

Equality Analysis

Birmingham City Council Analysis Report

EA Name	Birmingham Cycle Revolution - Top Cycle Location
Directorate	Economy
Service Area	Transportation Services Growth And Transportation
Type	Amended Function
EA Summary	This EA evaluates the Top Cycle Location Grant funding for the Birmingham Cycle Revolution project.
Reference Number	EA001320
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Date Approved	2016-08-30 01:00:00 +0100
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Introduction

The report records the information that has been submitted for this equality analysis in the following format.

Overall Purpose

This section identifies the purpose of the Policy and which types of individual it affects. It also identifies which equality strands are affected by either a positive or negative differential impact.

Relevant Protected Characteristics

For each of the identified relevant protected characteristics there are three sections which will have been completed.

- Impact
- Consultation
- Additional Work

If the assessment has raised any issues to be addressed there will also be an action planning section.

The following pages record the answers to the assessment questions with optional comments included by the assessor to clarify or explain any of the answers given or relevant issues.

1 Activity Type

The activity has been identified as a Amended Function.

2 Overall Purpose

2.1 What the Activity is for

What is the purpose of this Function and expected outcomes?	<p>This Equality Analysis covers the Top Cycle Location (TCL) grants scheme. Growth and Transportation will be responsible for the delivery of the TCL Package. This will encourage and support cycling to businesses and schools. The grant will be used to fund infrastructure including cycle storage, signage and equipment. This will be delivered at a minimum of 45 Top Cycle Locations within the city identified through an application process. The total capital grant allocation is 450,000. All educational establishments and businesses will be given the opportunity to apply for grant funding of up to 10,000 to be spent on cycling related facilities to support and promote cycling. The grant will be advertised through channels such as the Chamber of Commerce, BIDS, schools database and social media. This will give the maximum number of organisations the chance to apply. Within the application, the organisations will be expected to make a detailed list of how they intend to use the funding. Following on from this, submitted applications will be assessed taking into account the number of employees, the level of commitment offered to the promotion of cycling and potential for change in travel habits. Successful organisations will then be expected to source and purchase their own equipment and submit invoices to Birmingham City Council for reimbursement.</p> <p>These supporting measure projects will promote and support the local links and green routes elements of the Birmingham Cycle Revolution (BCR). This has seen improvements and extensions to the existing network of off-road routes such as Rea Valley, Cole Valley and Tame Valley, and the canals network particularly suitable for family and leisure cycling but also available for commuter cyclists. There have been extensive improvements to existing towpaths to provide a surface more suitable for all-weather cycling, with improved accesses at certain locations, and signing and wayfinding measures.</p> <p>The Department for Transport's (DfT's) Cycle City Ambition Grant (CCAG) is the funding mechanism for TCL grant scheme which seeks to promote sustainable travel options by increasing the attractiveness of cycling, and will contribute towards improving health and the environment, reducing car usage, and improving connectivity for households without a car.</p>
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For each strategy, please decide whether it is going to be significantly aided by the Function.

Public Service Excellence	Yes
A Fair City	Yes
A Prosperous City	Yes
A Democratic City	No

2.2 Individuals affected by the policy

Will the policy have an impact on service users/stakeholders?	Yes
Will the policy have an impact on employees?	No

Will the policy have an impact on wider community?	Yes
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2.3 Analysis on Initial Assessment

This scheme will deliver a holistic approach to increase levels of cycling. It will aim to provide best practice for all users. Cycle infrastructure will enable access to healthy, affordable travel and leisure for communities facing the most acute economic deprivation and health issues and in turn Growth and Transportation will look to support these areas.

These activities will work closely with businesses, schools and hard to reach communities such as ethnic minorities, disabled people in order to raise the profile of cycling and active travel alongside infrastructure. Some elements may particularly benefit disabled cyclists and if required the grant could be used to fund adapted bikes and/or facilities such as adapted showers and changing facilities. Consideration will need to be given to cycle parking, hubs, and accessibility.

In the previous phase of the Top Cycle Location Grant scheme, regular communication took place between the successful businesses/schools and the City Council regarding their grant applications. This grant application reviewed the number of employers/students, the current number of cyclists at the establishment, proposed increase in the number of cyclists, and existing cycling facilities.

Site assessments were carried out to ensure the most appropriate location and equipment was purchased. This was undertaken by either a Birmingham City Council Officer or the company responsible for installing the facilities.

Installation of the first 2 phases of TCL funded facilities was delivered up to the end of June 2016. Informal feedback from users has been very positive. No monitoring of the TCL element of the BCR programme is proposed, however success will be measured through the monitoring of cycling levels as a whole across the city. At this stage, no positive/negative impact has been identified.

