

Equality Impact Assessment (EqIA)

Deciding what needs to be assessed

In theory all policies, decisions, services, projects and programmes should be impact assessed. The most practical approach is to assess as the proposal is being developed or as processes, services and policies come up for review making the EQIA part of the development process. Do not be put off by the list below, it does not mean that long and detailed assessments are required every time you are engaged in one of the activities. However, it does mean that you should always consider the equalities implications of your proposals.

Policy

- New policy development
- Substantial revision of an existing policy or process
- Any change which may have a disproportionate impact on a particular group

Decision

- Key decision
- Decision for management board/cabinet
- Budget change decision

Service

- New service
- Service review, including the decommissioning of services
- Any service change which may have a disproportionate impact on a particular group

Projects and programmes

- All, at planning stage

Further information: [Equality Impact Assessments - a user's guide](#)

Section One

	Question	Response
1.1	Name of policy/decision/service/project/programme being assessed	Wheels for All Cycling (Inclusive Cycling)
1.2	Summary of aims and objectives of the policy/decision/service/project/programme	Transferring responsibility of the Wheels For All programme from Swindon Borough Council to Central North Swindon Parish Council including the delivery of sessions from Foundation Park to the Moredon Sporting Hub as of June 2024.
1.3	Who is affected by the policy/decision/service/project/programme? (e.g. employees/service users/supplier/contractor)	<p>Clients will be affected with the change in location. In the last year we have had 110 people access this service with Swindon Borough Council. We currently see approx. 25 participants per session.</p> <p>The Harriers who hire out the track will be affected with a reduction in income; however, the track will be available for other groups to hire out.</p>
1.4	What involvement and consultation has been done in relation to this proposal? (e.g. with relevant groups and stakeholders)	<ul style="list-style-type: none"> • Central North Parish Council – as they have developed the offer at Moredon Sporting Hub • British Cycling – in their role as development officers and involved in creation of the Moredon Sporting Hub • Volunteers already involved in the sessions • Initial conversations about the Moredon Hub have been had with clients and carers, however this was limited initially due to the need for us to await legal/property advice. • A letter has been sent to participants to share with them to concept of a move to Moredon; highlighting the exciting opportunity this presents and how we would support them through the change. • Once transfer is agreed, we will run a survey with clients/carers to ensure they are involved in the proposed new sessions and can input into the new offer. • Consultation with elected members for public health and adult services.
1.5	What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?	We will work closely with the Moredon Sporting Hub to monitor the number of clients attending sessions and support existing clients to access the new sessions.

Section Two - Protected Characteristics

Protected Characteristic Group	Is there a potential for positive or negative impact? Is the impact neutral?	Please explain and give examples of any evidence/data used	Action to address negative impact (e.g. adjustment to the proposal)
Disability	Positive The Parish Council will be sourcing funding to increase the capacity of the sessions by procuring new bikes.	Following meetings with the cycling lead at the Moredon Hub. They are committed to running at minimum 2 W4A at the same times as our current sessions run. There is also plans to run more sessions during the week and on weekends offering more flexibility and opportunity.	
Gender Reassignment	Neutral Impact		
Marriage or Civil Partnership	Neutral Impact		
Pregnancy and Maternity	Neutral Impact		
Race	Neutral Impact		
Religion or Belief	Neutral Impact		
Sexual Orientation	Neutral Impact		
Sex (gender)	Neutral Impact		
Age	Positive The Parish Council will be sourcing funding to increase the capacity of the sessions by procuring new bikes.	We currently have limited opportunity to support children & young people so having the sessions at Moredon will provide increased opportunity for children and families	
Children in Care and Care Leavers	Neutral Impact		

Section Three- Evaluation

3.1	Is it possible the proposed policy or activity or change in policy or activity could discriminate or unfairly disadvantage people?	This change should not discriminate or unfairly disadvantage people as the current sessions will continue on the same days and times as currently run. The new site has good transport links by public transport and has a large free car park. The new provider is reviewing the pricing, currently at £3 a session, but plan to do this in consultation with clients.
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Final Decision:	Tick the relevant box	Include any explanation / justification required
1. No barriers identified; therefore activity will proceed.	x	
2. Stop at some point because the data shows bias towards one or more groups		
3. Adapt or change the event in a way which you think will eliminate the bias		
4. Barriers and impact have been identified, however having considered all available options carefully, there appear to be no other proportionate ways to achieve the aim of the policy or practice (e.g. in extreme cases or where positive action is taken). Therefore proceed with caution with this knowing that it may favour some people less than others, providing justification for this decision.		

Section Four – Record Keeping

Will this EqIA be published* (*EqIA's should be published alongside relevant event paperwork including cabinet papers:	Yes/Not required
Date Completed	14.05.2024
Review date (if applicable)	

Change Log

Name	Date	Version	Change Made
S. Maddern	22/5/2024	V2	Small edits to wording

Responsibilities			
Name of person leading this EqIA	Hassan Adam, Programme Manager (Live Well)	Date Completed	14.05.2024
Names and roles of people involved in the consideration of impact	Helena Robinson, Head of Service	Lewis Bird, PH Specialist	
Name of Director signing EqIA	Steve Maddern	Date Signed	22/05/2024