

Briefing Note: Glasgow's Strategic Plan for Cycling Equalities Impact Assessment Screening

1. Introduction

1.1 Background

Grontmij has been commissioned by Glasgow City Council (GCC) to help develop a revised Strategic Plan for Cycling for 2016-2025. As part of the process, in accordance with Glasgow City Council procedure, an Equalities Impact Assessment is required. This report is a technical memorandum summarising the inequality impacts of the cycling strategy, along with recommendations as to how these can be addressed.

1.2 What is an Equality Impact Assessment (EQIA)?

Glasgow City Council has set out guidance to be followed when undertaking an EQIA. The guidance states that:

"Most policies, Service Reforms, or Budget Options have wider impacts beyond their intended outcomes, and may also impact differentially on different groups in the population.

The purpose of the EQIA is to ensure that decision makers are fully informed, at a formative stage in the decision-making process."

The EQIA requires that people are not discriminated against, harassed or victimised on the grounds of nine 'Protected Characteristics', namely:

- Age;
- Disability;
- Gender reassignment;
- Marriage and civil partnership;
- Pregnancy and maternity;
- Race;
- Religion or belief (including lack of belief);
- Sex; and
- Sexual orientation.

1.3 Stages of Strategy Development

In order to develop the revised strategy, a number of key stages were followed. Potential inequalities were identified at each stage and taken into consideration before moving on further with the strategy. The stages of the strategy development are detailed below:

- Literature review – including a review of the existing 2010-2020 strategy and other cycling strategies from the UK and Europe.
- Consultation with Glasgow Cycle Forum
- Internal GCC meetings/workshops with key departments including:
 - DRS

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- LES
- Glasgow Life
- Education
- Chief Executive's Office
- Cllr. McAveety
- Full strategy report for public consultation

This note sets out the potential inequalities that were identified during the above stages.

1.4 Strategy Summary

The Strategic Plan for Cycling 2016-2025 sets out a vision and four key outcomes. These are detailed below:

Vision: The vision of the plan is: "To create a vibrant Cycling City where cycling is accessible, safe and attractive to all."

Key outcomes:

1. *An Integrated Network of Routes:* We want Glasgow to have a fully integrated network of cycling routes. It's not going to happen overnight but, with the help of our partners and neighbouring authorities, it is what we're aiming towards. Over the ten years of this strategy we will continue to develop a network which will link communities to the city centre, schools, workplaces, leisure destinations and public facilities. This will include both high quality, segregated routes to and from the city centre, as well as a network of quiet streets, open spaces and off-road paths, so that cyclists can choose the route that suits them best.
2. *A Healthier City:* The link between health and physical activity is well known. This cycling strategy will help to get more people active in Glasgow and we will work to encourage the take up of cycling across our city. We will expand our training programmes and behaviour change campaigns to reach communities throughout the city and target groups of people who don't currently consider cycling. Through Glasgow Life we will support the uptake of sport cycling and support Glasgow's talented, competitive cyclists to realise their potential.
3. *More People Cycling:* We want cycling to become normal. We want to change people's behaviours and encourage people to see cycling as a normal, everyday mode of travel and leisure activity. We will improve accessibility for people and aim to ensure that our cycling network and facilities are suitable for all. We will work with partners and communities to support people from all cultural backgrounds, whatever their age, gender or ability to cycle.
4. *A Safer Cycling City:* Glasgow will be a city where cyclists feel safe and welcome. We will improve safety for cyclists by providing better facilities, but also by encouraging mutual respect between all road or path users. We will review our

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existing cycling facilities to ensure they are as safe as possible for cyclists, and implement new facilities with safety at the heart of our designs. We will continue to organise taxi, HGV and bus awareness courses for both cyclists and the drivers of these vehicles to encourage mutual respect and a better understanding of each other's needs.

