



Title: Bristol Regional Cycling Hub	
<input type="checkbox"/> Policy <input type="checkbox"/> Strategy <input type="checkbox"/> Function <input checked="" type="checkbox"/> Service <input type="checkbox"/> Other [please state]	<input type="checkbox"/> New <input type="checkbox"/> Already exists / review <input checked="" type="checkbox"/> Changing
Directorate: Growth & Regeneration	Lead Officer name: Adam Crowther
Service Area: Economy of Place / City Transport	Lead Officer role: Head of Service

**Step 1: What do we want to do?**

The purpose of an Equality Impact Assessment is to assist decision makers in understanding the impact of proposals as part of their duties under the Equality Act 2010. Detailed guidance to support completion can be found here [Equality Impact Assessments \(EqIA\) \(sharepoint.com\)](#).

This assessment should be started at the beginning of the process by someone with a good knowledge of the proposal and service area, and sufficient influence over the proposal. It is good practice to take a team approach to completing the equality impact assessment. Please contact the [Equality and Inclusion Team](#) early for advice and feedback.

**1.1 What are the aims and objectives/purpose of this proposal?**

Briefly explain the purpose of the proposal and why it is needed. Describe who it is aimed at and the intended aims / outcomes. Where known also summarise the key actions you plan to undertake. Please use plain English, avoiding jargon and acronyms. Equality Impact Assessments are viewed by a wide range of people including decision-makers and the wider public.

The Bristol Cycling Centre has been in existence since 2010 and is currently operating from a temporary location at the Old Whitchurch Athletics Track in Bamfield. The centre has been at this location for seven years, offering a range of services to teach people how to ride cycles and improve their riding skills as well as programmes focusing on inclusion, health and Active Travel. It provides a fully inclusive service catering for people of all ages and abilities.

The cycling centre needs to relocate from its current site because the land is required for the New Hengrove Park Development, and operations cannot continue at the Bamfield site beyond 2027 to ensure delivery of the final phase of the housing development.

A new facility, Bristol Regional Cycling Hub (BRCH) will replace the existing cycling centre in Bamfield. The BRCH is a strategic and transformative initiative by Bristol City Bristol City Council (BCC) to create a regional inclusive cycling infrastructure at a permanent site within the Henacre/Merriman’ Open Space in Avonmouth & Lawrence Weston Ward, northwest Bristol.

The focus of this preliminary EqIA is on the approval of expenditure to develop the business case and submit a full planning application for the proposed cycling hub at Henacre/Merriman’s Open Space in Avonmouth & Lawrence Weston Ward

Once this has been agreed and the approval is granted, the outcome of the business case and planning application will enable the funding to be released to build the new BRCH.

This is a living document that will be updated as the project evolves.

Should the new funding not be forthcoming, or the BRCH site fails to get the necessary planning permissions, the current site at Hengrove will close in 2027, it will not be replaced and there will be significant adverse impacts for the service and its customers.

This is an assessment of the impacts of closing at the current site in Hengrove and relocating the current service to the new Bristol Regional Cycling hub (BRCH) facility in Henacre/Merriman’s Open Space in Avonmouth & Lawrence Weston Ward.

Both sites need to be looked at in this EQIA as the Hengrove site will need to close regardless. There will be significant positive impacts from relocating the service to the BRCH site but some negative impacts for those living near the current site in Hengrove and adjacent areas, namely the loss of the facility itself. There is no space within the Hengrove Park development to continue on the current site in any form.

The BRCH site offers the opportunity to deliver a more comprehensive range of services including major programmes targeted, Bikeability and Active Travel, providing a sport cycling track, educational and volunteering opportunities and addressing health and socio-economic inequalities as well as increased services for groups with protected characteristics.

### 1.2 Who will the proposal have the potential to affect?

<input checked="" type="checkbox"/> Bristol City Council workforce	<input checked="" type="checkbox"/> Service users	<input checked="" type="checkbox"/> The wider community
<input checked="" type="checkbox"/> Commissioned services	<input checked="" type="checkbox"/> City partners / Stakeholder organisations	
Additional comments: Also extensive programme of volunteering and work experience		

### 1.3 Will the proposal have an equality impact?

Could the proposal affect access levels of representation or participation in a service, or does it have the potential to change e.g. quality of life: health, education, or standard of living etc.?

If 'No' explain why you are sure there will be no equality impact, then skip steps 2-4 and request review by Equality and Inclusion Team.

If 'Yes' complete the rest of this assessment, or if you plan to complete the assessment at a later stage please state this clearly here and request review by the Equality and Inclusion Team.

<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
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## Step 2: What information do we have?

