

## 2.2 Making Changes

**Based on the equality issues you identified in 2.2 and 2.3, what changes did you make or do you intend to make in relation to the policy or decision in order to promote equality of opportunity?**

<b><i>In developing the policy or decision what did you do or change to address the equality issues you identified?</i></b>	<b><i>What do you intend to do in future to address the equality issues you identified?</i></b>
<p>As a public body, all Councils are required to adhere to all section 75 legislation and provide regular training for all its staff and volunteers</p> <p><b>Gender</b> – still available to both males and females but a number of customised programmes will be devised specifically for females</p> <ul style="list-style-type: none"> <li>• Councils have already identified the need to develop a bespoke cycling programme exclusively for women to enhance their personal confidence and provide sessions off-the-roads in Country parks and tow paths which are usually quieter and perceived safer for novice cyclists</li> </ul> <p><b>Age</b> – offering greater opportunities for older people</p> <ul style="list-style-type: none"> <li>• Placing older people in groups of similar strength and cycling ability; provision of special bicycles designed for those with balance/stability issues.</li> </ul> <p><b>Religion/Political opinion</b> - venues of cycling Pods has not been raised as an issue to date</p> <ul style="list-style-type: none"> <li>• All current and proposed new locations are Council-owned and</li> </ul>	<p>PHA will continue to monitor and evaluate the use of the cycling resources in accordance with section 75 guidance</p>

therefore are considered neutral by all political views

**Marital Status** – ensuring programmes and opportunities are offered to all and the health benefits of cycling are widely publicised

- Extensive marketing of all cycling programmes, and active engagement with different community groups, such as Men’s Sheds

**Dependent Status** – scheme has been offered to carers for all age groups and across Southern area.

The Council lead scheme can be offered with much greater flexibility in terms of time and locations. Councils will be able to offer evening and weekend options and can provide a mobile service whereby bikes can be transported to many different locations which means people will not have to travel long distances to access the resources. Any costs likely to be introduced with the new schemes will be kept to minimum and concessionary rates available based on established Council concessionary schemes.

### **Disability**

The Council lead schemes will link directly with Councils existing Disability hubs and centrally located within public transport networks. Tandem bikes are available within Councils will make all reasonable adjustments to meet users’ needs  
Mental health clients already use the scheme and will continue via SHSCT–led cycles and PARS programmes

Whilst the current stock of bikes are not suitable for people with physical disabilities, each Council has its own programme which accommodates the needs of people with physical disabilities through their disability hub services (a NI wide programme funded

by Disability Sport NI).

**Ethnicity**

The cycling resources will be available to all ethnic groups and individuals and will be widely advertised

**Sexual orientation**

The cycling resources will be available to everyone and openly advertised. All council staff are trained in equality and diversity issues