

# Equality, Diversity, Cohesion and Integration Screening



As a public authority we need to ensure that all our strategies, policies, service and functions, both current and proposed have given proper consideration to equality, diversity, cohesion and integration.

A **screening** process can help judge relevance and provides a record of both the **process** and **decision**. Screening should be a short, sharp exercise that determines relevance for all new and revised strategies, policies, services and functions.

Completed at the earliest opportunity it will help to determine:

- the relevance of proposals and decisions to equality, diversity, cohesion and integration.
- whether or not equality, diversity, cohesion and integration is being/has already been considered, and
- whether or not it is necessary to carry out an impact assessment.

|                                      |  |
|--------------------------------------|--|
| <b>Directorate: City Development</b> | <b>Service area: Highways and Transportation</b> |
| <b>Lead person: Ray Hill</b>         | <b>Contact number: (0113) 3788096</b>            |

## 1. Title: Public Bike Share for Leeds

Is this a:

☐

**Strategy / Policy**

☒

**Service / Function**

☐

**Other**

**If other, please specify**

## 2. Please provide a brief description of what you are screening

The ambition for a city bike share scheme has been identified in the Cycling Starts Here Strategy for the city approved by the Council's Executive Board in June 2017.

The new free-flow (dock less) model of public bike share offers an opportunity for Leeds to have a scheme very soon with little financial input or risk. The main residual risk of such schemes for the Council is from a rogue or incompetent operator not putting management and operational controls in place for the schemes, where the main risk is bikes being ill-used and badly parked without proper collection and redistribution to maintain the equilibrium of the service.

The accompanying Executive Board report identifies the opportunities and benefits of introducing public bike hire into the city, and summarises the options and scheme

features considered during the progress to identify a suitable bike share operating partner. This screening process considers the impact of introducing a public bike share scheme on EDCI.

This screening report compliments the Cycling Infrastructure EDCI Impact Assessment dated 2011 which considers the overall impacts of introducing cycling infrastructure and promotion activities..

### 3. Relevance to equality, diversity, cohesion and integration

All the council's strategies/policies, services/functions affect service users, employees or the wider community – city wide or more local. These will also have a greater/lesser relevance to equality, diversity, cohesion and integration.

The following questions will help you to identify how relevant your proposals are.

When considering these questions think about age, carers, disability, gender reassignment, race, religion or belief, sex, sexual orientation and any other relevant characteristics (for example socio-economic status, social class, income, unemployment, residential location or family background and education or skills levels).

| Questions   | Yes      | No       |
|---|----------|----------|
| Is there an existing or likely differential impact for the different equality characteristics?  | <b>X</b> |          |
| Have there been or likely to be any public concerns about the policy or proposal?   | <b>X</b> |          |
| Could the proposal affect how our services, commissioning or procurement activities are organised, provided, located and by whom?   |          | <b>X</b> |
| Could the proposal affect our workforce or employment practices?  | <b>X</b> |          |
| Does the proposal involve or will it have an impact on <ul style="list-style-type: none"> <li>• Eliminating unlawful discrimination, victimisation and harassment</li> <li>• Advancing equality of opportunity</li> <li>• Fostering good relations</li> </ul> | <b>X</b> |          |

If you have answered **no** to the questions above please complete **sections 6 and 7**

If you have answered **yes** to any of the above and;

- Believe you have already considered the impact on equality, diversity, cohesion and integration within your proposal please go to **section 4**.
- Are not already considering the impact on equality, diversity, cohesion and integration within your proposal please go to **section 5**.

#### 4. Considering the impact on equality, diversity, cohesion and integration

If you can demonstrate you have considered how your proposals impact on equality, diversity, cohesion and integration you have carried out an impact assessment.

Please provide specific details for all three areas below (use the prompts for guidance).

- **How have you considered equality, diversity, cohesion and integration?** (think about the scope of the proposal, who is likely to be affected, equality related information, gaps in information and plans to address, consultation and engagement activities (taken place or planned) with those likely to be affected)

The proposal to bring forward a public bike hire scheme for the city is part of the 'Cycling Starts Here' Action Plan 2016/17 which was endorsed by the Council's Executive Board in June 2017. The CSH Board includes representatives from the Council, WYCA, British Cycling and the chair of Leeds Cycling Consultation forum.