### 2.1 What data or evidence is there which tells us who is, or could be affected?

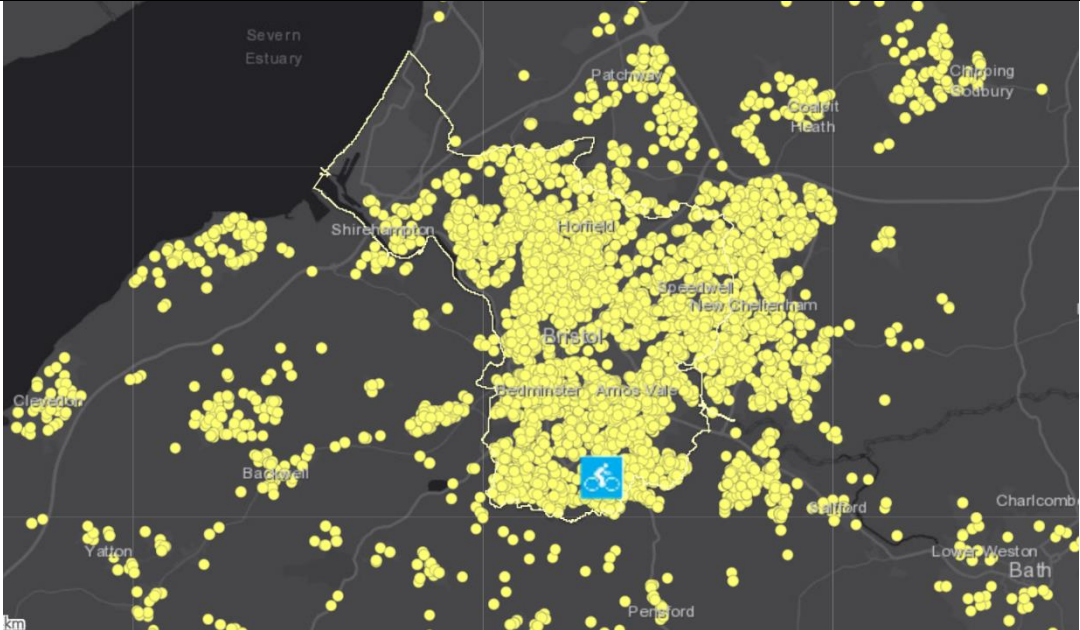
Please use this section to demonstrate an understanding of who could be affected by the proposal. Include general population data where appropriate, and information about people who will be affected with particular reference to protected and other relevant characteristics: <https://www.bristol.gov.uk/people-communities/measuring-equalities-success>.

Use one row for each evidence source and say which characteristic(s) it relates to. You can include a mix of qualitative and quantitative data e.g. from national or local research, available data or previous consultations and engagement activities.

Outline whether there is any over or under representation of equality groups within relevant services - don't forget to benchmark to the local population where appropriate. Links to available data and reports are here [Data, statistics and intelligence \(sharepoint.com\)](#). See also: [Bristol Open Data \(Quality of Life, Census etc.\)](#); [Joint Strategic Needs Assessment \(JSNA\)](#); [Ward Statistical Profiles](#).

For workforce / management of change proposals you will need to look at the diversity of the affected teams using available evidence such as [HR Analytics: Power BI Reports \(sharepoint.com\)](#) which shows the diversity profile of council teams and service areas. Identify any over or under-representation compared with Bristol economically active citizens for different characteristics. Additional sources of useful workforce evidence include the [Employee Staff Survey Report](#) and [Stress Risk Assessment Form](#)

