

Camden Council Equality Impact Assessment Form

Camden Council Equality Impact Assessment Form

Title of the activity	
Safe and Healthy Streets: Enabling Safer Travel in Camden – Dockless Bike Hire Contract: procurement strategy	
Officer accountable for the EqlA (e.g., director or project sponsor)	
Full name:	Richard Bradbury
Position:	Director of Environment and Sustainability
Directorate:	Investment Place and Opportunity
Email:	Richard.bradbury@camden.gov.uk
Lead person completing the EqlA (author)	
Full name:	Jacqueline Saunders
Position:	Senior Transport Planner
Directorate:	Investment Place and Opportunity
Email:	Jacqueline.Saunders@camden.gov.uk
Person reviewing the EqlA (reviewer)	
Full name:	Sam Margolis
Position:	Head of Transport Strategy and Projects
Directorate:	Investment Place and Opportunity
Email:	sam.margolis@camden.gov.uk
Full name:	Jack Kilker
Position:	Equality Impact Quality Assurance Lead
Directorate:	Homes and Communities
Email:	Jack.Kilker@camden.gov.uk
Version number and date of update	
V2 – 26 February 2026	

Step 1: Clarifying aims

1.a Is it a new activity or one that is under review or being changed?

- New
- Under review
- Being changed

1.b. Which groups are affected by this activity?

- Staff
- Residents
- Contractors
- Other (please detail):

1.c Which Directorate does the activity fall under:

- Investment, Place and Opportunity

Camden Council Equality Impact Assessment Form

1.d Outline the aims/objectives/scope of the activity.

Introduction

This EqIA relates to the proposed procurement strategy to secure contracts for the provision of dockless bike hire (DBH) services in Camden, as set out in the Cabinet Report.

DBH services have been available in Camden since 2019. Initially this was through a Memorandum of Understanding agreed between Camden Council and two operators, giving them permission to operate in the borough as a trial. Subsequently, in May/June 2023, following an [approved procurement strategy](#) in 2022, [a decision was made](#) to award a contract to two operators (Lime Technology and Human Forest) to provide DBH services in Camden for an initial two year period with a +1+1 option; the final +1 year of the current contracts, which was [recently approved](#), comes to an end in May/June 2027. A procurement strategy for new contracts is now proposed with two DBH operators giving them permission to operate in the borough from June 2027, for 5 years to 2032, with a break clause after 2 years. This will ensure continued provision of DBH services for Camden's communities and a mechanism for the Council to continue to manage DBH operations.

As set out in this EqIA, rental bikes provide additional, alternative and flexible sustainable transport options for residents, particularly for those who face barriers to owning and/or storing a bike at home. These schemes broaden access to cycling for Camden's communities, supporting independent mobility and improving access to jobs and employment opportunities, education, healthcare and other essential services, leisure and social networks with further benefits for health and well-being.

Evidence gathered during the current contract period shows that DBH are extremely well used by Camden's communities: the number of rides starting in Camden has grown exponentially since 2019 including take up among some protected groups under the Equality Act as well as those with characteristics of importance to Camden.

They also help the Council to meet multiple policy objectives, as set out below: Transport for London's Cycle Action Plan 2 reports that 63% of all car trips in London are potentially cyclable – for Camden residents this is slightly higher at 65% (i.e. taking account of age, disability, time of day, distance travelled and load carried) It is anticipated that offering more bike hire options will help to continue encouraging cycling, including a switch from motor vehicle use as well as from some overcrowded public transport routes, with benefits for health and well-being across some protected groups.

Evidence from the current contract period, however, also shows that there are negative impacts associated with DBH, primarily linked to non-compliant parking and over-capacity at some bays due to increased demand and the popularity of some destinations, particularly in the south of the borough. These issues can affect other residents and road users such as by causing an obstruction and trip hazards on the footway, impacts on residents' amenity and the wider public realm, as outlined in this report.

The proposed procurement strategy is informed by evidence, operational experience and lessons learned, and engagement with other London boroughs since the start of the current contract in 2023. It has been developed to respond to growing demand, ensuring continued access to DBH and its benefits for residents, while also addressing the negative

Camden Council Equality Impact Assessment Form

impacts identified. A key element of the proposed procurement strategy is the 60/40 quality/price weighting for tender evaluation to give greater weight to service quality, including monitoring, reporting and enforcing DBH services as part of the tender evaluation to ensure the best service for residents, and strengthen contractual obligations.

