

Equality Impact Assessment

EIAs enable us to consider all the information about a project from an equalities perspective and then action plan to get the best outcomes for staff and service-users. They analyse how you might impact differently on different groups.

They help us make good decisions and evidence how we have reached these decisions.

For further support or advice please contact the Strategy and Partnerships Team at Three Rivers District Council.

Project Information

Project Name <i>This should clearly explain what service / policy / strategy / change you are assessing</i>	An extension of the existing Watford & Croxley Beryl Bikeshare scheme giving access for more 3RDC residents to the main Watford & Croxley Green scheme in 3 new areas of Rickmansworth , South Oxhey & Leavesden/Abbotts Langley boarding areas of Watford Borough. Funding being used for additional parking bays and eBikes for the scheme.
Organisation	<i>Beryl Bikes</i>
EIA Author <i>Name and Job Title</i>	<i>Ash Trowe</i> <i>Regional Operations Manager</i>
Date EIA drafted	16/07/25

Executive Summary

Focus of EIA <i>A member of the public should have a good understanding of the policy or service and any proposals after reading this section.</i> <i>This section should explain what you are assessing:</i> <ul style="list-style-type: none"><i>If the EIA is attached to a report, summarise the report.</i><i>Provide information on whether any of the following communities could be affected by the policy, practice, service or function, or by how it is delivered?</i>	An extension of the existing Watford & Croxley Beryl Bikeshare scheme giving access for more 3RDC residents to the main Watford & Croxley Green scheme in 3 new areas of Rickmansworth , South Oxhey & Leavesden/Abbotts Langley boarding areas of Watford Borough. Funding being used for additional parking bays and eBikes for the scheme.
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Mitigations

Protected Characteristic	Potential Issue <i>Against each protected characteristics, make a frank and realistic assessment of what issues may or do occur</i>	Mitigating Actions <i>How can the negative impacts be reduced or avoided by the mitigating measures? Is further engagement with specific communities needed? Is more research or monitoring needed? Does there need to be a change in the proposal itself?</i>
Age	Scheme is restricted to over 16 years of age	None , this is one of the schemes T&C's
Disability	<ol style="list-style-type: none"> 1. Exclusion of certain groups 2. Impact of on street bike parking bays 	<ol style="list-style-type: none"> 1. Working with the local authority to aid inclusion into active travel where possible, with eg adapted bikes, however at present there are no specific assets that would suit. 2. Bay planning locations take into account impact to less able members of the community with their positioning through consultation processes with the local authorities and other stakeholders.
Gender reassignment (or affirmation)	None	
Pregnancy or maternity	None	
Race	None	
Religion or belief	None	
Sex	None	
Sexual Orientation	None	

Marriage and Civil Partnership	None	
The council recognises other communities may be vulnerable to disadvantage, this includes carers, people experiencing domestic abuse, substance misusers, homeless people, looked after children and care leavers, (ex) armed forces personnel.	cost	Outreach to stakeholder groups to offer & aid access to the scheme for groups in this area via social prescribing / memberships - Beryl Partnerships lead will work with the council in this area.

Actions Planned

In this section you can add information on additional or proactive steps you are taking that enhance equity, engagement or equality of access to services, as well as those mitigating actions identified in the section above that will be undertaken

The Equality Duty is an ongoing duty: policies must be kept under review, continuing to give 'due regard' to the duty. If an assessment of a broad proposal leads to more specific proposals, then further equality assessment and consultation are needed.

Beryl eBikes offer a platform for less able individuals to access active travel, with the electric assistance given also the compact and light nature of the Beryl eBike V2, specially developed to be the lightest hire eBike on the market.

Additional Information

Space to provide any additional information in relation to protected characteristics or equity, diversity, equality and inclusion.

Sign off:

Equalities Lead Officer	Date
Shivani Davé	29/07/2025