<b>Data / Evidence Source</b> [Include a reference where known]	<b>Summary of what this tells us</b>
Profiled Customer attendances	<p>The catchment for both the current and proposed site is local, citywide, and beyond as demonstrated in the postcode plot below. The development of the BRCH as a local, city and regional development will attract people from across the geographical boundaries. Many of the current customers come from within the city, from South Gloucestershire, Bath and Northeast Somerset, North Somerset and beyond.</p> <p>In terms of Quality of Life and Ward data, it is difficult to pinpoint which dataset to use in the above context.</p> <p>This is a living document that will be updated as the project evolves.</p> <p>From the data available from the current site:</p> <p>There is c.20,000 customer attendances per year at the current site and predicted numbers at the BRCH ranging from approximately c.60,000 in the first year through to c.97,000 by year 3.</p> <p>Some services users with protected characteristics can be determined by the session type e.g. people attending disability sessions will be disabled, and people attending session for older people will be in older age categories, however, most activities are open to all and will not necessarily record participants with protected characteristics. Some activities require monitoring to claim funding, e.g Bikeability courses collect data on gender, age, SEND status etc.</p> <p>By the nature of the service offers the Centre attracts above average representation of some groups with protected characteristics, for example children account for more than 50% of attendances and disabled people for around 25%.</p> <p>There is a fairly even gender representation among children but not among young adults and older people. Data on race and religion is lacking but is likely that there are groups who are under-represented.</p> <p>People participating in volunteering, work experience and skills training programmes have high representation of younger people currently with pupils on Work experience and Duke of Edinburgh Award Schemes. At the BRCH there will be greater volunteering and skills training provision.</p>
Postcode analysis	<p>Analysis of customer postcodes shows that the current centre attracts customers from all areas of the city as well as having a significant regional catchment area (see map below). Demographic profiling of postcodes shows a significant proportion of customers are from areas of high deprivation. People are willing to travel to use the Centre as this is the only facility of this type in Bristol and there are only limited options for inclusive cycling in the region. The BRCH will be both a local, regional, and national centre for cycling. From anecdotal advice from British Cycling, sports cyclists are likely to travel from Cornwall, Wales, across as far as London and up to the West Midlands for races and competitions.</p> <p>Customer postcode origins.</p> <p><a href="https://arcgis.com">Bristol Cycling Centre registrants (arcgis.com)</a> April 2024</p> <p>The below is all the postcode data collected over the years the current centre has been open. This dataset is not complete and is compiled from the data that people have voluntarily provided. Postcode is not a compulsory field on the current booking system.</p>

Data / Evidence Source [Include a reference where known]	Summary of what this tells us
	
Staff profiles	A higher-than-average proportion of current staff fall in the older age category, though in recent months staff that are in the 25 to 35 age bracket have been recruited to both the Operations and Cycling Instructor teams.

**2.2 Do you currently monitor relevant activity by the following protected characteristics?**

<input checked="" type="checkbox"/> Age	<input checked="" type="checkbox"/> Disability	<input type="checkbox"/> Gender Reassignment
<input type="checkbox"/> Marriage and Civil Partnership	<input type="checkbox"/> Pregnancy/Maternity	<input type="checkbox"/> Race
<input type="checkbox"/> Religion or Belief	<input checked="" type="checkbox"/> Sex	<input type="checkbox"/> Sexual Orientation

**2.3 Are there any gaps in the evidence base?**

Where there are gaps in the evidence, or you don't have enough information about some equality groups, include an equality action to find out in section 4.2 below. This doesn't mean that you can't complete the assessment without the information, but you need to follow up the action and if necessary, review the assessment later. If you are unable to fill in the gaps, then state this clearly with a justification.

For workforce related proposals all relevant characteristics may not be included in HR diversity reporting (e.g. pregnancy/maternity). For smaller teams diversity data may be redacted. A high proportion of not known/not disclosed may require an action to address under-reporting.

There are some gaps in the supporting evidence arising from the amount of work required to manually collate information that could be expanded on if this EQIA progresses. Within the information that is held some courses are monitored in more depth than others, particularly ones that are eligible for grant funding. There are gaps in data on race, sexual orientation, religion /Belief, Gender reassignment etc. A planned Customer Management System and bespoke booking system would enable more comprehensive information to be collected and analysed, but we are not in a position to procure this whilst there is uncertainty over the future of the service. Planned programmes aimed at addressing transport deprivation, health inequality and social isolation will include more detailed monitoring if the BRCH secures funding and planning approval. Although not all characteristics are currently quantifiable, the operational and cycle training staff who have ongoing client contact will for some characteristics be able to identify areas where there are clear over / under-representation which can aid decision making in the absence of hard data.

## 2.4 How have you involved communities and groups that could be affected?

You will nearly always need to involve and consult with internal and external stakeholders during your assessment. The extent of the engagement will depend on the nature of the proposal or change. This should usually include individuals and groups representing different relevant protected characteristics. Please include details of any completed engagement and consultation and how representative this had been of Bristol's diverse communities. See <https://www.bristol.gov.uk/people-communities/equalities-groups>.

Include the main findings of any engagement and consultation in Section 2.1 above.

If you are managing a workforce change process or restructure please refer to [Managing change or restructure \(sharepoint.com\)](#) for advice on consulting with employees etc. Relevant stakeholders for engagement about workforce changes may include e.g. staff-led groups and trades unions as well as affected staff.

Due to the uncertainty of funding, there has been very little engagement with stakeholders to date. They have not been involved or consulted at this provisional stage to avoid creating unnecessary work, or raising expectation of new provision that could not necessarily be delivered.

There was some community and stakeholder engagement for previous unsuccessful funding bids. There is public engagement planned for later this year from October onwards once there is funding certainty.

