



Equality Impact Assessment

What is an Equality Impact Assessment (EIA) and why does the County Council do them?

The [Public Sector Equality Duty](#) (PSED) is an obligation within the [Equality Act 2010](#) ("the Act"), which asks public authorities, like Hampshire County Council, to give 'due regard' to equality considerations, in particular to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

This includes assessing the impact of policies and practices on individuals and communities with a protected characteristic, as defined in the Act and some other specific groups. The County Council uses EIAs to ensure it has paid 'due regard' to equalities considerations when there are changes to a service or policy, a new project or certain decisions.

EIA author	Position & Department	Contact
Lyndsay Ellarby	Principal Road Safety Officer (Children) Economy, Transport and Environment	lyndsay.ellarby@hants.gov.uk Tel:03707 797267

Title:	Bikeability Cycle Training
Related EIAs:	None

EIA for Savings Programme:	No
Service affected	Bikeability Cycle Training
Description of the service/policy/project/project phase	Bikeability training is provided free to schools and students. Children have the opportunity to develop new skills, improve confidence, and gain a sense of pride and achievement. Bikeability level 2 lays the foundation for safe cycle practice, whilst level 3, which is available to all secondary schools across the county, gives children the opportunity to tackle a variety of road situations under the guidance of nationally qualified instructors. Bikeability Plus supports Bikeability at Levels 1, 2 and 3. Bikeability Plus is underpinned by the National Standard. The modules address a range of cycling barriers and support children and families cycling more safely, more often.
New/changed service/policy/project	The proposal is to provide training through a new in-house provider (within Hampshire County Council) to replace the existing external provider, and thereby to continue providing Bikeability training to schools and students in Hampshire. This impact assessment covers Service users. There is no proposed change to the service delivered.

Engagement
None

Equalities considerations - Impact Assessment

Age

Impact on public	Neutral
Impact on staff	Neutral

Rationale	<p>The training provided is fully inclusive and should have no impact on groups with protected characteristics. Training will be adapted to suit the needs of any child where appropriate and individual risk assessments will be undertaken.</p> <p>This decision seeks to change the service provider, with no change to the service being delivered, so has been assessed as having a neutral impact on groups with protected characteristics.</p>
Mitigation	

Disability

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>The training provided is fully inclusive and should have no impact on groups with protected characteristics. Training will be adapted to suit the needs of any child where appropriate and individual risk assessments will be undertaken.</p> <p>This decision seeks to change the service provider, with no change to the service being delivered, so has been assessed as having a neutral impact on groups with protected characteristics.</p>
Mitigation	

Gender Reassignment

Impact on public	Neutral

Impact on staff	Neutral
Rationale	<p>The training provided is fully inclusive and should have no impact on groups with protected characteristics. Training will be adapted to suit the needs of any child where appropriate and individual risk assessments will be undertaken.</p> <p>This decision seeks to change the service provider, with no change to the service being delivered, so has been assessed as having a neutral impact on groups with protected characteristics.</p>
Mitigation	

Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>The training provided is fully inclusive and should have no impact on groups with protected characteristics. Training will be adapted to suit the needs of any child where appropriate and individual risk assessments will be undertaken.</p> <p>This decision seeks to change the service provider, with no change to the service being delivered, so has been assessed as having a neutral impact on groups with protected characteristics.</p>
Mitigation	

Race

Impact on public	Neutral
Impact on staff	Neutral

Rationale	<p>The training provided is fully inclusive and should have no impact on groups with protected characteristics. Training will be adapted to suit the needs of any child where appropriate and individual risk assessments will be undertaken.</p> <p>This decision seeks to change the service provider, with no change to the service being delivered, so has been assessed as having a neutral impact on groups with protected characteristics.</p>
Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>The training provided is fully inclusive and should have no impact on groups with protected characteristics. Training will be adapted to suit the needs of any child where appropriate and individual risk assessments will be undertaken.</p> <p>This decision seeks to change the service provider, with no change to the service being delivered, so has been assessed as having a neutral impact on groups with protected characteristics.</p>
Mitigation	

Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	

	<p>The training provided is fully inclusive and should have no impact on groups with protected characteristics. Training will be adapted to suit the needs of any child where appropriate and individual risk assessments will be undertaken.</p> <p>This decision seeks to change the service provider, with no change to the service being delivered, so has been assessed as having a neutral impact on groups with protected characteristics.</p>
Mitigation	

Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>The training provided is fully inclusive and should have no impact on groups with protected characteristics. Training will be adapted to suit the needs of any child where appropriate and individual risk assessments will be undertaken.</p> <p>This decision seeks to change the service provider, with no change to the service being delivered, so has been assessed as having a neutral impact on groups with protected characteristics.</p>
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>The training provided is fully inclusive and should have no impact on groups with protected characteristics. Training will be adapted to suit the needs of any child where appropriate and</p>

	<p>individual risk assessments will be undertaken.</p> <p>This decision seeks to change the service provider, with no change to the service being delivered, so has been assessed as having a neutral impact on groups with protected characteristics.</p>
Mitigation	

Poverty

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>The training provided is fully inclusive and should have no impact on groups with protected characteristics. Training will be adapted to suit the needs of any child where appropriate and individual risk assessments will be undertaken.</p> <p>This decision seeks to change the service provider, with no change to the service being delivered, so has been assessed as having a neutral impact on groups with protected characteristics.</p>
Mitigation	

Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>The training provided is fully inclusive and should have no impact on groups with protected characteristics. Training will be adapted to suit the needs of any child where appropriate and individual risk assessments will be undertaken.</p>

	This decision seeks to change the service provider, with no change to the service being delivered, so has been assessed as having a neutral impact on groups with protected characteristics.
Mitigation	

Geographical Impact:All Hampshire

Equality Statement

Additional information:

Hampshire County Council is proposing to change the service provider, there is no change to the service.

The training provided is delivered to the National Standard, delivered by trained instructors and is inclusive for all trainees. Quality assurance is completed to ensure instructors are working to the delivery guide and are teaching the set criteria. No consultation is necessary as it will be specified in the tender that all instructors must be qualified to the National Standard and must be delivering the inclusive National Standard for Cycling. The National Standard is a holistic statement of cycling competence for all people embracing all abilities, who ride any type of cycle, everywhere cycling is permitted.

Overview Statement:

Assessment to show that due regard has been given and that there is no requirement for a full EIA:

EIA reference number: 00203

Date of production of EIA for publication: 06/04/2022