10% of the Quality aspect would be Social Value. The Council will set minimum Social Value requirements for operators within the contracts to ensure benefits for the wider community and for certain groups to support delivery of We Make Camden objectives. This includes, for example, seeking funding and targeted support for protected groups under the Equality Act, as well as for other groups of particular importance in Camden to use DBH, as set out in the Social Value table in Appendix 3.

Project Area

Borough wide.

Project Objectives

The proposed aims and objectives include:

- Encourage residents and visitors to cycle, instead of using motor vehicles or over-crowded public transport, in order to reduce motor vehicle ownership, use and traffic levels in Camden, vehicle emissions, congestion and road danger, and increase physical activity levels.
- Help to make our streets and transport networks safe, accessible, and inclusive for all.
- Support, promote and expand cycle hire programmes in the borough and overcome barriers to more people cycling, and in doing so provide additional options for people accessing jobs, services and other facilities across Camden.
- Enable Council management and enforcement of DBH services in Camden through contractual obligations.
- Seek Social Value obligations through the contracts with operators to support Camden residents.
- Help to deliver the [Camden Citizens' Assembly on the Climate Crisis](#) recommendation of "Enabling electric transport with infrastructure and incentives."
- Address an action in our Cycling Action Plan that we will "monitor, and expand where suitable, the existing dockless bike hire offerings in the Borough." and subsequent commitments to expand dockless bike hire facilities in Camden in each subsequent 3 year CTS Delivery Plan period
- Help deliver on key objectives of Camden's Climate Action Plan, Clean Air Action Plan, Transport Strategy, and We Make Camden.

The DBH programme helps to deliver the following Camden policy objectives:

The [We Make Camden](#) ambition that:

- By 2030, Camden's estates and their neighbourhoods are healthy, sustainable and unlock creativity.

Camden Council Equality Impact Assessment Form

The [Camden Transport Strategy \(CTS\) 2019-2041](#): A core objective of both the CTS and its subsidiary Cycling Action Plan is to enhance and facilitate opportunities for residents, workers, and visitors to access cycling. The provision of DBH services makes an important contribution to meeting this objective. The relevant CTS objectives include:

- Objective 1: to transform our streets and places to enable an increase in walking and cycling.
- Objective 3: to deliver a sustainable transport system and streets that are accessible and inclusive for all.

The [Cycling Action Plan 2019](#) action to:

- Provide measures to support cycle hire options in the Borough to increase availability and access to bikes for residents and visitors.

The [CTS Delivery Plan 2025/26 to 2027/28](#), which notes that *shared mobility, and micro-mobility, is an increasingly important part of the transport mix in the Borough*, with actions to

- continue to expand the network of DBH parking bays in the Borough and
- to work with operators to improve parking bay compliance.

The [Camden Clean Air Action Plan 2023-2026](#) outcome to:

- Reduce transport emissions from vehicles on roads in Camden by improving cycling and walking infrastructure throughout the borough (for example by providing dockless cycle hire as a transport option).

Purpose of the Equalities Impact Assessment (EqIA)

The purpose of this EqIA is to assess the impact of the proposed procurement strategy as set out in the main Cabinet Report with regards to protected characteristics (as defined by the 2010 Equality Act), as well as additional characteristics of interest to the London Borough of Camden. The identification of both positive and negative impacts on people with protected or additional characteristics, alongside relevant policies and other data/information, will help inform the Cabinet whether or not to approve the proposed procurement strategy.

Camden Council Equality Impact Assessment Form

2.a Consider any relevant data and evidence in relation to all Equality Act protected characteristics:

- Age
- Disability, including family carers²
- Gender reassignment³
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Equalities Context

This section of the EqIA seeks to establish the equalities context, both in London and in Camden, for the proposed procurement strategy for dockless bike hire contracts in the borough. Data for the nine protected characteristics under the Equality Act 2010 is set out, along with evidence on transport-specific issues faced by each group. Data and evidence have been drawn from:

- **National Census Data, 2021**, which focuses on London-wide data and Camden data – as set out in **Table 1** below.
- Data on trips made in Camden by protected groups, from Transport for London's (TfL) annual **Travel Demand Survey**, 2017-20, 2022-25 and other TfL data.
- London Borough of Camden records.
- Regional and national guidance.
- Academic and other research.

