

Equality Impact Assessment (EIA)

Before completing this form, please refer to the supporting guidance documents which can be found on the equality page of the intranet. The page also provides the name of your Corporate Equality Group member should you need any additional advice.

Equality Impact Assessments (EIAs) are a planning tool that enable us to build equality into mainstream processes by helping us to:

- consider the equality implications of our policies (this includes criteria, practices, functions or services - essentially everything we do) on different groups of employees, service users, residents, contractors and visitors
- identify the actions we need to take to improve outcomes for people who experience discrimination and disadvantage
- fulfil our commitment to public service.

The level of detail included in each EIA should be proportionate to the scale and significance of its potential impact on the people with protected characteristics.

This assessment may be published on the Authority’s website as part of a Council or Cabinet Report. It can also be requested under the Freedom of Information Act 2000 and can be used as evidence in complaint or legal proceedings.

Proposal details

1. Name of the policy or process being assessed	North Tyneside Cycling Strategy (2022 revision)	
2. Version of this EIA (e.g. a new EIA = 1)	1	
3. Date EIA created	15 September 2022	
	Name	Service or organisation
4. Principal author of this EIA	John Cram, Integrated Transport Officer	Regeneration and Economic Development
5. Others involved in writing this EIA <i>EIAs should not be completed by a sole author. Think about key stakeholders and others who can support the process and bring different ideas and perspectives to the discussion.</i>	Andrew Flynn, Integrated Transport Manager	Regeneration and Economic Development

6. What is the purpose of your proposal, who should it benefit and what outcomes should be achieved?

The existing North Tyneside Cycling Strategy was first adopted by Cabinet in March 2018. It fits within the overall context of the North Tyneside Transport Strategy, which sets out the Authority's transport vision. The Cycling Strategy is utilised, for example, to: shape our future decisions, influence sub-regional, regional and national issues, support future funding bids for cycling-related projects or initiatives and support the implementation of objectives in the North Tyneside Transport Strategy, North Tyneside Local Plan and Our North Tyneside Plan. The Cycling Strategy is accompanied by the North Tyneside Cycling Design Guide, which specifies design standards for cycling infrastructure provision.

The Cycling Strategy sets out the Authority's aims and objectives in respect of cycling. As an appendix, it includes the Local Cycling and Walking Infrastructure Plan (LCWIP), a detailed assessment of strategic cycle routes across the borough and walking and wheeling links in town centres.

The stated outcomes to be achieved by the Cycling Strategy are (in the refreshed 2022 version) to: helping more people to cycle; helping to improve cycling safety; designing cycling into our highways, infrastructure and regeneration investment; delivering a continuous network of strategic and local cycle routes; and helping more residents to be physically active, and businesses to adopt sustainable modes of transport such as cargo bikes. In addition, through the LCWIP, it will seek to achieve the outcome of securing investment to improve cycling, walking and wheeling infrastructure in the borough.

An Annual Report on the Transport Strategy is presented to Cabinet, usually in Summer, to update on progress against the five principles of the Transport Strategy: this includes data on cycling and other sustainable transport use.

The Cycling Strategy has now been refreshed, for consideration by Cabinet on 17 October 2022. As such, this is a new EIA which has been prepared in respect of the updated Cycling Strategy and updated Design Guide (together referred to as "the Strategy" below).

7. Does this proposal contribute to the achievement of the Authority's public sector equality duty? Will your proposal:

Write your answers in the table

Aim	Answer: Yes, No, or N/A	If yes, how?
Eliminate unlawful discrimination, victimisation and harassment	No	
Advance equality of opportunity between people who share a	Yes	Elements of the strategy will contribute to advancing equality of opportunity between people with a disability and those who do not have a disability. For example, cycling

protected characteristic and those who do not		promotion, provision for adapted cycles and construction of protected cycling infrastructure, and associated provision such as crossing facilities, may facilitate greater participation in cycling for people who, owing to a disability, experience difficulty in riding a conventional cycle or cycling among general traffic.
Foster good relations between people who share a protected characteristic and those who do not	No	

Evidence Gathering and Engagement

8. What evidence has been used for this assessment?

In carrying out the refresh of the Strategy we have used evidence from a range of sources, including national statistics and regional and local data, details of which are set out in the Transport Strategy Annual Report which is presented to Cabinet each year.

9.a Have you carried out any engagement in relation to this proposal?

	√
Yes - please complete 9b	
No	✓

9.b Engagement activity undertaken	With	When
-	-	-

9. Is there any information you don't have?

	√	Please explain why this information is not currently available
Yes - please list in section A of the action plan at Q13	✓	Cabinet approval is to be sought to carry out public consultation on the Strategy
No		

Analysis by protected characteristic

	A	B	C
11. Protected characteristic	Does this proposal and how it will be implemented have the <u>potential</u> to impact on people with this characteristic? (Answer – Yes or No)	If ‘Yes’ would the <u>potential</u> impact be positive or negative? (Answer – positive or negative)	Please describe the <u>potential</u> impact and the evidence (including that given in Q8 and 9) you have used
All Characteristics	No		
Sex – male or female	Yes	Positive	There is a potential positive impact from the Strategy on this characteristic in that activities such as cycling promotion and construction of protected cycling infrastructure, and associated provision such as crossing facilities, may contribute to equalising participation in cycling between women and men, which has potential to enable the health benefits of cycling to apply more widely.
Pregnancy and maternity – largely relates to employment, but also to some aspects of service delivery e.g. for breastfeeding women	No		

