

Stage 1 Equality Impact Assessment – Start Up

1.	Title of Proposal:	Proposed Scottish Borders Cycle Tourism Strategy
2.	Service Area: Department:	Chief Executives Economic Development
3.	Description:	<p>Scottish Borders Council has supported the cycling sector to continue to thrive and grow, promoting the Scottish Borders as a cycling ‘destination’. The Council Administration’s manifesto: ‘Ambitious for the Borders’, sets out an ambition to make the Scottish Borders one of Britain’s premier destinations for outdoor activities, both sporting and leisure. The Cycle Tourism Strategy and action plan will help support the sector to move forward and realise this ambition:</p> <ul style="list-style-type: none"> • <i>To provide an adequate range and quality of land and premises for business and industry</i> • <i>To protect strategically important business opportunities</i> • <i>To promote the development and regeneration of town centres</i> • <i>To provide a generous supply of land for mainstream and affordable housing</i> • <i>To encourage better connectivity through transport and digital networks</i> • <i>To protect and enhance both the natural and built environment</i> • <i>To protect important open spaces</i> • <i>To promote ‘green network’ linkages around towns</i> • <i>To integrate climate change adaptation requirements such as flood prevention and renewable energy production</i> • <i>To make adequate provision for waste management.</i>

	The Proposed Cycle Tourism Strategy has been produced to prioritise aspects of cycling tourism to increase awareness and throughout the creation of packages to deliver a strong economic impact.
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4.	Relevance to the Equality Duty.	
	Do you believe your proposal has any relevance to the following duties of the Council under the Equality Act 2010? (
	Duty	Yes/No
	Elimination of discrimination (both direct & indirect), victimisation and harassment.	Yes
	Promotion of equality of opportunity?	Yes
	Foster good relations?	Yes

5.	Which groups of people may be impacted (both positively and negatively) if the proposal is advanced?				
	Equality Characteristic	Impact			Description
		No Impact	Possible Positive Impact	Possible Negative Impact	
	Age (Older or younger people or a specific age grouping)		✓		The Plan is designed to meet the needs of our diverse communities and will assist with: <ul style="list-style-type: none"> • Economic growth by increasing employment opportunities • Improving quality of place • Protecting and enhancing heritage and environmental resources while seeking to provide opportunities for improving physical well-being • Increasing accessibility by non-car modes of transport • Facilitating a reduction in the overall need to travel and the reliance on car use • Creating safer routes to school.
Disability e.g. Effects on people with mental,		✓		The Plan is designed to meet the needs of our diverse communities and will assist with: <ul style="list-style-type: none"> • Increasing accessibility to new developments by non-car modes of transport 	

physical, sensory impairment, learning disability, visible/invisible, progressive or recurring				<ul style="list-style-type: none"> • Protecting and enhancing heritage and environmental resources while seeking to provide opportunities for improving physical well-being • Facilitating a reduction in the overall need to travel and the reliance on car use.
Gender/ Race Groups/ People with Religious or other Beliefs/ Pregnancy and Maternity/ Sexual Orientation/ Carers	✓			No impact
Poverty (people who are on a low income including benefits claimants, people experiencing fuel poverty, isolated rural communities etc)		✓		<p>The Plan is designed to meet the needs of our diverse communities and will assist with:</p> <ul style="list-style-type: none"> • Economic growth that will in turn increase employment opportunities • Protecting and enhancing heritage and environmental resources while seeking to provide opportunities for improving physical well-being • Facilitating a reduction in the overall need to travel and the reliance on car use • Promoting sustainable development and reducing carbon emissions • Affordable bikes for the community (just cycle is a local charity recycling unwanted bikes which are reused) www.justcycle.org.uk
Employees (those employed by the Council including full time, part time and temporary)		✓		<p>Employees at Scottish Borders Council benefit from the Cycle to Work (CTW) scheme, a tax free national project helping to reduce our carbon footprint while encouraging staff to be more active. SBC supports National cycle to work day which is part of the CTW scheme.</p>

6.	Mitigation	
	Where you have identified a potential negative impact, please detail what mitigations will need to be put in place in order for your proposal to progress. If you are unsure of the answer please state this and recommend further investigation.	
	Characteristic	Mitigation
		Further investigation required.

7.	How certain are you of the answers you have given?	
	Answer	Tick One
	Certain - I have populated the evidence base to support my answers.	
	Fairly Certain – but don't have concrete evidence to support my answers so would recommend that further assessment is conducted if the proposal is progressed.	✓
	Not Certain – further assessment is recommended if proposal is progressed.	

Completed By				Dates
Name/Post	Jane Warcup Event Strategy Officer	Service Area.	Environment & Infrastructure - Chief Executives	27/10/16 & 3/11/16
Name/Post	Emily Elder Student HR	Service Area.	Human Resources - Chief Executives	3/11/16
Name/Post	Simone Doyle Equality & Diversity Officer HR	Service Area.	Human Resources – Chief Executives	3/11/16