Equality Analysis (EA)

Section 1 – General Information (Aims and Objectives)

See Appendix A

Current decision rating

Cycling Strategy
(Please note – for the purpose of this doc, 'proposal' refers to a policy, function, strategy or project)

The new Cycling Strategy aims to make Tower Hamlets one of the easiest and safest places to cycle in London and to make cycling the natural choice for most people. In order to deliver the 'Cycling Borough' vision, three guiding principles have been established:

- A Better Cycle Network
  Both the quality and quantity of cycling infrastructure and facilities needs significant improvement and this strategy sets out how we will achieve it.

- Safer Cycling
  Safety is primary concern of existing and potential cyclist and how we address this critical issue is key to the success of this strategy.

- Cycling for All
  This principle can be divided into two parts. Firstly, due the health benefits of regular cycling we want to encourage cycling for all, from 8 to 80 years old, and remove the barriers that stop people cycling. Secondly, we want to ensure that a better environment for cycling means improving conditions for local business and better public spaces.

The strategy provides high level targets to increase the volume of cycling and reduce the number of accidents by 2025. It also sets out the policies required to achieve these outcomes.

Conclusion - To be completed at the end of the Equality Analysis process
Based on the findings of the EA, the proposal will be recommended for approval

Name:
(signed off by)

Date signed off:
(approved)

Service area:
Public Realm, CLC

Team name:
Engineering

Service manager:
Simon Baxter, Service Head Public Realm

Name and role of the officer completing the EA:
Margaret Cooper, Head of Engineering

Section 2 – Evidence (Consideration of Data and Information)

What initial evidence do we have which may help us think about the impacts or likely impacts on service users or staff?

The latest design guidance for cycling in London, issued in 2014, marks a significant shift in the quality of infrastructure required to provide safe, comfortable and convenient cycling. In addition the new standards specifically include design guidance to facilitate movement by the various forms of all-ability cycles and also mobility scooters.

Much of the existing cycle network in the borough was designed to older standards and is not an attractive proposition for many inexperienced or mobility impaired cyclists.

Cyclists in London are typically white, under 40, male, with medium to high household income. Black and ethnic minority (BME) groups, women, people from more deprived neighbourhoods, those with disabilities and older people are typically under-represented in cycling. However, there is a significant opportunity to increase cycling amongst these groups. For example, BMEs represent 35% of all 'potential' cyclists in London.

Research has demonstrated that overall, the main barriers to cycling are primarily safety concerns (associated with traffic and crime), the lack of facilities for cyclists and poor weather. A number of studies have highlighted the deterrents that are specifically relevant to those from BME and disadvantaged communities, though it is noted that in nearly all cases, cycling is seen primarily as a recreational activity rather than as a mode of transport.

Cycling keeps people fit and improves their health. It helps prevent and tackle obesity and a range of other diseases that are not only costly to treat but also damage productivity. Many disadvantaged groups are at higher risk of these health problems.

Section 3 – Assessing the Impacts on the 9 Groups

Please refer to the guidance notes below and evidence how you're proposal impact upon the nine Protected Characteristics in the table on page 3?

For the nine protected characteristics detailed in the table below please consider:-

- **What is the equality profile of service users or beneficiaries that will or are likely to be affected?**
Use the Council's approved diversity monitoring categories and provide data by target group of users or beneficiaries to determine whether the service user profile reflects the local population or relevant target group or if there is over or under representation of these groups

- **What qualitative or quantitative data do we have?**
List all examples of quantitative and qualitative data available
(include information where appropriate from other directorates, Census 2001 etc)

- *Data trends – how does current practice ensure equality*

- ## Equalities profile of staff?
Indicate profile by target groups and assess relevance to policy aims and objectives e.g. Workforce to Reflect the Community. Identify staff responsible for delivering the service including where they are not directly employed by the council.

- ## Barriers?
What are the potential or known barriers to participation for the different equality target groups? Eg- communication, access, locality etc.

- ## Recent consultation exercises carried out?
Detail consultation with relevant interest groups, other public bodies, voluntary organisations, community groups, trade unions, focus groups and other groups, surveys and questionnaires undertaken etc. Focus in particular on the findings of views expressed by the equality target groups. Such consultation exercises should be appropriate and proportionate and may range from assembling focus groups to a one to one meeting.

- ## Additional factors which may influence disproportionate or adverse impact?
Management Arrangements - How is the Service managed, are there any management arrangements which may have a disproportionate impact on the equality target groups

- ## The Process of Service Delivery?
In particular look at the arrangements for the service being provided including opening times, custom and practice, awareness of the service to local people, communication

Please also consider how the proposal will impact upon the 3 One Tower Hamlets objectives:-

- Reduce inequalities
- Ensure strong community cohesion
- Strengthen community leadership.