**Workforce:** The current Cycling Centre employs a mix of full-time and part-time staff to manage the Centre and deliver the cycling activities. Around 15 Bristol City Council staff are employed at the current centre. This would increase when the BRCH is operational and also offer employment to sports coaches and other trainers though not necessarily employed by BCC. A higher-than-average proportion of current staff fall in the older age category, though in recent months staff that are in the 25 to 35 age brackets have been recruited to both the Operations and Cycling Instructor teams.

There would also be minor revenue impacts on other BCC services who support the centre e.g Parks are paid to undertake some of the grounds maintenance, this will hopefully continue on the BRCH site.

A number of partner organisations support service delivery including local third sector cycling organisations- Bristol Bike Project and Lifecycle – who are contracted to provide cycle maintenance services and Cycle Trainers to support peak-time delivery periods. Closure at the current site in Hengrove may result in impacts on their staff and there may be broader impacts as these organisations rely on contracts with BCC to support their wider operations and activities in the City. However, these organisations will form part of the planned Stakeholder Engagement later this year and the results of that taken into consideration. Other organisations may want to either co locate or operate from the BRCH.

### Partners

In addition to the cycling organisations listed above BCC also work with a number of health providers and sporting organisations to deliver inclusive cycling activities and targeted health and active travel programmes aimed at reducing inequalities. These programmes wouldn't be adversely affected or impossible to deliver if the Centre relocated, provided transport links do not become a barrier. Other organisations from the north of the city are likely to want to either co locate or operate from the BRCH.

There are considerations made within the new office areas at the BRCH as part of the building design for BCC staff to be able to hot desk at the new location.

Through the volunteering and training activities there are also links with Colleges, social services, job centres and community groups.

### Clients.

Some of the Centre's client groups are listed below. Many of the schools listed will be utilising the adapted cycles and specialist disability services. Most of the groups and SEND schools used to come to the original pilot project in St Agnes Park in the centre of the city, they still come to the centre in Hengrove, and most will make the journey to the new BRCH in the north of the city, however some won't, and other groups will find it easier geographically. This is demonstrated by the postcode plot above in this document. People are prepared to travel for the facilities that are offered.

2nd Portishead Scout Group - Scouts  
Access Sport - Sports Organisation  
Affinity Trust - Care Provider  
Autism Home Ed - Home educated children  
Bean Learning (Home Ed) - Home educated children  
Beavers - Scout type group  
Backwell - School  
Belgrave - School  
Brandon Trust - Care Provider  
Blaise High - School  
Briarwood Nexus - School  
Briarwood Primary - School  
Briarwood Secondary - School  
Bristol Autism Project - Disability Organisation  
Bridge Learning Campus - School  
City Of Bristol College - College  
Castle - School  
Community Links - Care Provider  
Concrete Therapy Runners - Running Group  
Culverhill School  
Direct Line - Sponsored event at centre  
EDU Access - Care Provider  
Claremont - School  
Frame Runners - Cerebral Palsy Group (MOU)  
Elmfield - School  
HMS Flying Fox - Time trials for new recruits private hire  
Keynsham Mencap - Disability Organisation  
Hareclive - School  
Kingsweston - School  
Kingsweston Napier Miles - School  
Kingsweston Shire - School  
Knowle West Health Park - Care Provider  
Knowle DGE - School  
Nat Autistic Soc - Disability Organisation  
Neptune School  
Merchants - School  
Props - Care Provider  
New Fosseway - School  
Sandford/Churchill Cubs - Scout type group  
Sense - Disability Organisation  
SHINE - Disability Organisation  
SilvaCare - Care Provider  
Sirona Care OT - OT childrens Holiday scheme  
South Glos College - College  
Southville Runner - Running Group  
Special Friends Club - Disability Organisation  
The Aurora group - Care Provider  
The Family Centre (Deaf Children) - Disability Organisation  
the Freya foundation - Disability Organisation Sponsored event at centre  
Three trees - Care Provider

Ravenswood - School  
Venturers - School  
Voyage Care - Care Provider  
Victoria Park - School  
Wansdyke - School  
WECIL - Disability Organisation  
Whitchurch Beavers - Scout type group  
Warmley Park - School

## 2.5 How will engagement with stakeholders continue?

Explain how you will continue to engage with stakeholders throughout the course of planning and delivery. Please describe where more engagement and consultation is required and set out how you intend to undertake it. Include any targeted work to seek the views of under-represented groups. If you do not intend to undertake it, please set out your justification. You can ask the Equality and Inclusion Team for help in targeting particular groups.

Engagement hasn't started. The current Centre will close and relocate there will need to be an ongoing stakeholder / customer engagement and Comms strategy. This is planned to start in October 2024 and run through the planning process.