Table 1: Census 2021 data for protected characteristics in Camden and Greater London

Protected Characteristic	Protected Characteristic type	London Borough of Camden	Greater London
Population	All resident	220,338	8,173,941
Sex/Gender	Male	49.0%	49.3%
	Female	51.0%	50.7%
Age	0-4	6.0%	6.0%
	5-15	10.1%	10.1%
	16-29	26.6%	26.6%
	30-44	27.0%	27.0%
	45-59	15.2%	15.2%
	60-74	10.1%	10.1%
	75-89	4.5%	4.5%
	90+	0.5%	0.5%
Ethnicity	White British	44.0%	44.9%
	White Irish	3.2%	2.2%

Camden Council Equality Impact Assessment Form

	Gypsy/Irish traveller	0.1%	0.1%
	White Other	19.0%	12.6%
	White and Black	1.1%	1.5%
	Caribbean	0.8%	0.8%
	White and Black African	1.8%	1.2%
	White and Asian	1.9%	1.5%
	Other Mixed	2.8%	6.6%
	Indian	0.7%	2.7%
	Pakistani	5.7%	2.7%
	Bangladeshi	2.9%	1.5%
	Chinese	4.0%	4.9%
	Other Asian	4.9%	7.0%
	Caribbean	1.6%	4.2%
	African	1.7%	2.1%
	Other Black	1.6%	1.3%
	Arab	2.3%	2.1%
	Any other ethnic group		
Religion	Christian	34.0%	48.4%
	Buddhist	1.3%	1.0%
	Hindu	1.4%	5.0%
	Jewish	4.5%	1.8%
	Muslim	12.1%	12.4%
	Sikh	0.2%	1.5%
	Other religions	0.6%	0.6%
	No religion	25.5%	20.7%
	Not stated	20.5%	8.5%
Disability	Limiting Long-term Illness	14.4%	14.2%
Pregnancy/ Maternity	Lone Parent Households	10.0%	8.5%
Marriage/ Civil Partnership	Married or Civil Partnership	28.1%	40.2%
Sexual Orientation	Lesbian/Gay/Bisexual	Not available	25%
Gender reassignment	Gender reassignment	Not available	Not available

A TfL report, [Cycling potential in London's diverse communities](#) (2021), reports the findings from surveys and fieldwork carried out in London during 2021 regarding the barriers to cycling amongst protected groups. It found that in London, women, older people, disabled people, and those on low incomes are less likely to cycle; the barriers to cycling are most prominent amongst these groups and the intersection of two or more of these characteristics. Some of the barriers to cycling include concerns about cycle theft, insufficient cycle parking at their destination and nowhere secure to store a bike at home. Table 2 below shows the percentage of non-cyclists sampled that reported concerns with lack of secure bike storage.

