

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.

Directorate: City Development	Service area: Highways and Transportation
Lead person: Ray Hill	Contact number: (0113) 3788096

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.

A public bike share scheme will provide Leeds residents, employees and visitors with a new transport service at little financial risk to the Council whilst realising all the benefits that come from establishing a diverse mix of transport options to move around the city. To mitigate any residual risks (e.g. poor operation and management control by the operator, badly parked bikes and inadequate redistribution) the Council is securing its operator through a full OJEU tender process and formal contract.

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?	X	
Have there been or likely to be any public concerns about the policy or proposal?	X	
Could the proposal affect how our services, commissioning or procurement activities are organised, provided, located and by whom?		X
Could the proposal affect our workforce or employment practices?	X	
Does the proposal involve or will it have an impact on <ul style="list-style-type: none"> • Eliminating unlawful discrimination, victimisation and harassment • Advancing equality of opportunity • Fostering good relations 	X	

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 is introduced it will either provide electric assisted bicycles from the onset, or introduce them soon after as the scheme develops, making cycling easier for people with impairments and encourage people with low activity levels to cycle. Similarly, the proportion of people reaching the recommended 150+ minutes of physical activity decreases 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 or low cost deposit and cheap and flexible hire rates ensuring that everyone will be able to participate. Schemes will be developed to assist people in the most deprived community's access the bicycles at a reduced cost. These benefits can also be extended to job seekers.

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 2017 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 to agree to work with the Council to minimise the impact on the public realm, including an agreed response time for parked bikes causing an obstruction. An increase in the provision of bicycle stands and 'bikeports' will be considered to ensure additional cycles can be parked in defined areas so as not to obstruct pedestrian thoroughfares.

- **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. Through the procurement process, care will be taken to find a supplier that will operate with minimal inconvenience to city goers, and by offering an open and attractive scheme to encourage uptake and acceptance. The preferred operator will commit to operational standards through a formal contract and by being a business fully accredited by CoMoUK the UK representative body for bike share. These commitments are summarised below;

Industry credentials:

- Accredited, or pre-accredited, by CoMoUK to ensure industry standards are maintained, including business, service provision, maintenance and safety, and data collection requirements are met
- Contractual commitments on Service management, Bike specification and safety, Community principles, and Business practices
- Contractual obligations where the operator agrees to remove badly parked bikes, remove/repair 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:

- Low cost membership and ride options including built-in incentives to help the distribution of bikes
- Bike share hubs in communities further away from the city centre will support deprived communities by providing access to a low cost form of travel
- Stakeholder engagement in areas of deprivation, multi-ethnic communities, older groups and disability groups
- To work with the supplier to develop schemes to reduce the costs for certain target groups including job seekers, students and those on low income to benefit our most deprived communities

Cycle safety:

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

Measures to reducing any negative impacts:

Operators regularly use techniques like a points system to encourage the good use and efficient distribution of bikes. To avoid overcrowding and street clutter and ensure bikes are available to users, the regular re-distribution of bikes will be required. A 24/7 call centre and agreed response time standards to resolve issues with a dedicated LCC hotline to manage calls/enquiries from the Council will be required. 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 a user code of conduct will emphasise respect for the existing restrictions including those in place in pedestrianised areas. An operator who is committed to working with local community groups to ensure a smooth introduction of the bike share scheme is a pre-requisite for the 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 (Include name and job title)	

6. Governance, ownership and approval

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

Name	Job title	Date
Andrew Hall	Head of Transport Planning	4 April 2019

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

Date screening completed	4 April 2019
Date sent to Equality Team	
Date published (To be completed by the Equality Team)	