

Equality Impact Assessment / Equality Analysis

(Version 4)

Item name	Details
Title of service or policy	Cycle Hangar Programme
Name of directorate and service	Strategic Transport, Sustainable Communities
Name and role of officers completing the EqlA	Tom Gaze, Principal Engineer
Date of assessment	This EIA has been updated for the delivery of the third phase of the project and is dated June 2025.

Equality Impact Assessment (or 'Equality Analysis') is a process of systematically analysing a new or existing policy or service to identify what impact or likely impact it will have on people and different groups within our community. The main aim is to identify any adverse impacts (i.e. discriminatory or negative consequences for a particular group or sector of the community, and to identify areas where equality can be better promoted). Equality impact Assessments (EqIAs) can be carried out in relation to services provided to customers and residents as well as employment policies/strategies that relate to staffing matters.

This toolkit has been developed to use as a framework when carrying out an Equality Impact Assessment (EqIA) or Equality Analysis. **Not all sections will be relevant – so mark N/A any that are not applicable.** It is intended that this is used as a working document throughout the process, and a final version will be published on the Council's website following relevant service lead approval.

1.1 Identify the aims of the policy or service and how it is implemented

Key questions	Answers / notes
1.1 Briefly describe purpose of the service/policy e.g. <ul style="list-style-type: none"> • How the service/policy is delivered and by whom • If responsibility for its implementation is shared with other departments or organisations • Intended outcomes 	<p>The cycle hangar project delivers cycle parking rental service to the general public in B&NES.</p> <p>Implementation is led by strategic transport, with input from Place Management. A commercial supplier will supply, install and manage the bike hangars on the council's behalf. We will identify the location of hangars through a public survey, technical assessment and input from the supplier.</p> <p>The intended outcome is to remove a barrier to cycling in B&NES by providing high quality cycle parking in the public realm.</p>
1.2 Provide brief details of the scope of the policy or service being reviewed, for example: <ul style="list-style-type: none"> • Is it a new service/policy or review of an existing one? • Is it a national requirement?). 	<p>This is a review of a service that has been running since 2022. Initially 4no. cycle hangars were installed with 6 cycle spaces in each.</p> <p>Phase 2 of the project has so far installed a further 17 cycle hangars. The third phase of the project aims to install a further 20 cycle hangars. This will bring the total number of cycle parking spaces to over 240.</p>

<ul style="list-style-type: none"> How much room for review is there? 	Spaces in the hangars are available for people to rent on an annual basis.
1.3 Do the aims of this policy link to or conflict with any other policies of the Council?	<p>The project links with the Joint Local Transport Plan and the Active Travel Masterplan.</p> <p>It compliments other measures implemented through the Active Travel Fund, Clean Air Zone and CRSTS (City Region Sustainable Transport Settlement) programme.</p>

2. Consideration of available data, research and information

Key questions	Data, research and information that you can refer to
2.1 What equality focussed training have staff received to enable them to understand the needs of our diverse community?	Council Officers involved in the project have received equalities training and are regularly updated on equalities issues. These include Equality and Diversity eLearning and Inclusive Walking and Cycling Infrastructure Design training.
2.2 What is the equality profile of service users?	The profile of service users could include all residents and service users of B&NES. Details regarding the profile of the district's population can be found in the Joint Strategic Needs Assessment, at https://www.bathnes.gov.uk/services/your-council-and-democracy/local-research-andstatistics
2.3 Are there any recent customer satisfaction surveys to refer to? What were the results? Are there any gaps? Or differences in experience/outcomes?	National Highways and Transport's questionnaires are distributed to a number of B&NES residents each year to measure and evaluate the levels of public satisfaction regarding

	transport aspects ¹ . Levels of satisfaction for the cycle parking in B&NES are reported being 51% compared to a national average of 46% ¹ .
2.4 What engagement or consultation has been undertaken as part of this EIA and with whom? What were the results?	There have been two consultations for the 3 rd phase of the project, an initial call for sites in November 2023 which was run by the West of England Mayoral Combined Authority and a Traffic Regulation Order (TRO) consultation which was conducted between March and May this 2025.
2.5 If you are planning to undertake any consultation in the future regarding this service or policy, how will you include equality considerations within this?	We will work with the Web team, Community Engagement team and Communications team to ensure all communities across B&NES are welcome and can contribute to any engagement and communications such as press releases and social media posts.

