

# Equality Impact Assessment

## Context

1. under s.149 of the Equality Act 2010, when making decisions, Essex County Council must have regard to the Public Sector Equality Duty, ie have due regard to:
  - eliminating unlawful discrimination, harassment and victimisation, and other conduct prohibited by the Act,
  - advancing equality of opportunity between people who share a protected characteristic and those who do not,
  - fostering good relations between people who share a protected characteristic and those who do not, including tackling prejudice and promoting understanding.
2. The characteristics protected by the Equality Act are:
  - age
  - disability
  - gender reassignment
  - marriage/civil partnership
  - pregnancy/maternity
  - race
  - religion/belief
  - gender and sexual orientation.
3. In addition to the above protected characteristics you should consider the cross-cutting elements of the proposed policy, namely the social, economic and environmental impact (including rurality) as part of this assessment. These cross-cutting elements are not a characteristic protected by law but are regarded as good practice to include.
4. The Equality Impact Assessment (EqIA) document should be used as a tool to test and analyse the nature and impact of either what we do or are planning to do in the future. It can be used flexibly for reviewing existing arrangements but in particular should enable identification where further consultation, engagement and data is required.
5. Use the questions in this document to record your findings. This should include the nature and extent of the impact on those likely to be affected by the proposed policy.
6. Where this EqIA relates to a continuing project, it must be reviewed and updated at each stage of the decision.
7. The EqIA will be published at:  
<http://cmis.essexcc.gov.uk/essexcmis5/Home.aspx>
8. All **Cabinet Member Actions, Chief Officer Actions, Key Decisions** and **Cabinet Reports must be** accompanied by an EqIA.
9. For further information, refer to the EqIA guidance for staff.
10. For advice, contact:  
Shammi Jalota [shammi.jalota@essex.gov.uk](mailto:shammi.jalota@essex.gov.uk)  
Head of Equality and Diversity  
Corporate Law & Assurance  
Tel 0330 134592 or 07740 901114



## Section 1: Identifying details

Your function, service area and team: Commissioning Delivery (Place)

If you are submitting this EqlA on behalf of another function, service area or team, specify the originating function, service area or team:

Title of policy or decision: Essex Cycling Strategy

Officer completing the EqlA: Julian Sanchez Tel: N/A Email: julian.sanchez@essex.gov.uk

Date of completing the assessment: 25.05.16

## Section 2: Policy to be analysed

2.1	Is this a new policy (or decision) or a change to an existing policy, practice or project? This is an updated policy
2.2	<p>Describe the main aims, objectives and purpose of the policy (or decision): The strategy provides a new overarching policy framework to enable and promote cycling in Essex.</p> <p>What outcome(s) are you hoping to achieve (ie decommissioning or commissioning a service)? People in Essex enjoy good health &amp; wellbeing, to provide a High Quality &amp; Sustainable Environment, Children in Essex get the best start in life, People in Essex can live independently and exercise choice and Control over their Lives, People in Essex live in safe communities and are protected from harm</p>
2.3	<p>Does or will the policy or decision affect:</p> <ul style="list-style-type: none"><li>• service users</li><li>• employees</li><li>• the wider community or groups of people, particularly where there are areas of known inequalities?</li></ul> <p>Service Users / Employees / Wider Community</p> <p>Will the policy or decision influence how organisations operate? No</p>
2.4	<p>Will the policy or decision involve substantial changes in resources? No</p>
2.5	<p>Is this policy or decision associated with any of the Council's other policies and how, if applicable, does the proposed policy support corporate outcomes? See page 7 of the strategy.</p>



## Section 3: Evidence/data about the user population and consultation<sup>1</sup>

As a minimum you must consider what is known about the population likely to be affected which will support your understanding of the impact of the policy, eg service uptake/usage, customer satisfaction surveys, staffing data, performance data, research information (national, regional and local data sources).

3.1	<p>What does the information tell you about those groups identified? Pages 9-12 of the Strategy provides some detail of who do not cycle but would like to. In particular, it identifies that 35-54 and 55+ age groups are less likely to cycle compared to younger age groups. It also identifies the differences in cycling rates.</p> <p>In addition to this, there is national data available on cycling trends. While these are not necessary reflective of cycling rates in Essex, there may be similar barriers which, through continuous stakeholder engagement, Essex County Council can try to reduce barriers to cycling. From the Active People Survey 2014, below outlines the percentage of each group who define themselves as active recreational cyclists. This can help identify where there may be barriers to accessing cycling.</p> <table border="1" data-bbox="279 936 1482 1167"> <tr> <th>Men</th><th>Women</th></tr> <tr> <td>6.26%</td><td>1.91%</td></tr> <tr> <th>Disabled</th><th>Non-disabled</th></tr> <tr> <td>1.71%</td><td>4.51%</td></tr> <tr> <th>White</th><th>Black, Asian and Minority Ethnicity</th></tr> <tr> <td>4.39%</td><td>2.5%</td></tr> </table> <p>Based upon trends of the Active People survey, there was not a consistent difference based upon religion/belief and sexual orientation.</p> <p>In particular, <a href="#">British Cycling</a> identified safety as a key barrier preventing women from taking up cycling as a commuting option.</p>	Men	Women	6.26%	1.91%	Disabled	Non-disabled	1.71%	4.51%	White	Black, Asian and Minority Ethnicity	4.39%	2.5%
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3.2	<p>Have you consulted or involved those groups that are likely to be affected by the policy or decision you want to implement? If so, what were their views and how have their views influenced your decision?</p> <p>A consultation was undertaken between 3 September and 29 October 2015 on the draft Cycling Strategy, which included an online questionnaire, which was publicised in the local press. A stakeholder workshop was held and was attended by over 50 participants. From the consultation, no equality implications were identified.</p>												
3.3	<p>If you have not consulted or engaged with communities that are likely to be affected by the policy or decision, give details about when you intend to carry out consultation or provide reasons for why you feel this is not necessary:</p> <p>The strategy will be monitored through consultation as identified in the strategy on page 21.</p>												

<sup>1</sup> Data sources within EEC. Refer to Essex Insight:  
<http://www.essexinsight.org.uk/mainmenu.aspx?cookieCheck=true>  
with links to JSNA and 2011 Census.



