



**Equality impact assessment (EIA) form: evidencing paying due regard to protected characteristics**  
 (Form updated October 2025)

Bikeability Scheme

An Equality Impact Assessment (EIA) form is a document that proves paying due regard by considering protected characteristics. EIAs that accompany reports presented to Councillors for decision-making are published with the committee papers on our website and are also available in hard copy at the relevant meetings.

<b>Section 1: Initial Equality Impact Assessment Screening</b>	
This section documents the equality screening process of actual or potential impacts of the proposed activity on a specific protected characteristic, along with NYC's additional agreed-upon characteristics, to determine whether a full Equality Impact Assessment (EIA) is necessary or appropriate.	
<b>Basic Details</b>	
<b>Directorate</b>	ENV
<b>Service area</b>	H&T
<b>Proposal being screened</b>	Bikeability child cycle training
<b>Officer(s) carrying out screening</b>	Fiona Ancell
<b>Lead Officer and contact details</b>	Fiona.ancell@northyorks.gov.uk
<b>Date of the assessment</b>	27/2/26
<b>Please describe briefly what this EIA is about.</b> (e.g. are you starting a new service, changing how you do something, or stopping doing something?)	Recurring annual active travel England grant to deliver cycle training
<b>What does the authority hope to achieve by it?</b> (E.g. to save money, meet increased demand, do things in a better way.)	Deliver Cycle training courses
<b>Further Details</b>	
<b>1.1 How have stakeholders been involved in this policy/ decision/ proposal?</b> (e.g. a consultation exercise)	no
<b>1.2 Will the proposal have a significant effect on how other organisations operate?</b> (e.g. partners, funding criteria, etc.). Please explain briefly	no

### 1.3 Impact on people with any of the following protected characteristics as defined by the Equality Act 2010, or NYC's additional agreed characteristics

As part of this assessment, please consider the following questions:

- To what extent is this service used by particular groups of people with protected characteristics?
- Does the proposal relate to functions that previous consultation has identified as important?
- Do different groups have different needs or experiences in the area the proposal relates to?

If for any characteristic, it is considered that there is likely to be an adverse impact or you have ticked 'Don't know/no info available', then a full EIA should be carried out where this is proportionate. You are advised to speak to your directorate representative for advice if you are in any doubt.

**Tick and indicate which protected characteristics are identified as relevant to the proposal (positive, negative, neutral or don't know).**

Protected characteristic	Impact				Comments
	Positive	Negative	Neutral	Don't know	
Age			x		Grant is primarily aimed at year 6
Disability			x		
Sex			x		
Race (including GRTS)			x		
Gender reassignment			x		
Sexual orientation			x		
Religion or belief			x		
Pregnancy or maternity			x		
Marriage or civil partnership			x		
<b>NYC's additional characteristics</b>					
People in rural areas			x		
People on a low income			x		
Carer (unpaid family or friend)			x		
Are from the Armed Forces Community (including veterans)			x		
<b>1.4 To which Part(s) of the Public Sector Equality Duties is the Policy/decision/proposal relevant? Tick and briefly describe.</b>					
<b>General Duties</b>	<b>Yes</b>	<b>No</b>	<b>Details</b>		
<b>Eliminate unlawful discrimination, harassment and victimisation</b>	<input type="checkbox"/>	<input type="checkbox"/>	n/a		
<b>Advance equality of opportunity</b>	<input type="checkbox"/>	<input type="checkbox"/>	n/a		
<b>Foster good relations between different Groups</b>	<input type="checkbox"/>	<input type="checkbox"/>	n/a		

<b>1.5 Decision (Please tick one option)</b>				
<b>Decision to recommend this policy/ decision for an Equality Impact Assessment?</b>	Yes		No	X
<p><b>If the answer is “Yes”, or you indicate a negative impact on any of the characteristics mentioned in the table above, please continue to Section 2 and complete the full Equality Impact Assessment.</b></p> <p><b>If the answer is “No”, please give a brief reason here.</b></p> <p>No negative impacts of this proposal (Reviewed by Sheila Horner, Strategy and Performance Manager)</p>				
<b>Signed</b> (Assistant Director or equivalent)	Barrie Mason			
<b>Date</b>	17/03/2026			