In May 2016 a wide ranging public consultation on the Strategy and Action Plan was conducted. This received over 1500 responses from a range of interest groups and stakeholders including businesses, schools and the education sector, in addition to members of the public. **Diversity** The consultation employed the services of Voluntary Action Leeds (VAL) to ensure that people from minority groups were fully represented in the consultation, and consequently 11% of respondents were from a non-white British background (with a further 6% of the respondents not wanting to identify their ethnic origin). Inactivity is more common among those with a disability. As the bike share scheme develops it will introduce electric bikes making cycling easier for people with impairments. Similarly, the proportion of people reaching the recommended 150+ minutes of physical activity decrease with age. This group will also benefit from electric assisted bicycles.

##### **Equality**

There is a gender gap in cycling activity where currently women are less likely to cycle than men for both leisure and to work. The bike share scheme will help to address this as bike share helps to overcome issues like bike ownership, storage and accessibility which work as barriers to uptake and the normalisation of cycling as an everyday activity. The scheme also offers a low cost route into cycling activity with a zero deposit and cheap and flexible hire rates ensuring that everyone will be able to participate.

##### **Cohesion**

The introduction of a cycle share scheme in combination with the introduction of new cycling infrastructure e.g. City Connect, will lead to improved connectivity and interaction between communities. It will facilitate opportunities for job seekers, the unemployed and disadvantaged members of our community, helping them to better participate day to day activities.

##### **Integration**

Cycling activity generally is suppressed by traffic safety concerns, especially in young people whose parents do not allow them to travel by bike e.g. to school, even though surveys show that many wish to do so. Providing safe cycling conditions therefore benefits children as cycling is seen to become a normal daily activity. It helps young people develop confidence and skills at an early age, and is important in the battle

against obesity.

A number of external partners have also been consulted during the bike share evaluation process. A public stakeholder workshop held in August was attended by 50+ people representing local government, the education sector, large employers, developers and consultants from the Leeds area.

Separate meetings have been held with the University of Leeds, who would be a key early user of the bike share scheme, and our proposals have received their backing and support.

- **Key findings**

**(think about** any potential positive and negative impact on different equality characteristics, potential to promote strong and positive relationships between groups, potential to bring groups/communities into increased contact with each other, perception that the proposal could benefit one group at the expense of another)

Cycling is widely recognised as offering a low cost, environmentally friendly, and healthy form of travel and active recreation. However, the cost of owning a bicycle, and having somewhere safe to store it, is often a significant barrier for some people and communities. The public health potential of cycling for reducing some of the major causes of early mortality is also widely understood and researched. Nationally and internationally there are many examples of cities where cycling contributes to an enriched society and neighbourhoods by making a significant contribution to peoples mobility and access to jobs, schools, local services and recreation. The scheme will improve access to employment, skills development and education for all socio-economic classes. It will support the integration of communities wherever it is established.

The provision of a public bike share scheme will overcome many of these barriers by providing local access to low-cost bicycles to a range of potential users including employees, tourists, and residents living in deprived communities close to the city centre (phase 1) and wider. In the future, and as the scheme expands, the number of residents able to access bike share will increase. Scheme expansion will open up the opportunity to introduce electric bikes with their ability to make riding up hills, or over longer distances, a possibility for people with reduced fitness levels or who are naturally less fit due to age or disability. The scheme will therefore facilitate an affordable means of transport accessible to all income and employment classes.

As the bike share scheme develops the number of motorised journeys across the city centre will be checked or even reduced leading to improved air quality and an improved city centre environment for everyone. The scheme will create a safer cycling environment for all ages because as more cyclists become visible in the street, there follows a reduction in the rate of collisions as drivers become more aware of people cycling and adjust their driving behaviour accordingly. In particular the more vulnerable in society, children and senior citizens, will benefit from this change.

