

## Cambridge City Council Equality Impact Assessment



Completing an Equality Impact Assessment will help you to think about what impact your strategy, policy, plan, project, contract or major change to your service may have on people that live in, work in or visit Cambridge, as well as on City Council staff.

The template is easy to use. You do not need to have specialist equalities knowledge to complete it. It asks you to make judgements based on evidence and experience. There are guidance notes on the intranet to help you. You can also get advice from Suzanne Goff, Strategy Officer on 01223 457174 or email [suzanne.goff@cambridge.gov.uk](mailto:suzanne.goff@cambridge.gov.uk) or from any member of the Joint Equalities Group.

### 1. Title of strategy, policy, plan, project, contract or major change to your service:

Cycleways (Joint) Capital Programme

### 2. What is the objective or purpose of your strategy, policy, plan, project, contract or major change to your service?

The City Council works in partnership with Cambridgeshire County Council to improve cycle routes and facilities used by cyclists in Cambridge in order to maintain, and build upon, our high levels of cycle use in the city.

### 3. Who will be affected by this strategy, policy, plan, project, contract or major change to your service? (Please tick those that apply)

- Residents
- Visitors
- Staff

A specific client group or groups (please state):

### 4. What type of strategy, policy, plan, project, contract or major change to your service is this? (Please tick)

- New
- Revised
- Existing

## 5. Responsible directorate and service

Directorate: Environment

Service: Streets and Open Spaces

## 6. Are other departments or partners involved in delivering this strategy, policy, plan, project, contract or major change to your service?

No

Yes (please give details):

Cambridge City Council S&OS, Planning, Urban Design and Conservation teams  
Cambridgeshire County Council (as Highway Authority)  
City and County Councillors  
User group representatives; for example CamCycle (Cambridge Cycling Campaign)

## 7. Potential impact

Please list and explain how this strategy, policy, plan, project, contract or major change to your service could **positively** or **negatively** affect individuals from the following equalities groups.

When answering this question, please think about:

- The results of relevant consultation that you or others have completed (for example with residents, people that work in or visit Cambridge, service users, staff or partner organisations).
- Complaints information.
- Performance information.
- Information about people using your service (for example whether people from certain equalities groups use the service more or less than others).
- Inspection results.
- Comparisons with other organisations.
- The implementation of your piece of work (don't just assess what you think the impact will be after you have completed your work, but also think about what steps you might have to take to make sure that the implementation of your work does not negatively impact on people from a particular equality group).
- The relevant premises involved.
- Your communications.
- National research (local information is not always available, particularly for some equalities groups, so use national research to provide evidence for your conclusions).

**(a) Age** (any group of people of a particular age, including younger and older people – in particular, please consider any safeguarding issues for children and vulnerable adults)

**Positive.** Encouraging more people to walk, and cycle, through the improvement of routes and other infrastructure, has significant health benefits for all ages. These travel modes are low cost, easy to learn, and enable independence, and accessibility, for younger and older people who may not have ready access to other means of transport.

**(b) Disability** (including people with a physical impairment, sensory impairment, learning disability, mental health problem or other condition which has an impact on their daily life)

**Positive.** Cycling, and walking, are particularly easy and affordable modes of transport for shorter trips around the city and do not discriminate between any particular characteristic groups. Some people, who have difficulty walking any distance, find that cycling provides increased mobility. All new and improved infrastructure schemes are designed to accommodate those less able and/ or mobile – with specialist cycles available for people with particular mobility needs.

**(c) Gender**

Neutral - no specific impact anticipated. Cycling and walking are easily accessible modes of transport for all characteristic groups. Specialist cycles available for people with particular needs

**(d) Pregnancy and maternity**

Neutral - no specific impact anticipated. Cycling and walking are easily accessible modes of transport for all characteristic groups. Specialist cycles available for people with particular needs.

**(e) Transgender** (including gender re-assignment)

Neutral - no specific impact anticipated. Cycling and walking are easily accessible modes of transport for all characteristic groups.

**(f) Marriage and Civil Partnership**

Neutral - no specific impact anticipated. Cycling and walking are easily accessible modes of transport for all characteristic groups.

**(g) Race or Ethnicity**

Neutral - no specific impact anticipated. Cycling and walking are easily accessible modes of transport for all characteristic groups.

### (h) Religion or Belief

Neutral - no specific impact anticipated. Cycling and walking are easily accessible modes of transport for all characteristic groups.

### (i) Sexual Orientation

Neutral - no specific impact anticipated. Cycling and walking are easily accessible modes of transport for all characteristic groups.

### (j) Other factors that may lead to inequality – in particular – please consider the impact of any changes on low income groups or those experiencing the impacts of poverty (please state):

**Positive.** Cycling and walking are easily affordable modes of transport and do not discriminate between any particular user groups. They provide access, and independence, for those who are on relatively low incomes.

### 8. If you have any additional comments please add them here

None

### 9. Conclusions and Next Steps

- If you have not identified any negative impacts, please sign off this form.
- If you have identified potential negative actions, you must complete the action plan at the end of this document to set out how you propose to mitigate the impact. If you do not feel that the potential negative impact can be mitigated, you must complete question 8 to explain why that is the case.
- If there is insufficient evidence to say whether or not there is likely to be a negative impact, please complete the action plan setting out what additional information you need to gather to complete the assessment.

All completed Equality Impact Assessments must be emailed to Suzanne Goff, Strategy Officer, who will arrange for it to be published on the City Council's website.  
Email [suzanne.goff@cambridge.gov.uk](mailto:suzanne.goff@cambridge.gov.uk)

## 10. Sign off

Name and job title of assessment lead officer: John Richards

Names and job titles of other assessment team members and people consulted:  
N/A

Date of completion: 6<sup>th</sup> September 2017

Date of next review of the assessment: N/A