3. Assessment of impact: ‘Equality analysis’

Based upon any data you have considered, or the results of consultation or research, use the spaces below to demonstrate you have analysed how the service or policy:

- Meets any particular needs of equalities groups or could help promote equality in some way.
- Could have a negative or adverse impact for any of the equality groups

Key questions	Examples of what the service has done to promote equality	Examples of actual or potential negative or adverse impact and what steps have been or could be taken to address this
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¹ [National Highways and Transport’s Public Satisfaction Survey 2023](#)

<p>3.1 Issues relating to all groups and protected characteristics</p>	<p>The bike hangar Project will aim to meet and provide for the diverse mobility and accessibility needs of all residents within Bath and North East Somerset.</p> <p>While cars have long been the dominant mode of transportation, the scheme recognises that not everyone can, or wants to, rely on them exclusively. By enabling cycling, it aims to make active travel more accessible and inclusive.</p> <p>The benefits of this scheme are far-reaching and have the potential to positively impact most groups. For individuals who may not have access to a car, particularly with economic constraints, improved cycle parking infrastructure provides an affordable and sustainable way to move around. Additionally, those who prefer or need to engage in physical activity for health reasons can benefit from better cycle parking infrastructure.</p> <p>Furthermore, it can offer increased accessibility to work, education, healthcare, and social activities, levelling the playing field for everyone.</p> <p>Working with community engagement and communications team we make sure</p>	
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	the public consultation is accessible by all parts of the community.	
3.2 Sex – identify the impact/potential impact of the policy on women and men.	<p>We consider these issues in the development of each individual site so opportunities to maximise feelings of safety and personal security are taken.</p>	<p>Women may be more likely to be caring for children who would require a cargo bike or child bike seat. Needing to remove the seat from the bike each time could disadvantage women.</p> <p>Choosing a supplier that can accommodate cargo bikes or enables bike seats to remain on the bike would help address this.</p> <p>Personal safety in public spaces is felt to be an issue particularly for women.</p> <p>Ensuring personal safety in public spaces, will be critical during all the stages of the project.</p> <p>This can be achieved through good lighting around sites, maximizing natural surveillance and cutting back vegetation to maintain a clear line of sight.</p>
3.3 Pregnancy and maternity	Our suppliers' products can be used for adapted cycles. This may involve removing the cycle rack which impacts on the number of cycles that are able to be secured in the unit. They are able to offer oversized units if required.	<p>Parents may require a child bike seat or cargo bike. Needing to remove the seat from the bike each time could disadvantage those with children.</p> <p>Choosing a supplier that can accommodate cargo bikes or enables</p>

		bike seats to remain on the bike would help address this.
3.4 Gender reassignment – identify the impact/potential impact of the policy on transgender people	<p>A study in the UK found that 34.4% of trans adults had attempted suicide at least once and almost 14% of trans adults had attempted suicide more than twice². Another study found that half of LGBTIQ+ people had experienced depression, and three in five had experienced anxiety.</p> <p>Almost half of trans people had thought about taking their life³. Active Travel contributes towards physical activity. An increase in physical activity has been proven to be associated with benefits to mental health. Physical activity can reduce the risk of depression. Physical activity can enhance psychological wellbeing by improving self-perception and self-esteem including a sense of purpose and value, mood and sleep quality, and by reducing levels of anxiety and fatigue. Moreover, Active Travel modes are the least stressful and can be very</p>	Ensuring personal safety in public spaces, particularly for individuals in the trans community who may be targets of hate crimes, will be critical during the implementation stages. This can be achieved through good lighting around sites, maximizing natural surveillance and cutting back vegetation to maintain a clear line of sight.

² [Engendered Penalties: Transgender and Transsexual People's Experiences of Inequality and Discrimination](#)

³ Stonewall LGBT in Britain – Health Report

	helpful in terms of stress management ⁴ .	
3.5 Disability – identify the impact/potential impact of the policy on disabled people (ensure consideration of physical, sensory and mental health needs/differences)	<p>Our suppliers' products can be used for adapted cycles. This may involve removing the cycle rack which impacts on the number of cycles that are able to be secured in the unit. They are able to offer oversized units if required.</p> <p>We will not locate cycle hangars where there are spaces reserved for disabled parking.</p>	<p>Some disabled people may not be able to use a standard cycle hangar because they use an adapted or non-standard bicycle.</p> <p>Cycle parking that requires used to lift their cycles off the ground a significant amount could prevent some disabled people from using it.</p> <p>Disabled people may have less choice of transport options.</p> <p>Providing a cycle parking facility that doesn't require users to lift their cycles a significant amount.</p>
3.6 Age – identify the impact/potential impact of the policy on different age groups	<p>All age groups who do not have access to a car will benefit from the increased convenience of cycling.</p> <p>The Gas Assistance door system ensures that users of all ages and capabilities can use bike hangars and the stand allows a user to easily position their bike</p>	

⁴ [Sustrans - The Role of Active Travel in Improveing Health](#)