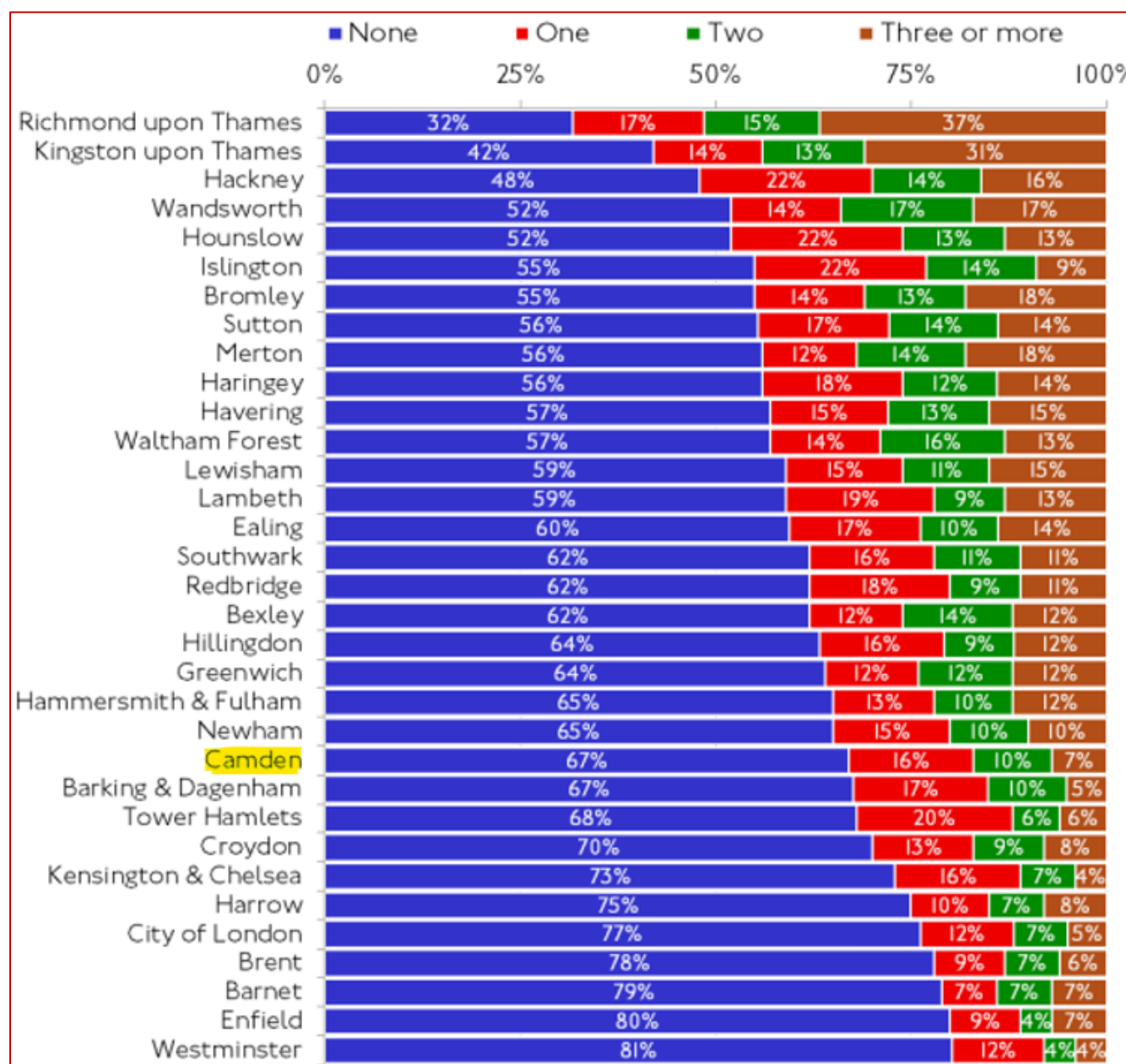
Camden Council Equality Impact Assessment Form

Table 2: bike storage at home

I have nowhere secure to store a bike at home	
People on low incomes	47%
People aged 16-24	46%
Disabled people aged 16-34	56%
Black, Asian, ethnic minority people, low income	48%

The report notes that 22% of non-cyclists are open to cycling, with men, and Black, Asian and ethnic minority people being the most open. However, data from TfL also show that two thirds of households in Camden do not have access to a bike, as in **Figure 1** below.

Figure 1 Proportion of London residents with access to a cycle in their households, by number of cycles available (three year average 2022/23 to 2024/25).



Source: TfL Strategic Analysis, Customer and Strategy (2025)

Camden Council Equality Impact Assessment Form

This EqIA also draws on the [Evidence Report to the CTS](#) which analyses the impacts of the way people travel and the barriers to more people cycling.

Summary of evidence for protected Equality Act characteristics:

Age

Rental e-bikes can be used by anyone aged 18 or over, so it is expected that extending the contract for DBH services would potentially benefit people of all ages over 18.

The majority of residents in Camden (nearly 70%) do not have access to a car, and across all age groups the majority of journeys are not made by private car. **Table 3** below shows that across all age groups, the majority of trips made by Camden residents are walked or are made using public transport. This includes trips made by people below the age of 25, who make up over a third of residents in the borough and above 59 years. 87% of trips made by 17–24 year-old residents are made on foot and by public transport as are 86% of trips made by 60-64 year-old residents, and 72% for those over 65 years of age, with the majority of trips made on foot in each age group.

The share of trips made by cycling however, is relatively low compared to other modes: it is highest in the middle age groups at 3% of all trips for people aged 25-59. Those over 60 make 2% of their journeys by cycling while for young people under 25 the rate is only 1%. This reflects the greater barriers faced by the younger and older age groups with regards to cycling. The proposed procurement strategy for DBH services may help support an increase in the share (and/or volume) of trips made by these age groups.

