


# Equality Impact Assessment (EIA) Template – Part 1

<b>Policy title and purpose (brief outline):</b>	<b>‘Active Travel Promotion in Schools’ contract, to deliver a 3 or 4 year active travel programme in schools across Wales.</b>
<b>Name of official:</b>	<b>Deb Butler</b>
<b>Department:</b>	<b>Department for Economy, Science and Transport</b>
<b>Date:</b>	<b>20.8.15</b>
<b>Signature:</b>	

**1. Please provide a brief description of the policy/decision.**

**For example what is the overall objective of the policy/decision, what are the stated aims (including who the intended beneficiaries are), a broad description of how this will be achieved, what the measure of success will be, and the time frame for achieving this?**

This is a contract to undertake Active Travel Promotion in Schools. It is intended that the contractor will deliver the following:

- 1.1. To increase the number of children and young people regularly travelling actively to school.
- 1.2. To give children the confidence, enthusiasm and skills to travel actively and safely to school.
- 1.3. To give teachers, parents and governors the tools and skills to promote and support active travel within their school and the wider community.

The programme will be fully evaluated against the aims and objectives listed in the specification upon completion in July 2018/19 (depending if an extension is granted).

**2. We have a legal duty to engage with people with protected characteristics under the Equality Act 2010 (please refer to Annex A of the EIA guidance) identified as being relevant to the policy. What steps have you taken to engage with stakeholders, both internally and externally?**

There is a requirement to engage with a diverse range of children, as stipulated throughout the specification. When the Active Travel Act (Wales) 2013 was being created, a robust range of impact assessments were carried out.

**3. Your decisions must be based on robust evidence. What evidence base have you used? Please list the source of this evidence e.g. National Survey for Wales. Do you consider the evidence to be strong, satisfactory or weak and are there any gaps in evidence?**

Evidence has been collected from the previous multi-year contract – Bike It – and the evaluation reports have shown an increase in active travel amongst the target audience.

The contract is supported by statute – The Active Travel (Wales) Act 2013 – and local authorities have a duty under this Act to promote active travel and to improve the number and quality of active travel routes in their communities.

There is strong evidence to support the new contract. Gaps in evidence are around the limited amount of data available for people with protected characteristics.

***It is important to note any opportunities you have identified that could advance or promote equality.***

## Impact

**Please complete the next section to show how this policy / decision / practice could have an impact (positive or negative) on the protected groups under the Equality Act 2010 (refer to the EIA guidance document for more information).**

**Lack of evidence is not a reason for *not* progressing to carrying out an EIA. Please highlight any gaps in evidence that you have identified and explain how/if you intend to fill these gaps.**

### 4.1 Do you think this policy / decision / practice will have a positive or negative impact on people because of their age?

Age	Positive	Negative	None / Negligible	Reasons for your decision (including evidence) / How might it impact?
Younger people	Yes			The contract is to promote active travel in schools, working with primary and early

(Children and young people, up to 18)				<p>secondary pupils.</p> <p>The contract is targeting the health and well being of children.</p> <p>Written consultation responses and evidence were presented by age groups at consultation sessions for the Active Travel (Wales) Act 2013, as part of the Equality Impact Assessment.</p>
People 18-50			n/a	
Older people (50+)			n/a	

#### 4.2 Because they are disabled?

Impairment	Positive	Negative	None / Negligible	Reason for your decision (including evidence) / How might it impact?
Visual impairment	Yes			Contractor will be expected to show how they will deliver to this group and will be collecting data throughout the

				contract.
Hearing impairment	Yes			Contractor will be expected to show how they will deliver to this group and will be collecting data throughout the contract.
Physically disabled	Yes			Contractor will be expected to show how they will deliver to this group and will be collecting data throughout the contract.
Learning disability	Yes			Contractor will be expected to show how they will deliver to this group and will be collecting data throughout the contract.
Mental health problem	Yes			Contractor will be expected to show how they will deliver to this group and will be collecting data throughout the contract.
Other impairments issues	Yes			Contractor will be expected to show how they will deliver to this group and will be collecting data throughout the contract.