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2. Inequalities Impact Assessment

2.1 Matrix of Impacts

		Positive Impact – it could benefit an equality group	Good Practice / Promotes Equality or Improved Relations	Negative Impact – it could disadvantage an equality group	Reason for Change in Policy or Policy development
GENDER	Women	✓			
	Men	✓			
RACE	Asian People	✓			
	Black People	✓			
	Chinese People	✓			
	White People	✓			
	People of Mixed Race	✓			
	European People	✓			
DISABILITY	Physical Disability	✓			
	Sensory Impairment	✓			
	Mental Health Issues	✓			
LGBT	Lesbians	✓			
	Gay Men	✓			
	Bisexual	✓			
	Transgender	✓			
AGE	Older People (60+)	✓			

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		Positive Impact – it could benefit an equality group	Good Practice / Promotes Equality or Improved Relations	Negative Impact – it could disadvantage an equality group	Reason for Change in Policy or Policy development
	Younger People (16-25)	✓			
	Children (0-16)	✓			
MARRIAGE & CIVIL PARTNERSHIP	Women	✓			
	Men	✓			
	Lesbians	✓			
	Gay Men	✓			
PREGNANCY & MATERNITY	Women	✓			
RELIGION & BELIEF	All	✓			

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2.2 Inequalities Assessment – Key Issues

The Strategic Plan for Cycling 2016-2025 is focussed on making cycling more accessible to all. The above table shows that the strategy as a whole does not negatively impact upon any group of people with Protected Characteristics. Although the strategy does not discriminate against these groups at all, it is fair to say that more could be done to proactively encourage participation in cycling from people with Protected Characteristics.

It is known that certain races, ethnicities, genders and socio-economic groups are under-represented in cycling in Glasgow at present however very little, if any, monitoring is undertaken to establish the extent of the problem. It is therefore a recommendation of this assessment that more detailed diversity and socio-economic monitoring is undertaken at key cycling venues and facilities, as well as of participation at training and other events. This will help the Council to develop a baseline of evidence and identify areas where outreach is required to encourage wider participation.

Likewise cost could be a prohibitive factor for many people in Glasgow trying to purchase a bicycle. Various actions and commitments are set out in the Strategy which try and make cycling more accessible, such as continued support for Play on Pedals, bikes in schools, the cycle hire scheme and supporting partners such as The Bike Station who refurbish and sell second hand bikes.

2.2.1 Summary of Identified Impacts and Recommendations

Impact	Recommendations/Actions	Changes Required to Strategic Plan?
Lack of diverse usage at key cycling facilities and within cycling in general	<p>Instigate ongoing diversity and socio-economic monitoring programme at key venues, facilities, training and events including:</p> <ul style="list-style-type: none"> - Sir Chris Hoy Velodrome - Cathkin Braes MTB trails - Alexandra Park MTB trails - Pollok Park MTB trails. - Bikeability sessions - Adult cycle training - Cycling clubs <p>Once baseline situation is established, undertake targeted promotion in key areas across the city to encourage wider participation.</p>	No – to be monitored by GCC Cycling Steering Group.

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Impact	Recommendations/Actions	Changes Required to Strategic Plan?
Cost of purchasing a cycle and associated safety equipment could be prohibitive to some.	<p>Continue to work with partners such as The Bike Station to ensure continued availability of second hand and refurbished bicycles and equipment.</p> <p>Continue to support and potentially expand cycle hire scheme to aid those who cannot afford to purchase their own bicycle.</p> <p>Continue to work with partners such as The Bike Station and CTC to continue to support Play on Pedals which rotates balance and pedal bikes around the city's nurseries.</p> <p>Continue to support schools purchasing bicycles and/or racks/trailers.</p>	No – to be monitored by GCC Cycling Steering Group.

2.3

Conclusion

Glasgow's Strategic Plan for Cycling 2016-2025 has no negative impacts on equality groups. The strategy sets out actions and commitments that will enable a wider proportion of the city's population to participate in, and experience the wide ranging benefits of, cycling. It is accepted that a number of equality groups are under-represented in cycling in Glasgow at present, and the Strategy, along with recommendations above, should help to reduce these inequalities.

To conclude, there is no evidence to suggest that the Strategic Plan for Cycling impacts negatively upon any groups of people with protected characteristics and therefore no further action is required at this stage.