3.1 Disability

3.1.1 Disability - Differential Impact

Disability	Relevant
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3.1.2 Disability - Impact

Describe how the Function meets the needs of Individuals with a disability?	Each organisation applying for the TCL grant will indicate whether they are looking for facilities that can be used by people with disabilities, and advice will be sought from suppliers of equipment/facilities. Location of facilities will take into account existing trip hazards. Street furniture as well as tactile paving etc, will be assessed to ensure there are no detrimental effects to people with disabilities.
Do you have evidence to support the assessment?	Yes
Please record the type of evidence and where it is from?	Statistical evidence from the census (and previous TravelWise surveys) on who is more likely to cycle.
Have you received any other feedback about the Function in meeting the needs of Individuals with a disability?	No
You may have evidence from more than one source. If so, does it present a consistent view?	Yes
Is there anything about the Function and the way it affects Individuals with a disability which needs highlighting?	No

3.1.3 Disability - Consultation

Have you obtained the views of Individuals with a disability on the impact of the Function?	Yes
If so, how did you obtain these views?	A question on the grant application form asks if employees with disabilities have been consulted with. This is done on an individual organisation basis. If specific requirements are highlighted a further assessment can be carried out.
Have you obtained the views of relevant stakeholders on the impact of the Function on Individuals with a disability?	No
<u>Comment</u> A question on the grant application form will ask if employees with disabilities have been consulted.	
If not, why not?	There are plans to consult relevant stakeholders
Is there anything about the Function and the way it affects Individuals with a disability which needs highlighting?	No

3.1.4 Disability - Additional Work

Do you need any more information to complete the assessment?	No
Please explain how.	This scheme will help to encourage more people to cycle. This will in turn lead to people using open spaces and integrating with their local communities. This will also link into the local links and green spaces elements of the BCR project.
Is there any more work you feel is necessary to complete the assessment?	Yes
Do you think that the Function has a role in preventing Individuals with a disability being treated differently, in an unfair or inappropriate way, just because of their disability?	No
Please explain what work needs to be done.	Ensure comments from key stakeholders are considered and where appropriate incorporated into the delivery of the scheme.
Do you think that the Function could help foster good relations between persons who share the relevant protected characteristic and persons who do not share it?	Yes
Do you think that the Function will take account of disabilities even if it means treating Individuals with a disability more favourably?	Yes
Do you think that the Function could assist Individuals with a disability to participate more?	Yes
Do you think that the Function could assist in promoting positive attitudes to Individuals with a disability?	Yes

3.2 Gender

3.2.1 Gender - Differential Impact

Gender	Relevant
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3.2.2 Gender - Impact

Describe how the Function meets the needs of Men and women?	The scheme will benefit male and female cyclists, for example if purchasing pool bikes, advice will be given on appropriate frames. Encouraging behavioural change towards cycling is of a particular benefit for female cyclists, who are less likely and willing to cycle in busy traffic.
Do you have evidence to support the assessment?	Yes
Please record the type of evidence and where it is from?	Census information and from previous Travelwise surveys.
Have you received any other feedback about the Function in meeting the needs of Men and women?	No
You may have evidence from more than one source. If so, does it present a consistent view?	Yes
Is there anything about the Function and the way it affects Men and women which needs highlighting?	No

3.2.3 Gender - Consultation

Have you obtained the views of Men and women on the impact of the Function?	Yes
If so, how did you obtain these views?	This is continually assessed when meeting with businesses and cycling groups, such as the Cycle Forum.
Have you obtained the views of relevant stakeholders on the impact of the Function on Men and women?	Yes
If so, how did you obtain these views?	Informal consultation has taken place with cycling groups such as Breeze, Women on Wheels and the My Neighbourhood project. In the previous phases of the project, information sessions were held at schools and businesses to obtain the views of both men and women. These sessions will be offered in the next phase of the project.
Is there anything about the Function and the way it affects Men and women which needs highlighting?	No

3.2.4 Gender - Additional Work

Do you need any more information to complete the assessment?	Yes
Please explain how individuals may be impacted.	The function will seek to encourage both men and women to cycle.

Please explain what information you need.	Further information will be obtained from the application form as well as engagement with schools and businesses. This will relate to specific equipment requirements such as shower facilities and bike geometry.
Is there any more work you feel is necessary to complete the assessment?	No
Do you think that the Function has a role in preventing Men and women being treated differently, in an unfair or inappropriate way, just because of their gender?	Yes

3.3 Concluding Statement on Full Assessment

This Equality Analysis covers the Top Cycle Location scheme as part of the Birmingham Cycle Revolution.

The Top Cycle Location Package will encourage and support cycling to educational establishments and employers across the city. The grant will provide facilities including cycle storage, signage and equipment.

The scheme will fully support the DfT's CCAG programme to promote sustainable travel options by increasing the attractiveness of cycling, which will contribute towards improving health and the environment, reducing car usage, and improving connectivity for households without a car. Many of the measures will also benefit pedestrians, public transport users and road safety.

Consultation and engagement will be carried out as an on-going process with individual organisations and employees. Information obtained from the grant application form will be used in the process of selecting businesses/schools to receive the grant.

The Top Cycle Location Scheme takes into the city council's responsibility in relation to equality. The scheme will benefit male and female cyclists, for example if purchasing pool bikes, advice will be given on appropriate frames. Encouraging behavioural change towards cycling is of a particular benefit for female cyclists, who are less likely and willing to cycle in busy traffic. Consideration has also been given to take account of disabled persons disabilities, even where that involves treating disabled persons more favourably than other persons. The grant application form asks if, through consultation with students and staff, any specific disability requirements have been identified. If necessary a further assessment will be carried out.

As previously stated in this Equality Assessment no adverse impact has been identified, therefore no consideration needs to be given to alternate options.

Relevant information (key findings of the assessment) have been documented. All grant application forms and equipment requirements are stored electronically which provide adequate records detailing how decisions have been made. Following on from this assessment, a Full Business Case will be submitted to the appropriate Cabinet Members to inform of them of proposals of the Top Cycle Location Scheme.

4 Review Date

31/03/18

5 Action Plan

There are no relevant issues, so no action plans are currently required.