

## 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:

Cycling in the Lower Castle Park

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

- To encourage cycling by installing convenient cycle routes. This will help to meet Cycling Town aims of reducing congestion, improving the environment, improving personal health, supporting growth through increasing levels of cycling.

2. What main areas or activities does it cover?

- To allow cycling in Lower Castle Park, riverside path only.

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

- Park users, those new to cycling and existing cyclists

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

- Increase levels of cycling to help reduce congestion, improve the environment, improve people's health.

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

- Life Opportunities – Parks and Recreation, Essex County Council, Cycle Colchester

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

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

- Yes

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

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+)		Allowing safe cycling in the park benefits older people who cycle. This could help to advance equality of opportunity.	Allowing safe cycling in the park benefits older people who cycle. This could help to foster good relations.
	Younger people (17-25) and children (0-16)		Allowing safe cycling in the park particularly benefits younger people who are more likely to cycle. This could help to advance equality of opportunity.	Allowing safe cycling in the park particularly benefits younger people who are more likely to cycle. This could help to foster good relations.

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

<sup>2</sup> 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.

'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'?
Disability	Physical			
	Sensory			
	Learning			
	Mental health issues			
	Other – <i>please specify</i>			
Ethnicity <sup>3</sup>	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) <sup>4</sup>			
Sex	Men			
	Women			
	Transsexual / gender reassignment			
Sexual Orientation	Lesbian, gay and bisexual			
Marriage and Civil Partnership <sup>5</sup>	People who are single, married or in a civil partnership		not applicable	not applicable

<sup>3</sup> 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).

<sup>4</sup> For example, Buddhist, Christian, Hindu, Jewish, Muslim, Sikh or no religious belief.

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<sup>5</sup> 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?

Yes.

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+)	✓	Those encouraged to take up cycling will benefit from better accessibility, health improvements and possibly save money.	✓	Perception that allowing cycling and walking together on the same path is unsafe.
	Younger people (17-25) and children (0-16)	✓	<p>Those encouraged to take up cycling will benefit from better accessibility, health improvements and possibly save money.</p> <p>From survey work it was found that there was a flow of students to and from the education establishments in Colchester. By allowing cycling on this route reduces barriers to cycling and removes them from the risk of prosecution</p> <p>Allows route within a park promoted for family activity on which train younger children to ride bikes on a traffic free route.</p>		

'Protected characteristic' group		Positive Impact	Explain how it could benefit the group	Negative Impact	Explain how it could disadvantage the group
Disability	Physical	✓	Those encouraged to take up cycling will benefit from better accessibility, health improvements and possibly save money.	✓	Perception that allowing cycling and walking together on the same path is unsafe.
	Sensory			✓	Visually impaired people may feel discriminated against due to this proposal to allow cycling to take place.
	Learning				
	Mental health issues				
	Other – <i>please specify</i>				
Ethnicity	White				
	Black				
	Chinese				
	Mixed Ethnic Origin				
	Gypsies/ Travellers				
	Other – <i>please state</i>				
Language	English not first language	✓	Cycling does not discriminate against this group	✓	Words on signing will only be in English.
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	✓	Those encouraged to take up cycling will benefit from better accessibility, health improvements and possibly save money.		

'Protected characteristic' group		Positive Impact	Explain how it could benefit the group	Negative Impact	Explain how it could disadvantage the group
	Women	✓	Those encouraged to take up cycling will benefit from better accessibility, health improvements and possibly save money Ditto		
	Transsexual / gender reassignment				
Sexual Orientation	Lesbian, gay and bisexual				
Marriage and Civil Partnership	People who are single, married or in a civil partnership	✓	Those encouraged to take up cycling will benefit from better accessibility, health improvements and possibly save money		

9. Could the policy, service or strategy discriminate<sup>6</sup> against any 'protected characteristic', either directly or indirectly?

No

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

*Older people: Perception that allowing cycling and walking together on the same path is unsafe.*

Survey and research work does not suggest this. This proposal allows for those over 60 to cycle safely along this route. Safety Audit and Health and Safety advice has been sought.

*Physical disability: Perception that allowing cycling and walking together on the same path is unsafe.*

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<sup>6</sup> 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.

Survey and research work does not suggest this.

*Sensory disability: Visually impaired people may feel discriminated against due to this proposal to allow cycling to take place.*

Measures are proposed to encourage safe responsible sharing of the path by all users by signing and Share the Space campaign. The proposal introduces measures to promote safe cycling which is an improvement on the current situation where cycling takes place contravening the by-law. Survey and research work does not suggest that cycling in a pedestrian area is unsafe. Safety Audit and Health and Safety advice has been sought. The project team have met and discussed the proposals with disabled groups.

*Language: Words on signing will only be in English.*

Symbols on signs will also be used based on international signing conventions which will overcome this potential disadvantage.

## 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 Transport Planner

13. Date of completion:

- 7 December 2011

14. Date for update or review of this screening:

- n/a