: Bangladeshi, Indian, Pakistani, Other Asian (Asian or Asian British); African, Caribbean, Other Black (Black or Black British); White and Black African, White and Asian, White and Black Caribbean (Mixed); British, Irish; Other White (White); Chinese, Other (Other ethnic group).

'Protected characteristic' group		How does it help to 'eliminate unlawful discrimination, harassment and victimisation'?	How does it help to 'advance equality of opportunity between people who share a protected characteristic and those who do not'?	How does it help to 'foster good relations between those who share a protected characteristic and those who do not'?
	Black			
	Chinese			
	Mixed Ethnic Origin			
	Gypsies/ Travellers			
	Other – <i>please state</i>			
Language	English not first language			
Pregnancy and Maternity	Women who are pregnant or have given birth in last 26 weeks			
Religion or Belief	People with a religious belief (or none) ⁴			
Sex	Men			
	Women			
	Transsexual / gender reassignment			
Sexual Orientation	Lesbian, gay and bisexual			
Marriage and Civil Partnership ⁵	People who are single, married or in a civil partnership		not applicable	not applicable

⁴ For example, Buddhist, Christian, Hindu, Jewish, Muslim, Sikh or no religious belief.

⁵ Our legal duty in respect of 'marriage or civil partnership' extends only to the need to eliminate unlawful discrimination.

8. Are there any concerns that the policy, service or strategy could have a differential impact in terms of equality?

- There are concerns from a number of groups (mainly Older People and Disability Groups) that an increase in cycling will impact on their ability to undertake their every day life. These concerns are normally raised with scheme design around safety issues. These need to be taken into context with the wider objectives of promoting cycling.
- The promotion of cycling can directly or indirectly benefit all parts of society. Traffic congestion is a high priority issue for residents and businesses in Colchester and cycling can help address this and reduce the environmental impact of transport. For the individual who take up cycling as part of every day life has personal health benefits. The strategy includes 3 parts – infrastructure, marketing and training and through the latter two parts of the programme safe responsible cycling is encouraged

Please use the table below to indicate how the policy, service or strategy could have a positive or negative effect on any of the following equality groups (known under the Equality Act as ‘protected characteristics’). Include reference to any consultation, data or information that you have used in making this assessment about positive or negative effects.

‘Protected characteristic’ group		Positive Impact	Explain how it could benefit the group	Negative Impact	Explain how it could disadvantage the group
Age	Older people (60+)	✓	Personal Health, tackling congestion and environment impact	✓	Perceived issues that cycling is dangerous and that they as group will not be able to access the benefits of the strategy
	Younger people (17-25) and children (0-16)	✓	“		
Disability	Physical	✓	“	✓	Perceived issues that cycling is dangerous and that they as group will not be able to access the benefits of the strategy
	Sensory	✓	“	✓	Perceived issues that cycling is dangerous and that they as group will not be able to access the benefits of the strategy
	Learning	✓	“		
	Mental health issues	✓	“		

'Protected characteristic' group		Positive Impact	Explain how it could benefit the group	Negative Impact	Explain how it could disadvantage the group
	Other – <i>please specify</i>		“		
Ethnicity	White	✓	“		
	Black	✓	“		
	Chinese	✓	“		
	Mixed Ethnic Origin	✓	“		
	Gypsies/ Travellers	✓	“		
	Other – <i>please state</i>	✓	“		
Language	English not first language	✓	“		
Pregnancy and Maternity	Women who are pregnant or have given birth in last 26 weeks				
Religion or Belief	People with a religious belief (or none)	✓	“		
Sex	Men	✓	“		
	Women	✓	“		
	Transsexual / gender reassignment	✓	“		
Sexual Orientation	Lesbian, gay and bisexual	✓	“		
Marriage and Civil Partnership	People who are single, married or in a civil partnership	✓	“		

9. Could the policy, service or strategy discriminate⁶ against any 'protected characteristic', either directly or indirectly?

⁶ Direct discrimination occurs when a person is treated less favourably than another in a comparable situation because of their 'protected characteristic' whether on grounds of age, disability, pregnancy and maternity, ethnicity; religion or belief; sex (gender), sexual orientation, or Marriage and Civil Partnership. Indirect discrimination occurs when an apparently neutral provision or practice would nevertheless disadvantage people on the grounds of their 'protected characteristic' unless the practice can be objectively justified by a legitimate aim.

- See response to answer 8.

10. If you have identified any negative impacts above, have you been able to minimise or remove them, and if so, how?

- How these issues can be addressed :
 - Liaison – especially on scheme design and the reasons to promote cycling
 - Highlighting the benefits of improvements to routes which allow better access
 - Cycle Training and Promotion of safe responsible cycling
 - Potential to purchase/hire specially adapted cycle equipment and instructors

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Summary and findings of Initial Equality Impact Assessment – screening stage

11. Please put a tick in the relevant box to confirm your findings, and what the next step is:

Findings	Action required
No likely negative impacts have been identified and this has been justified with reference to consultation, data or information. <input type="checkbox"/>	Sign off screening and finish.
Likely negative impacts have been identified but have been minimised or removed. <input checked="" type="checkbox"/>	Sign off screening and finish.
Likely negative impacts were identified but have not been minimised or removed. <input type="checkbox"/>	Sign off screening and complete a full impact assessment – Section 2.
There is insufficient evidence to make a judgement. <input type="checkbox"/>	Sign off screening and complete a full impact assessment – Section 2.

12. Name and job title of person completing this form:

- Jane Thompson

13. Date of completion:

- 27/10/2011

14. Date for update or review of this screening:

- n/a