**Note:** Written consultation responses and evidence were presented by disability groups at consultation sessions for the Active Travel (Wales) Act 2013, as part of the Equality Impact Assessment.



### 4.3 Because of their gender (man or woman)?

Gender	Positive	Negative	None / Negligible	Reason for your decision (including evidence)/ How might it impact?
Male			None	
Female	Yes			<p>The contract will engage with girls, promoting active travel to this demographic. The contractor will collect gender specific data.</p> <p>Written consultation responses and evidence were presented by gender groups at consultation sessions for the Active Travel (Wales) Act 2013, as part of the Equality Impact Assessment.</p>

### 4.4 Because they are transgender?

Transgender	Positive	Negative	None / Negligible	Reason for your decision (including evidence) / How might it impact?
			n/a	



#### 4.5 Because of their marriage or civil partnership?

<b>Marriage and Civil Partnership</b>	<b>Positive</b>	<b>Negative</b>	<b>None / Negligible</b>	<b>Reason for your decision (including evidence)/ How might it impact?</b>
Marriage			n/a	
Civil Partnership			n/a	

#### 4.6 Because of their pregnancy or maternity?

<b>Pregnancy and Maternity</b>	<b>Positive</b>	<b>Negative</b>	<b>None / Negligible</b>	<b>Reason for your decision (including evidence) / How might it impact?</b>
Pregnancy			n/a	
Maternity (the period after birth)			n/a	

#### 4.7 Because of their race?

<b>Race</b>	<b>Positive</b>	<b>Negative</b>	<b>None / Negligible</b>	<b>Reason for your decision (including evidence) / How</b>



				<b>might it impact?</b>
Ethnic minority people e.g. Asian, Black,	Yes			The contract will engage with BME children, promoting active travel to this demographic. The contractor will collect BME specific data.  Written consultation responses and evidence were presented by BME groups at consultation sessions for the Active Travel (Wales) Act 2013, as part of the Equality Impact Assessment.
National Origin (e.g. Welsh, English)			n/a	
Asylum Seeker and Refugees			n/a	
Gypsies and Travellers			n/a	
Migrants			n/a	
Others			n/a	

#### 4.8 Because of their religion and belief or non-belief?

<b>Religion and belief or non – belief</b>	<b>Positive</b>	<b>Negative</b>	<b>None / Negligible</b>	<b>Reason for your decision (including evidence)/ How might it impact?</b>



Different religious groups including Muslims, Jews, Christians, Sikhs, Buddhists, Hindus, Others (please specify)	Yes			The contract will engage with children from a diverse range of religions, promoting active travel to this demographic. The contractor will aim to collect this specific data.
Belief e.g. Humanists	Yes			As above
Non-belief	Yes			As above

**Note:** Written consultation responses and evidence were presented by Diverse Cymru at consultation sessions for the Active Travel (Wales) Act 2013, as part of the Equality Impact Assessment.

#### 4.9 Because of their sexual orientation?

Sexual Orientation	Positive	Negative	None / Negligible	Reason for your decision (including evidence)/ How might it impact?
Gay men			n/a	
Lesbians			n/a	
Bi-sexual			n/a	

**4.10 Do you think that this policy will have a positive or negative impact on people’s human rights? Please refer to point 1.4 of the EIA Annex A - Guidance for further information about Human Rights.**

Human Rights	Positive	Negative	None / Negligible	Reason for your decision (including evidence) / How might it impact?
Human Rights including Human Rights Act and UN Conventions			n/a	

***If you have identified any impacts (other than negligible ones), positive or negative, on any group with protected characteristics, please complete Part 2.***

***Only if there are no or negligible positive or negative impacts should you go straight to part 2 and sign off the EIA.***



# Equality Impact Assessment – Part 2

**1. Building on the evidence you gathered and considered in Part 1, please consider the following:**

## **1.1 How could, or does, the policy help advance / promote equality of opportunity?**

For example, positive measures designed to address disadvantage and reach different communities or protected groups?