## Step 3: Who might the proposal impact?

Analysis of impacts must be rigorous. Please demonstrate your analysis of any impacts of the proposal in this section, referring to evidence you have gathered above, and the characteristics protected by the Equality Act 2010. Also include details of existing issues for particular groups that you are aware of and are seeking to address or mitigate through this proposal. See detailed guidance documents for advice on identifying potential impacts etc. [Equality Impact Assessments \(EqIA\) \(sharepoint.com\)](https://sharepoint.com)

### 3.1 Does the proposal have any potentially adverse impacts on people based on their protected or other relevant characteristics?

Consider sub-categories (different kinds of disability, ethnic background etc.) and how people with combined characteristics (e.g. young women) might have particular needs or experience particular kinds of disadvantage.

Where mitigations indicate a follow-on action, include this in the 'Action Plan' Section 4.2 below.

#### **GENERAL COMMENTS** (highlight any potential issues that might impact all or many groups)

There will be significant positive impacts from relocating the service to the BRCH site but some negative impacts for those living near the current site in Hengrove and adjacent areas, namely the loss of the facility itself. There is no space within the Hengrove Park development to continue on the current site in any form. Some of those participants will fall into one or more groups based on their protected or other relevant characteristics. A Transport Assessment as part of the Outline and Full Business case will be provided which is likely to show that some people who currently attend the site may find it difficult to access the new site as the current transport links may be too costly financially or timewise, or they may not have access to other means of transport. Please note, many of our customers will fall into multiple protected characteristic groups so some figures referenced will include double or triple counting. The below sections will have a negative adverse impact on some and positive impact on those who will now have access to the site or those who can travel. There will be significant positive impacts from relocating the service to the BRCH site but some negative impacts for those living near the current site in Hengrove and adjacent areas, namely the loss of the facility itself. There is no space within the Hengrove Park development to continue on the current site in any form. A Transport Assessment as part of the Outline and Full Business case will be provided which is likely to show that some people who currently attend the site may find it difficult to access the new site as the current transport links may be too costly financially or timewise, or they may not have access to other means of transport.

The business and social value case has been well established by the operation of the centre at Bristol Cycling Centre Hengrove Park over the past 7 years and will be demonstrated in the OBC and FBC. The Centre delivers a wide range of cycle training services to adults and children as part of BCC's Active Travel, Road Safety and Public Health programmes, contributing to a broad range of BCC Transport, public health, economic and sustainability objectives.

On a personal level, taking up cycling can make a major contribution to people's physical and mental health as well as improving people's access to employment, services, leisure and social opportunities.

The centre is fully inclusive and offers a range of low-cost services to people of all ages and abilities and the majority of the current customer base includes people with one or more protected characteristic as well as socio-economic and health inequality. With around 20,000 customer visits at the current centre the relocation of the service would have positive impacts at a strategic, community and personal level. The predicted customer visit numbers at the BRCH ranges from approximately c.60,000 in the first year through to c.97,000 by year 3.

The service works with multiple partner organisations and community groups (see section 2.4) to deliver the core programme of cycling activities as well as providing volunteering, training and skills development and employment opportunities and acting as a hub for the delivery of broader Active Travel and health-based programmes. The new site will enable a greater reach within communities in the city providing access to a traffic free sports racing circuit and new opportunities for training and employment beyond the services currently offered. The design of the new buildings incorporates a large teaching workshop which can be used to deliver courses for mechanics training from basic cycle maintenance through to qualifications in City & Guilds /Cyctech.

The list of activities below provides an overview of the breadth of the current and future service offers, other programmes such as social prescribing, active travel, health improvement (obesity reduction, diabetes, heart health etc) will signpost people to these services or run bespoke programmes where funding allows. Other sessions will be looked at as the new BRCH proposals are firmed up and out to public engagement and consultation.

#### **Activity / Target Audience**

- After School Sessions- early evening cycling
- Autism Home Ed - home educated children and children with ASD and other disabilities.
- Back2Biking - older riders
- Balance ( Bikeability Plus module) - pre riders- any age
- Bike Club adults - adult riders.
- Bike Club Kids - child riders.
- Bike Exchange - kids and adults in conjunction with other not for profit organisations/low-cost 2<sup>nd</sup> hand cycles.
- Bike Marking - everyone.
- Bikeability Fix ( Bikeability plus module) - children
- BMX - beginners, intermediate
- Brownies/Scouts /Beavers etc working towards badges -kids and leaders.
- Disability Cycling – daily sessions for disabled adults and children.
- Cargo Bike training
- Cycle Superheroes - primary schools.
- Cycle Superheroes - secondary schools.
- Cyclo X - children who can ride.
- Early Morning – training sessions
- E-Scooter training
- Evening open sessions - everyone
- Events and fun days - everyone profile raising.
- Events for Regional and National Sports Cycling
- Family Cycling - families and friends
- Family disability – families with disabled adults, disabled children, siblings, and friends
- Frame Running - Cerebral Palsy
- Go Ride Kids - Sports clubs child riders.
- Holiday Club - kids with accompanying adults
- Inclusive Cycling (Disability Cycling) - disabled riders
- Learn to Ride ( Bikeability plus module) - ready to ride - any age
- Learn to Ride 8+ ( Bikeability for older learners) - over eights and adults