Please Note -
Reports/stats/data can be added as Appendix

Target Groups	Impact – Positive or Adverse What impact will the proposal have on specific groups of service users or staff?	Reason(s) • Please add a narrative to justify your claims around impacts and, • Please describe the analysis and interpretation of evidence to support your conclusion as this will inform decision making Please also how the proposal with promote the three One Tower Hamlets objectives? -Reducing inequalities -Ensuring strong community cohesion -Strengthening community leadership
Race	Positive	Black and ethnic minority (BME) groups are currently under-represented in cycling. However, BMEs represent 35% of all 'potential' cyclists in London. The strategy aims to make cycling available for all members of the community, including this group. The strategy will improve cycling safety, which is the number one concern given by non-cyclists why they do not cycle. The strategy recognises the importance of investing in and supporting sport and leisure activities as a route to regular cycling uptake. It also recognises the importance of using local clubs and organisations as evidence suggests that peer-to peer promotion works better than imposed measures from outside.
Disability	Positive	People with disabilities are currently under-represented in cycling. However, the strategy recognises that there is a significant opportunity to increase cycling amongst these groups. The strategy endorses and promotes use of the latest design guidance for cycling in London, which specifically includes standards to facilitate movement by all types of cyclist and cycle. The new standards also recognise and allow for the fact that mobility scooters will also use the new facilities. The strategy recognises the importance of and will promote the borough funded All Ability Cycle Club in Victoria Park and includes free cycle training for all, regardless of age and ability.
Gender	Positive	Women are also under-represented in cycling, again with road safety being the main concern. The strategy to significantly expand the cycle network and improve the quality/safety of infrastructure should encourage more women to cycle. The strategy recognises the importance of and will promote women-only guided cycle rides, led by members of the local community. Guided rides can lead to greater confidence and more cycling in these groups.
Gender Reassignment	Neutral	No impact although the strategy aims to increase levels of cycling for all.

Sexual Orientation	Neutral	No impact although the strategy aims to increase levels of cycling for all.
Religion or Belief	Positive	Although not a religious issue per se cycling is not perceived as a desirable activity for various cultural reasons in some Asian communities. The strategy includes women-only guided cycle rides and also contains a comprehensive programme of school based cycling participation and training. A key objective of the schools programme is to embed cycling as a useful and desirable form of transport from a young age, irrespective of background and culture. The provision of free pool bikes as part of the programme provides opportunities to cycle for those who have no other access.
Age	Positive	Older-people are currently under-represented in cycling. The strategy aspires to deliver safe cycling infrastructure on the borough's roads to suit the needs of 8 to 80 year olds. A comprehensive network of quieter routes will be developed alongside segregated main road routes. The strategy states that school 'bikeability' training will be expanded to offer training to all borough schools every year. The promotion and investment in sport and leisure cycling, though local groups, park and Sky Rides, and BMX tracks will also benefit young people.
Marriage and Civil Partnerships.	Neutral	No impact although the strategy aims to increase levels of cycling for all.
Pregnancy and Maternity	Neutral	No impact although the strategy aims to increase levels of cycling for all.
Other Socio-economic Carers	Positive	People from more deprived neighbourhoods are under-represented in cycling. The strategy aims to promote a healthier population as cycling keeps people fit and improves their health. It helps prevent and tackle obesity and a range of other diseases that are not only costly to treat but also damage productivity. Many economically disadvantaged groups are at higher risk of these health problems and the strategy could therefore benefit these groups to a greater extent. The expanded schools training programme, including fee pool bikes, will extend cycling opportunities for all.

Section 4 – Mitigating Impacts and Alternative Options

From the analysis and interpretation of evidence in section 2 and 3 - Is there any evidence or view that suggests that different equality or other protected groups (inc' staff) could be adversely and/or disproportionately impacted by the proposal?

> No. The cycling strategy specifically addresses equality issues as set out in section 3.

If yes, please detail below how evidence influenced and formed the proposal? For example, why parts of the proposal were added / removed?

(Please note – a key part of the EA process is to show that we have made reasonable and informed attempts to mitigate any negative impacts. An EA is a service improvement tool and as such you may wish to consider a number of alternative options or mitigation in terms of the proposal.)

Where you believe the proposal discriminates but not unlawfully, you must set out below your objective justification for continuing with the proposal, without mitigating action.

Section 5 – Quality Assurance and Monitoring

Have monitoring systems been put in place to check the implementation of the proposal and recommendations?

Yes

How will the monitoring systems further assess the impact on the equality target groups?

User surveys to compare to baseline

Does the policy/function comply with equalities legislation?
(Please consider the OTH objectives and Public Sector Equality Duty criteria)

Yes

If there are gaps in information or areas for further improvement, please list them below:

How will the results of this Equality Analysis feed into the performance planning process?

This will help to target actions

Section 6 - Action Plan

*As a result of these conclusions and recommendations what actions (if any) **will** be included in your business planning and wider review processes (team plan)? Please consider any gaps or areas needing further attention in the table below the example.*

Recommendation	Key activity	Progress milestones including target dates for either completion or progress	Officer responsible	Progress
Example 1. Better collection of feedback, consultation and data sources 2. Non-discriminatory behaviour	1. Create and use feedback forms. Consult other providers and experts 2. Regular awareness at staff meetings. Train staff in specialist courses	1. Forms ready for January 2010 Start consultations Jan 2010 2. Raise awareness at one staff meeting a month. At least 2 specialist courses to be run per year for staff.	1.NR & PB 2. NR	

Recommendation	Key activity	Progress milestones including target dates for either completion or progress	Officer responsible	Progress
1. Better collection of equalities data from users 2. Delivery of actions in the Strategy	1.Collection of data at events and in questionnaires 2.Delivery plan to be established	1. Forms ready for start of new works arising from strategy Jan 2015 2. January 2015	Robert Morton Margaret Cooper	