3.7 Race – identify the impact/potential impact on across different ethnic groups		<p>Ensuring personal safety in public spaces, particularly for individuals who may be targets of hate crimes, will be critical during all the stages of the project.</p> <p>This can be achieved through good lighting around sites, maximizing natural surveillance and cutting back vegetation to maintain a clear line of sight.</p>
3.8 Sexual orientation – identify the impact/potential impact of the policy on lesbian, gay, bisexual, heterosexual, questioning people		<p>Ensuring personal safety in public spaces, particularly for individuals who may be targets of hate crimes, will be critical during all stages.</p> <p>This can be achieved through good lighting around sites, maximizing natural surveillance and cutting back vegetation to maintain a clear line of sight.</p>
3.9 Marriage and civil partnership – does the policy/strategy treat married and civil partnered people equally?	No impact identified.	No known impacts identified as yet
3.10 Religion/belief – identify the impact/potential impact of the policy on people of different religious/faith groups and also upon those with no religion.		<p>Ensuring personal safety in public spaces, particularly for individuals who may be targets of hate crimes, will be critical during all stages.</p> <p>This can be achieved through good lighting around sites, maximizing natural surveillance and cutting back vegetation to maintain a clear line of sight.</p>
3.11 Socio-economically disadvantaged* – identify the impact on	For individuals who may not have access to a car, particularly with economic	Although the cost of hiring a space is relatively small, people on lower

<p>people who are disadvantaged due to factors like family background, educational attainment, neighbourhood, employment status can influence life chances (this is not a legal requirement, but is a local priority).</p>	<p>constraints, improved cycle parking infrastructure provides an affordable and sustainable way to move around.</p> <p>The rental of a cycle hangar costs £55 per year which is equivalent to 15p per day.</p>	<p>incomes may find the cost a barrier to using the service.</p> <p>There are not currently any concessionary rates. Considering whether this could be provided would help mitigate this.</p>
<p>3.12 Rural communities* identify the impact / potential impact on people living in rural communities</p>	<p>The public consultation has been open to the whole of the B&NES area. The bike hangar project recognises the lack of alternative transport options and the distinct impact this has on rural communities.</p> <p>The project is trialling locations outside of the city of Bath to review the uptake of bike hangars.</p>	<p>If commuters from rural communities are driving into Bath, the replacement of car parking spaces may make this less convenient.</p> <p>The sites will be designed to only remove the number of car parking spaces needed to provide the service.</p>
<p>3.13 Armed Forces Community ** serving members; reservists; veterans and their families, including the bereaved. Public services are required by law to pay due regard to the Armed Forces Community when developing policy, procedures and making decisions, particularly in the areas of public housing, education and healthcare (to remove disadvantage and consider special provision).</p>	<p>No impact identified.</p>	<p>No known impacts identified as yet.</p>
<p>3.14 Care Experienced *** This working definition is currently under review and therefore subject to change:</p>	<p>Offering a telephone helpdesk number for those who cannot book rental through digital methods.</p>	<p>Care experienced individuals might face digital exclusion due to lack of financial resources or guidance on how to use</p>

<p>In B&NES, you are 'care-experienced' if you spent any time in your childhood in Local Authority care, living away from your parent(s) for example, you were adopted, lived in residential, foster care, kinship care, or a special guardianship arrangement.</p>		<p>digital tools⁵. This can create additional barriers to accessing the rental service through the internet.</p> <p>A mitigation for this is that the cycle hangar rental service has a telephone number for a help desk available.</p> <p>Mobility is a key factor in being able to access services. Limited access to reliable and affordable public transport can greatly impede the ability of care-experienced individuals to reach physical service locations.</p>
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*There is no requirement within the public sector duty of the Equality Act to consider groups who may be disadvantaged due to socio economic status, or because of living in a rural area. However, these are significant issues within B&NES and have therefore been included here.

** The Equality Act does not cover armed forces community. However, the Armed Forces Bill (which came in on 22 Nov 2022) introduces a requirement to pay 'due regard' to make sure the Armed Forces Community are not disadvantaged when accessing public services.

⁵ <https://www.careleaveroffer.co.uk/documents/2139-summary-presentation-guidance-for-considering-care-experience-in-equality-impact-assessments.pdf>

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***The Equality Act does not cover care experienced people. B&NES adopted this group as a protected characteristic in March 2024 alongside over 80 other Local Authorities. Although we have data for care leavers and children/young people who are currently in the care of B&NES we do not have wider data on disadvantage experienced through being in care.

4. Bath and North East Somerset Council Equality Impact Assessment Improvement Plan

Please list actions that you plan to take as a result of this assessment/analysis. These actions should be based upon the analysis of data and engagement, any gaps in the data you have identified, and any steps you will be taking to address any negative impacts or remove barriers. The actions need to be built into your service planning framework. Actions/targets should be measurable, achievable, realistic and time framed.

Issues identified	Actions required	Progress milestones	Officer responsible	By when
EIA to be kept under review and a further update to be published in 2 years	To review the EIA		Tom Gaze	June 2027

5. Sign off and publishing

Once you have completed this form, it needs to be 'approved' by your Divisional Director or their nominated officer. Following this sign off, send a copy to the Equality Team (equality@bathnes.gov.uk), who will publish it on the Council's website. Keep a copy for your own records.

Signed off by: Pam Turton (Divisional Director or nominated senior officer)

Date: June 2025