The contract is to promote active travel in schools, working with primary and early secondary pupils and is targeting the health and well being of children. The contractor will be expected to show how they will deliver to protected groups and will be collecting data throughout the contract.

Sustrans has committed to working with teachers and parents to accommodate all children's needs and barriers, irrespective of their ability, background or circumstances and will tailor activities to cultural differences and local preferences, valuing and celebrating local diversity.

Sustrans has committed to developing a SEN school mark resource in parallel with its planned school mark resource. Supporting officers will source specialist equipment and / or adapted activities suitable for children with particular physical needs or SEN.

Sustrans will enable a cross-section of young people attending consultation lessons to express their views on matters affecting them.

## **1.2 How could / does the policy / decision help to eliminate unlawful discrimination, harassment or victimisation?**

The contractor has a commitment to equity of access in all its projects which is underpinned by an equalities policy and an associated action plan to ensure continual improvement. The contractor is also aware of the Welsh Government Equality programme indicators and the statutory requirements contained within relevant legislation including the Equality Act 2010.

### **1.3 How could/does the policy impact on advancing / promoting good relations and wider community cohesion?**

Sustrans is developing bespoke equality training for its project officers, in conjunction with Disability Wales. This training will help the project officers develop a better understanding of children with protected characteristics. The knock on impact of developing this understanding will also be felt amongst the parents, teachers and wider communities.

The Active Travel (Wales) Act 2013 is one tool for delivering an increase in walking and cycling and is supported by a range of activity by central and local government, including this contract. Alongside the Act, the Welsh Government has also produced new design guidance and standards for pedestrian and cycling routes (on-road and traffic-free) and for street design to enforce the hierarchy of road users, prioritising non-motorised transport users over cars. These activities are an opportunity to address equality issues related to active travel alongside the implementation of the Act.

Through the delivery of the contract, there will be a positive impact on improving health which will have an impact on all involved, including those from protected characteristic groups, plus the wider community.

## 2. Strengthening the policy

**2.1 If the policy is likely to have a negative effect ('adverse impact') on any of the protected groups or good relations, what are the reasons for this?**

**What practical changes/actions could help reduce or remove any negative impacts identified in Part 1?**

n/a

**2.2 If no action is to be taken to remove or mitigate negative / adverse impact, please justify why.**

**(Please remember that if you have identified unlawful discrimination (immediate or potential) as a result of the policy, the policy must be changed or revised.)**

n/a

### 3. Monitoring, evaluating and reviewing

#### How will you monitor the impact and effectiveness of the policy?

List details of any follow-up work that will be undertaken in relation to the policy (e.g. consultations, specific monitoring etc).

The contract will be subject to regular contract management, as indicated by Welsh Government's procurement policy.

Key performance indicators will be reported on at each meeting and these will include metrics around the number of children reached, their gender and if they have protected characteristics.

Interim, annual reports will be provided by the contractor and will include data on the levels of children actively travelling, compared to base line data before the intervention. Online surveys will collect data from pupils in the school environment. Annual reports will also feature surveys undertaken by teachers themselves.

The previous contract (Bike It) reported that 77% of teachers felt that the project had a positive impact on economically disadvantaged pupils. This new contract will aim for a similar success rate.

The results of all impact assessments where the impact is significant will be published on the Welsh Government's website.

The impact is likely to be of medium significance.

## 4. Declaration

The policy does not have a significant impact upon equality issues.

<b>Official completing the EIA</b>	
Name:	Deb Butler
Department:	EST
Date:	21/08/15
Signature:	
<b>Head of Division (Sign-off)</b>	
Name:	Rhodri Griffiths
Job title and department:	Head of Transport Policy, Planning and Partnerships, EST
Date:	19/10/2015
Signature:	Rhodri Griffiths