Age – people of different ages, including young and old	Yes	Positive	There is a potential positive impact from the Strategy on this characteristic in that activities such as cycling promotion, provision for adapted cycles and construction of protected cycling infrastructure, and associated provision such as crossing facilities, may facilitate greater participation in cycling for people who, owing to age, experience difficulty in riding a conventional cycle or cycling among general traffic. This has potential to enable the health benefits of cycling to apply more widely.
Disability – including those with visual, audio (BSL speakers and hard of hearing), mobility, physical, mental health issues, learning, multiple and unseen disabilities	Yes	Positive	There is a potential positive impact from the Strategy on this characteristic in that activities such as cycling promotion, provision for adapted cycles and construction of protected cycling infrastructure, and associated provision such as crossing facilities, may facilitate greater participation in cycling for people who, owing to a disability, experience difficulty in riding a conventional cycle or cycling among general traffic. This has potential to enable the health benefits of cycling to apply more widely.
Gender reassignment - includes trans, non-binary and those people who do not identify with or reject gender labels	No		
Race – includes a person’s nationality, colour, language, culture and geographic origin	No		
Religion or belief – includes those with no religion or belief	No		
Sexual orientation – includes gay, lesbian, bisexual and straight people	No		

Marriage and civil partnership status - not single, co-habiting, widowed or divorced– only relates to eliminating unlawful discrimination in employment	No		
Intersectionality - will have an impact due to a combination of two or more of these characteristics	No		

If you have answered **'Yes'** anywhere in column A please complete the rest of the form, ensuring that all identified negative impacts are addressed in either Q12 'negative impacts that cannot be removed' or Q13 'Action Plan' below

If you have answered **'No'** in all rows in column A please provide the rationale and evidence in the all characteristics box in column C and go to Q14 'Outcome of EIA'.

12.a Can any of the negative impacts identified in Q11 not be removed or reduced?

Yes - please list them in the table below and explain why	
No	✓

12.b Potential negative impact	What alternative options, if any, were considered?	Explanation of why the impact cannot be removed or reduced or the alternative option pursued.
-	-	-

Action Planning (you do not need to complete the grey cells within the plan)

13. Action Plan	Impact: (Answer remove or reduce)	Responsible officer (Name and service)	Target completion date
Section A: Actions to gather evidence or information to improve NTC's understanding of the potential impacts on people with protected characteristics and how best to respond to them (please explain below)			
The review of responses received to the public consultation which is to be carried out on the Strategy will include consideration of any feedback provided on potential impacts on people with protected characteristics and how best to respond to these.		Andrew Flynn, Regeneration and Economic Development	January 2023
Evidence and information is gathered as part of the preparation of the Transport Strategy Annual Report.		John Cram, Regeneration and Economic Development	July 2023
Section B: Actions already in place to remove or reduce potential negative impacts (please explain below)	-	-	
Not applicable			
Section C: Actions that will be taken to remove or reduce potential negative impacts (please explain below)	-	-	-
Not applicable			
Section D: Actions that will be taken to make the most of any potential positive impact (please explain below)			
Evidence and information which is gathered as part of the preparation of the Transport Strategy Annual Report can be used to identify opportunities to make the most of any potential positive impact as part of the development of transport plans and programmes.		Andrew Flynn, Regeneration and Economic Development	Ongoing

		John Cram, Regeneration and Economic Development	
Section E: Actions that will be taken to monitor the equality impact of this proposal once it is implemented (please explain below)			
Monitoring of the equality impact of the Strategy will be carried out as part of the preparation of the Transport Strategy Annual Report, which involves the gathering and analysis of relevant data and applying this to the future development of transport plans and programmes.		John Cram, Regeneration and Economic Development	July 2023
Section F: Review of EIA to be completed			
Initial review in light of consultation feedback		John Cram, Regeneration and Economic Development	Jan 2023
Review of EIA		John Cram, Regeneration and Economic Development	Sep 2026

14. Outcome of EIA

Based on the conclusions from this assessment:

Outcome of EIA	Tick relevant box	Please explain and evidence why you have reached this conclusion:
The proposal is robust, no major change is required.	✓	Identified potential impacts are positive

Continue but with amendments		
Not to be pursued		

Now send this document to the [Corporate Equality Group member for your service](#) for clearance.

Quality assurance and approval

Questions 15-18 are only for completion by the Corporate Equality Group Member for your service

15. Do you agree or disagree with this assessment?	Agree	<input checked="" type="checkbox"/>	Disagree	<input type="checkbox"/>
16. If disagree, please explain:				
17. Name of Corporate Equality Group Member:	Melissa Nilson			
18. Date:	20/09/22			

Conclusion:

- If the assessment is agreed, please send the document to the Head of Service for sign off.
- If you disagree return to author for reconsideration.

Questions 19-22 are only for completion by the Head of Service

19. Do you agree or disagree with this assessment?	Agree	<input checked="" type="checkbox"/>	Disagree	<input type="checkbox"/>
20. If disagree, please explain:				
21. Head of Service:	John Sparkes (Director)			

22. Date:

21/09/22

Please return the document to the Author and Corporate Equality Group Member.