## Section 4: Impact of policy or decision

Use this section to assess any potential impact on equality groups based on what you now know.

Description of impact	Nature of impact Positive, neutral, adverse (explain why)	Extent of impact Low, medium, high (use L, M or H)
Age	<p>Positive: The strategy identifies that 35-54 and 54+ age groups are less likely to cycle compared to younger cyclists. The strategy has identified this and incorporated measures such as increase in Bikeability training and encouraging cycle to work schemes will help increase participation in cycling for this group.</p> <p>In addition to this, there is provision in the strategy for cycle training for children and young people, which will have the greatest impact as cycling will become routine and a lifelong mode of transport.</p>	L
Disability	<p>Positive: National participation in cycling by disabled people is lower compared to non-disabled people and this trend is likely to be repeated in Essex. Any training or advocacy provided through the strategy will need to consider advice and support, when appropriate, for adapted cycling. Any issues relating to disability in the ongoing monitoring of the strategy. In implementing the strategy, Essex County Council will be using design standards as used by the Welsh government which will incorporate reasonable adjustments when appropriate.</p>	L



Gender	Positive: National participation in recreational cycling by women is disproportionately lower for women compared to men. This can be for a range of reasons. Measures included in the strategy, such as promote family cycling and increase the safety of cycling will encourage some (but not all) women and girls to take up cycling. The strategy will continue to monitor performance through surveys and identify any barriers women and girls may experience to take up regular cycling.	L
Gender reassignment	Neutral: Although transgender people may experience transphobia in sport and physical activity events, we do not envisage any inequality or disadvantaged caused by the protected characteristic of gender reassignment.	L
Marriage/civil partnership	Neutral: The cycling strategy will benefit all those who currently cycle or want to cycle and we do not expect any discrimination based upon marriage or civil partnership status.	L
Pregnancy/maternity	Neutral: The cycling strategy will benefit all those who currently cycle or want to cycle and we do not expect any discrimination based upon pregnancy and maternity.	L
Race	Positive: We understand that some BAME communities are less likely to cycle compared to white British communities. Issues that may prevent some BAME individuals cycling could include safety and affordability. This strategy attempts to improve this for all communities. If any further inequalities or barriers exist for BAME communities, we will establish this through the monitoring of the strategy.	L



Religion/belief	Neutral: We understand that there can be barriers for people of different religions or beliefs to access sport and physical activity, for example Muslim women. However, we do not have significant evidence to demonstrate this is an issue in Essex. The cycling strategy will benefit all those who currently cycle or want to cycle and when monitoring the implementation of the strategy we will identify any barriers for people of different religions to take up cycling.	L
Sexual orientation	Neutral: We understand that there can be barriers for lesbian, gay and bisexual people accessing sport and physical activity. However, we do not have significant evidence to demonstrate this is an issue in Essex for cycling. The cycling strategy will benefit all those who currently cycle or want to cycle and when monitoring the implementation of the strategy we will identify any barriers for lesbian, gay and bisexual people to take up cycling.	L
<b>Cross-cutting themes</b>		
<b>Description of impact</b>	<b>Nature of impact</b> Positive, neutral, adverse (explain why)	<b>Extent of impact</b> Low, medium, high (use L, M or H)
Socio-economic	Positive - The strategy identifies actions for improving access to cycling for those on low incomes. It may help improve mobility and access to jobs, as an affordable alternative to motorised transport. Moreover, by improving access to labour markets through the provision and promotion of active travel this will contribute towards ECC's ambition to develop the economy.	L
Health	Positive – The strategy will support an increase in active travel which will contribute towards the reduction of non communicable diseases such as stroke, diabetes and obesity.	L



Environmental, eg housing, transport links/rural isolation	<b>Neutral (unknown at this stage</b>	<b>L</b>
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## Section 5: Conclusion

		Tick Yes/No as appropriate	
5.1	Does the EqlA in Section 4 indicate that the policy or decision would have a medium or high adverse impact on one or more equality groups?	No <input checked="" type="checkbox"/>	
		Yes <input type="checkbox"/>	If ' <b>YES</b> ', use the action plan at <b>Section 6</b> to describe the adverse impacts and what mitigating actions you could put in place.





## Section 6: Action plan to address and monitor adverse impacts

What are the potential adverse impacts?	What are the mitigating actions?	Date they will be achieved.



**Section 7: Sign off**

**I confirm that this initial analysis has been completed appropriately.  
(A typed signature is sufficient.)**

Signature of Head of Service: Chris Stevenson

Date: 3 June 2016

Signature of person completing the EqlA: Julian Sanchez

Date: 26/02/16

**Advice**

Keep your director informed of all equality & diversity issues. We recommend that you forward a copy of every EqlA you undertake to the director responsible for the service area. Retain a copy of this EqlA for your records. If this EqlA relates to a continuing project, ensure this document is kept under review and updated, eg after a consultation has been undertaken.