The riding of bike share cycles will be restricted, as now, to the public highway, cycle tracks and dedicated lanes, and other areas where cycling is already permitted. There should therefore be no detrimental effect on the ability of others to use the highway. The proper and appropriate parking of many more bicycles in the city centre has been identified as an area of concern, and the preferred operator has agreed to work with the

Council to minimise the impact on the public realm, including a 2 hour response time for parked bikes causing an obstruction. Proposals are being considered to increase the number of bicycle 'carports' which ensure the additional cycles are parked mainly on the road and are not left obstructing thoroughfares used by pedestrians.

- **Actions**

(think about how you will promote positive impact and remove/ reduce negative impact)

**Promoting positive Impacts**

The impacts of public bike share will be determined to a greater extent by the approach the operator takes to the day to day operation and maintenance of the scheme on the ground. Care has been taken to find a scheme operator that will honour their commitments to operating the scheme with minimal inconvenience to city goers, and by offering an open and attractive scheme to encourage uptake and acceptance. The preferred operator Ofo will commit operational standards through a 'Memo of Agreement', their own 'UK Charter', and by being a business fully accredited by BikePlus the UK representative body for bike share. These commitments are summarised below;

**Industry credentials:**

- Accredited by BikePlus to ensure industry standards are maintained, including business, service provision, maintenance and safety, and data collection requirements are met
- Ofo Charter commitments on Service management, Bike specification and safety, Community principles, and Business practices
- A Memorandum of Agreement where the operator agrees to remove badly parked bikes, remove faulty bikes, have public liability insurance, educate users on proper parking and bike use, implement geo-fencing technologies, share data with the Council

**Social inclusion:**

- No deposit, first 3 weeks free from launch, then low cost usage with daily cap
- Bike share hubs in communities further away from the city centre
- Stakeholder engagement in areas of deprivation, multi-ethnic communities, older groups and disability groups
- Donation of bikes for re-use in the community

**Cycle safety:**

- Cycle training and safety initiatives in conjunction with the Councils Influencing Travel Behaviour, Road Safety Team.

**Measures to reducing any negative impacts:**

The operator will introduce a points system to encourage the good use and efficient distribution of bikes. To avoid overcrowding and street clutter there will be a regular re-distribution of bikes by emission-free cargo bike trailer, or van. There will be a 24/7 call centre and response within 2 hrs. A dedicated LCC hotline will be made available to manage calls/enquiries from the Council. Care will be taken to ensure that new bike parking locations are chosen with regards to pavement widths to minimise conflicts and the impact on pedestrians. The bike share scheme will not introduce any new areas of shared-use and users are expected to respect the existing restrictions in place in pedestrianised areas. The operator is committed to working with local community groups to ensure a smooth introduction of the bike share scheme.

**5. If you are **not** already considering the impact on equality, diversity, cohesion and integration you **will need to carry out an impact assessment**.**

|  |     |
|--|-----|
| Date to scope and plan your impact assessment: | N/A |
|--|-----|

|   |  |
|---|--|
| Date to complete your impact assessment |  |
|---|--|

|  |  |
|--|--|
| Lead person for your impact assessment<br>(Include name and job title) |  |
|--|--|

## **6. Governance, ownership and approval**

Please state here who has approved the actions and outcomes of the screening

| <b>Name</b> | <b>Job title</b> | <b>Date</b> |
|-------------|------------------|-------------|
|-------------|------------------|-------------|

|             |                        |  |
|-------------|------------------------|--|
| Andrew Hall | Head of Transportation |  |
|-------------|------------------------|--|

|             |                           |  |
|-------------|---------------------------|--|
| Mark Allman | Head of Service for Sport |  |
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## **7. Publishing**

This screening document will act as evidence that due regard to equality and diversity has been given. If you are not carrying out an independent impact assessment the screening document will need to be published.

Please send a copy to the Equality Team for publishing

|                                 |                                |
|---------------------------------|--------------------------------|
| <b>Date screening completed</b> | 21 <sup>st</sup> November 2017 |
|---------------------------------|--------------------------------|

|                                   |  |
|-----------------------------------|--|
| <b>Date sent to Equality Team</b> |  |
|-----------------------------------|--|

|   |  |
|---|--|
| <b>Date published</b><br>(To be completed by the Equality Team) |  |
|---|--|