- Learn to Ride Next Steps (Bikeability plus module) - people who can just ride
- Level 1 ( Bikeability) - age 7 plus
- Level 2 (Bikeability) - age 9 plus
- Level 3 ( Bikeability) - age 11 plus
- Over 55's - over 55's
- Physio/Occupational therapy – health professionals and their clients
- Private hire sessions - Birthday parties
- Private Hire Sessions – Organisations/charities
- Private Hire Sessions- Corporate social responsibility/volunteering
- Private Hire Sessions- Corporate training days
- Private Hire Sessions- Corporate away days/team building
- Rock Up and Ride - everyone
- Runners - runners
- Rusty Biker - returners with low confidence
- SEND (Bikeability SEND funding) - SEND children both in special and mainstream schools.
- Social Cycle - older and isolated adults
- Sports Coaching (children- beginners, intermediate) – children
- Sports Coaching – adults
- Sports Coaching- Club Sessions
- This Girl Can - Women and Girls
- Trailer Tots - parents/carers with babies and toddlers
- Trailers, Tag alongs and Tandems(3t's) - parents transporting children
- Women's Cycling - women and girls

#### PROTECTED CHARACTERISTICS

<b>Age: Young People</b>	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<p>The Cycling Centre offers an extensive programme of activities aimed at young people including teaching them to ride and riding for fun, health or sport, including holiday programmes. These range from very young children though school age to older children and young adults. The majority of the current service users are children (Est 60%) many of whom will also fall within other protected characteristic categories or from disadvantaged backgrounds.</p> <p>With a range of bikes to use and low service costs of £4 per session for young people, the centre caters for people who cannot access other services or would not get cycle training at their school.</p> <p>The centre also offers skills training (e.g bike maintenance, extensive volunteer opportunities (including duke of Edinburgh), work experience, of which the majority of participants are younger people. There are around 1,000 hours of volunteer / development time at the Centre per year with plans to expand the programme. Several young people have progressed from volunteering positions and government back to work programmes into paid employment at the centre.</p>
Mitigations:	It would be possible to transfer some training of children to delivery in schools in the south of the city but would not be able to offer range of inclusive cycling options and would only mitigate a very small element of the current inclusive cycling programme. The expanded BRCH will have a positive impact for those who can access and as mentioned most of the schools who provide SEND provision are able to travel.
<b>Age: Older People</b>	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> <li>• The centre provides a safe environment for older people to cycle. The majority of sessions at the centre are open to all ages (except children only sessions), and there are also specific sessions aimed at older returning riders or reducing social isolation and increasing physical activity among older people. Other</li> </ul>

