

Equality Impact Assessment – Template

Name of Initiative, Policy or Project	Cycle Hampshire 2008- Summer of Cycling
Department	Recreation and Heritage
Names of people completing assessment	Emma Kenning
Date	4 April 2008
<p>A front line or direct service is highly likely to have an impact on different communities. An infrastructure service may have an indirect impact. You need to use your professional knowledge to decide if you know enough about the different customer or staff groups which might be affected. These prompts will assist you to decide if you need to do an impact assessment.</p>	
Describe main purpose of Initiative, Policy, Project	To promote and encourage cycling to families, new and returning cyclists by providing events that highlight cycling as a fun, leisure activity.
What are the main activities?	Promoting cycle rides, cycle training, cycling for all, cycle maintenance etc
Who is intended to benefit?	All- families, children, adults, new and returning cyclists, those with disabilities. Meets agenda's such as obesity, health, climate change and air pollution etc.
<p>Based on existing knowledge and information use the following checklist to decide what the impact might be on different groups and whether a more detailed impact assessment is required. Identify and summarise the data used in the grid below.</p> <p>Further guidance on 1. equality groups 2. data sources</p>	

These different customer groups are more likely to be excluded.	Do you know about the breakdown of people who use your services compared to the community profile?	Will some people be unable to use or benefiting from this service?	If any groups are disadvantaged is this likely to be unlawful?	How could the initiative improve equality of access?
Age Children, young people, young parents, older or retired people	Mixed usage- open to all. Children are generally more keen than their parent to cycle because of concerns over safety.	Aimed at all different ages although there are some specifically for children/adults but for a reason, i.e. building	No- Training available for children and adults	Older people/child only specific rides/events. Ensuring events are easily accessible, either by public transport or close to

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		confidence, CRB etc		people's homes.
Disabled People Mobility, sight, hearing, speech & language disability or difficulty, mental health/distress	There are not many facilities nationally available and hardly any in Hampshire	Some rides/events may be unsuitable but most will be accessible plus there is a dedicated event aimed at making cycling for all.	No	Ensuring that as much information is available on the type of event, surface etc so that an informed decision can be made. More integrated events for disabled cyclists.
Faith Communities or individuals with different religions or beliefs	No	No	n/a	Ensuring that rides/events are not focused around religious establishments. Faith-specific rides only if there is a need/demand and/or specific groups are proven not to be accessing cycling already.
Gender Women, Men, boys, girls, carers (of children, disabled or older people) Transgender (those who have changed gender or are in the process of change)	Less women cycle and may be less confident.	There are some women-specific events but they are meeting a need/demand for such events,	No- Sex Discrimination Act Amendments 2008 do not apply to recreational leisure events (only apply to vocational courses and training),	If demand for women-only events – look into for future events. By having women-only events may encourage certain BMEs to take part.
Race Black and minority ethnic individuals and	No	No	n/a	Encourage BMEs to take part if it is proven that they are not already accessing cycling. Consider women-

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communities, gypsies and travellers, migrant workers				only events or such like as a way of accessing some groups.
Gay, Lesbian, Bisexual	No	No	n/a	
Low or no Income	No but cycling is cheap and open to all	There are small charges for some events but most are free	No	More free/low-cost events. Ensure events are easily accessible to where people live so that costs are low.

What conclusions have you reached about the potential impact ?

Conclusions reached about the impact of the programme

Possible Impact	Group/s Affected	Evidence
Demand for specific targeted group events	Any/all	If some groups are seen to have specific targeted events- others may wish to have events targeted at their specific group if it can be seen to be a way of increasing numbers of cyclists, would need to be looked into.

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Further action (please specify)

Actions to be taken

Impact identified	Action	Responsibility	Timescale	Expected Outcomes	Review date
Possible demand for specific targeted group events	Await feedback from public and this years events and then evaluate.	Steering group	July 2008	Feed into next years planning and possible addition of new targeted events next year	April 2009

Impact Assessment agreed by:

Emma Kenning:

Jo Hale (Line Manager):

Completed Summary published on web date:

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