	<p>sessions have a more family focus and aim to encourage inter-generational cycling with all ages cycling together.</p> <p>Although the ages of adults are not currently recorded for most sessions, we know that the services we offer provide a valuable service for older people and that group will be an increasing focus of future programmes, including partner programmes with health providers, care facilities and housing associations.</p>																					
Mitigations:	<ul style="list-style-type: none"> <li>None if the service closes for some who can't travel. Others in the north of the city would be able to access the BRCH who haven't had access previously.</li> </ul>																					
<b>Disability</b>	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>																					
Potential impacts:	<ul style="list-style-type: none"> <li>The services offered by the Cycling Centre are extensively used by people with a range of impairments. The centre is fully equipped for all levels of ability including a fleet of adapted and specialist bikes, trikes and quads / e-bikes etc and a changing places unit so even people with the most severe levels of disability can participate. The centre runs regular disability sessions, and all other sessions are inclusive and are used by people with a broad range of impairments. Many clients find they can develop the skills, strength and confidence to go on to ride independently, others visit the centre regularly for exercise and enjoyment, and for some that is the only physical activity they get.</li> </ul> <p>In 2021/20 there were more than 5,000 customer visits from people recorded as being disabled, of which more than 3,000 were children, (and there will have been more who have disabilities that are not captured). The centre is also used for physical rehabilitation e.g. after injury, stroke or heart issues.</p> <p>Many of the groups who come from day centres, schools and as individuals have access to minibuses and other transport, this is how they currently access our services,</p>																					
Mitigations:	<ul style="list-style-type: none"> <li>Disabled groups such as day care centres, homes and schools as well as individuals have access to minibuses and other transport, this is how they currently access our services.</li> </ul>																					
<b>Sex</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>																					
Potential impacts:	<p>The gender profile of customers varies by activity, with typically higher levels of female participation on the learn to ride courses and skills refresher courses, and a more even split among school age children. a sample of courses are listed below.</p> <table border="1"> <thead> <tr> <th>Course</th> <th>Male %</th> <th>Female %</th> </tr> </thead> <tbody> <tr> <td>Learn to Ride</td> <td>40</td> <td>60</td> </tr> <tr> <td>Cycle Kidz</td> <td>50</td> <td>50</td> </tr> <tr> <td>Bikeability Level 1</td> <td>50</td> <td>50</td> </tr> <tr> <td>Bikeability Level 2</td> <td>50</td> <td>50</td> </tr> <tr> <td>Open sessions</td> <td>50</td> <td>50</td> </tr> <tr> <td>Disability Sessions</td> <td>60</td> <td>40</td> </tr> </tbody> </table> <p>There are also some women-only variants of some courses.</p>	Course	Male %	Female %	Learn to Ride	40	60	Cycle Kidz	50	50	Bikeability Level 1	50	50	Bikeability Level 2	50	50	Open sessions	50	50	Disability Sessions	60	40
Course	Male %	Female %																				
Learn to Ride	40	60																				
Cycle Kidz	50	50																				
Bikeability Level 1	50	50																				
Bikeability Level 2	50	50																				
Open sessions	50	50																				
Disability Sessions	60	40																				
Mitigations:	See general comments above.																					
<b>Sexual orientation</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>																					
Potential impacts:	All sessions are open to everyone so will be used by people with a range of sexual orientations, but this is not currently monitored																					
Mitigations:																						
<b>Pregnancy / Maternity</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>																					
Potential impacts:	Services are extensively used by people with toddlers and young children but are not focused specifically at pregnancy / maternity. All activities are fully inclusive so are likely to be used by people in this group but this is not monitored.																					
Mitigations:																						
<b>Gender reassignment</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>																					
Potential impacts:	All sessions are open to everyone but this is not currently monitored																					
Mitigations:																						

<b>Race</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	Black, Asian and minoritised ethnic groups are under-represented in participation in cycling generally and it is proposed to develop activities to address this in the future but is not a main focus of the current programme. Some groups within this category will attend existing sessions but this is not monitored.
Mitigations:	
<b>Religion or Belief</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	Some religious groups are under-represented in participation in cycling and it is proposed to develop activities to address this in the future but is not a main focus of the current programme. Some groups will attend existing sessions but this is not monitored.
Mitigations:	
<b>Marriage &amp; civil partnership</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	This is not recorded
Mitigations:	
<b>OTHER RELEVANT CHARACTERISTICS</b>	
<b>Socio-Economic (deprivation)</b>	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Loss of low-cost service that is used by those on lower-incomes including the areas of high deprivation surrounding the Centre. There may be a loss of service offers, targeted directly at addressing social economic deprivation and also health inequality and social isolation which closely mirrors other deprivation indices.
Mitigations:	The new site will give easier access to those groups in the north of the city who have not been able to access sessions for similar reasons although not all current clients would be able to travel elsewhere.
<b>Carers</b>	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Many carers use the specialist and general services offered by the Centre.
Mitigations:	Most have access to transport which is how they access the site currently with their service users. Parent /carers with Disabled children often have access to transport though some won't. For people living in the north of the city they will be able to access a service they previously haven't been able to.
<b>Other groups</b> [Please add additional rows below to detail the impact for other relevant groups as appropriate e.g. Asylums and Refugees; Looked after Children / Care Leavers; Homelessness]	
Potential impacts:	
Mitigations:	

### 3.2 Does the proposal create any benefits for people based on their protected or other relevant characteristics?

Outline any potential benefits of the proposal and how they can be maximised. Identify how the proposal will support our Public Sector Equality Duty to:

- ✓ Eliminate unlawful discrimination for a protected group
- ✓ Advance equality of opportunity between people who share a protected characteristic and those who don't
- ✓ Foster good relations between people who share a protected characteristic and those who don't

The adverse benefits mentioned above are also positive benefits to those who will now be able to access the services of the new BRCH in Avonmouth & Lawrence Weston Ward, both locations have high indices of deprivation.

## Step 4: Impact

### 4.1 How has the equality impact assessment informed or changed the proposal?

What are the main conclusions of this assessment? Use this section to provide an overview of your findings. This summary can be included in decision pathway reports etc.

If you have identified any significant negative impacts which cannot be mitigated, provide a justification showing how the proposal is proportionate, necessary, and appropriate despite this.

#### **Summary of significant negative impacts and how they can be mitigated or justified:**

A decision on the funding for the new BRCH and relocation of the activities of the Cycling Centre has not been made yet. The focus of this preliminary EqIA is on the approval of expenditure to develop the business case and submit a full planning application for the proposed cycling hub at Henacre/Merriman's Open Space in Avonmouth & Lawrence Weston Ward

Once this has been agreed and the approval is granted, the outcome of the business case and planning application will enable the funding to be released to build the new BRCH.

This is a living document that will be updated as the project evolves.

Should the new funding not be forthcoming, or the BRCH site fails to get the necessary planning permissions, the current site at Hengrove will close in 2027, it will not be replaced and there will be significant adverse impacts for the service and its customers.

The negative impacts of service closure and relocation would be extensive for some people but beneficial to those in the north of the city.

It will remove a popular and well-used service in the south of Bristol which may result in fewer people being trained / having the confidence to cycle in those areas. However, it will benefit those in the north of Bristol which currently is negatively impacting on local and national objectives on transport, health, climate and sustainability, negatively impacting on people's lives, health and opportunities by lowering participation in a low-cost and healthy activity.

In terms of protected characteristics, it will impact most heavily on younger people families and older people, as well as people who are socially or economically disadvantaged, in the south of the city but beneficial to those in the north who currently don't have access to services.

**Should funding not be forthcoming then it would impact on all citizens of Bristol and closure will occur in 2027 as there is no suitable sized site identified that could deliver the services that are currently offered.**

The loss of support to broader services such as Active Travel services and health-based programmes could make it difficult and more expensive in the future to deliver positive interventions aimed at addressing inequality and increasing opportunity by no longer being able to offer a delivery hub and a cost-effective scale of delivery.

The loss of training, development and employment opportunities would impact on a smaller number of people but that lost opportunity in many cases could be significant.

Closure would also impact on delivery partners and stakeholders and well as resulting in reputational damage locally and potentially with funding bodies who are increasingly requiring evidence of inclusivity in funding bids.

**If the service is closed and not relocated then the almost all of the impacts would not be mitigated.**

One area of potential mitigation would possibly be to transfer some of the Bikeability cycle training for children training to delivery in schools, but this would significantly narrow the customer base, would not be available to all schools, and would mean no longer being able to offer a range of inclusive cycling options. This would only mitigate a very small element of the current inclusive cycling programme.

It could also potentially make delivery of other linked interventions e.g health based programmes, social prescribing, active travel programmes more costly or less effective

#### **Summary of positive impacts / opportunities to promote the Public Sector Equality Duty:**

There would be no positive impact from terminating the Cycling Centre services entirely.

## 4.2 Action Plan

Use this section to set out any actions you have identified to improve data, mitigate issues, or maximise opportunities etc. If an action is to meet the needs of a particular protected group please specify this.

Improvement / action required	Responsible Officer	Timescale
Progress current funding opportunity, to OBC, FBC and planning application .	Head of Service City Transport	2025-2026
Build new BRCH – would fully mitigate loss of current site and would enable a significant broadening of programme including activity targeted at groups with protected characteristics and disadvantaged groups. New centre would include customer management system that would fill current data gaps.	Head of Service City Transport	2027 if the funding is secured
If service is not funded and has to close – it would be possible to transfer some training of children to delivery in schools, but this would significantly narrow the customer base, would not be able to offer range of inclusive cycling options and would only mitigate a very small element of the current inclusive cycling programme.	Group Manger – Sustainable Transport	


## 4.3 How will the impact of your proposal and actions be measured?

How will you know if you have been successful? Once the activity has been implemented this equality impact assessment should be periodically reviewed to make sure your changes have been effective your approach is still appropriate.

Monitoring of other options would be developed if it was decided to fund these.  
 A CRM and Booking system will be procured in advance of the relocation as it will be necessary to manage, monitor and report on many deliverables and outputs.  
 If the service is not funded and must close there will not be much mitigation to measure, only any increase in the number of children trained at schools and the decrease in Disabled / children with SEND trained resulting from no longer having specialist facilities to train these groups.

## Step 5: Review

The Equality and Inclusion Team need at least five working days to comment and feedback on your EqIA. EqIAs should only be marked as reviewed when they provide sufficient information for decision-makers on the equalities impact of the proposal. Please seek feedback and review from the [Equality and Inclusion Team](#) before requesting sign off from your Director<sup>1</sup>.

<b>Equality and Inclusion Team Review:</b> <b>Reviewed by Equality and Inclusion Team</b>	<b>Director Sign-Off:</b> 
Date: 22/08/2024	Date: 22/08/2024