The [Camden Transport Strategy Equality Impact Assessment](#) also states that, overall, older people are less likely to travel than younger people; the number of journeys made by older people declines with age and trips get shorter due to changing needs, income and disability. Older people's travel purposes also differ from younger people, mainly due to retirement from work. Older people are also more dependent on public transport (specifically buses) and walking, particularly for women who also comprise the majority of older people.^{1 2}

Table 3: Proportion of trips made by Camden residents – age (Source TfL 2017-2020)

	5-16 years	17- 24 years	25-44 years	45-59 years	60–64 years	65+ years
Public transport	21%	41%	32%	29%	28%	30%
Walk	56%	46%	50%	47%	58%	47%
Drive (drivers & passengers)	19%	9%	16%	11%	11%	19%
Taxi	2%	4%	3%	3%	1%	1%
Cycle	1%	1%	3%	3%	2%	2%

Data shows that older and younger people in Camden are also the least active, with impacts for health and well-being (CTS Evidence Report). Physical activity is a major determinant of health and, according to the World Health Organisation, a major factor in disease and disability. Inactivity is likely to increase the health burden for the borough with an ageing population, yet making journeys by bike (and on foot) can help people meet the minimum recommended

¹ Transport for London, (2019). Understanding our diverse communities.

² Transport for London, (2017). Travel in London Report 10.

Camden Council Equality Impact Assessment Form

physical activity levels for health (150 minutes a week for adults and one hour a day for children). The UK Government's Chief Medical Officer notes that active travel is likely to be the main way that Londoners meet this minimum level of physical activity and, according to the UK Faculty of Public Health, active travel is the only option for increasing physical activity levels across London's whole population. Improving the environment for active travel (including cycling) and addressing the barriers for people choosing to travel actively, is therefore fundamental to reducing health inequalities for all ages, but particularly those age groups who are least active.

Data from Transport for London (TfL) shows that the proportion of London residents who cycled at least once in the last year is less in those aged over 65 years than in other age groups. These proposals may make it easier for this age group to cycle particularly because hired e-bikes have power assistance which helps to ensure cycling is more age inclusive.

Yet both older (and younger) people face greater barriers to cycling than other age groups. These include fears around safety particularly for parents responsible for children, fear of traffic and lack of confidence.^{3 4} These fears also impact the capacity of these groups to travel independently in general, which can also result in exclusion and isolation. The power assisted function of rental e-bikes could also benefit some older people by offering a more accessible way to cycle, particularly in hillier parts of the borough.

At the same time, children and older people are more vulnerable to the negative health impacts of air pollution of which road transport is a key source. Negative health impacts on these vulnerable groups are particularly disproportionate in deprived areas, where poverty is already a driver of health inequalities. Children growing up in poverty are more likely to have poor physical and mental health.⁵ Deprived areas also often have higher levels of air pollution.^{6 7}

Research demonstrates that the disproportionate impacts on children growing up in significantly polluted parts of London include reduced lung volume and capacity and increases in childhood asthma.⁸ Children are also disproportionately exposed to high pollution levels on the way to school and during the school day.⁹ Increased exposure to air pollution in older people has been associated with higher mortality rates due to cardio-pulmonary or respiratory causes¹⁰ Continuing to offer more sustainable transport options through the offer of cycle hire could help to encourage mode shift and a reduction in emissions.

As shown in **Table 3** above, a large proportion of trips made by all age groups in Camden are made using public transport, yet a significant proportion of these journeys are under 5km - 40% of bus trips, 24% of underground trips and 5% of rail trips. Many of these trips could comfortably be made by active travel modes using DBH which would help ease overcrowding on some public transport routes and services in the Borough.

³ Sustrans & Arup, (2020). Cycling for Everyone.

⁴ Centre for Ageing, (2021). Walking and cycling 'not safe or attractive enough' for many in their 50s and 60s.

⁵ Royal College of Paediatrics and Child Health, (n.d.). Child health inequalities driven by child poverty in the UK – position statement.

⁶ Simoni, Baldacci, Maio, Cerrai, Sarno and Viegi., (2015). Adverse effects of outdoor pollution in the elderly. *Journal of Thoracic Disease*. 7(1): 34–45.

⁷ Mayor of London, (2021). 3.1m children in England going to schools in areas with toxic air.

⁸ Ibid

⁹ Queen Mary University, (2018). Helping London's children breathe more easily.

¹⁰ Simoni, Baldacci, Maio, Cerrai, Sarno and Viegi., (2015). Adverse effects of outdoor pollution in the elderly. *Journal of Thoracic Disease*. 7(1): 34–45.

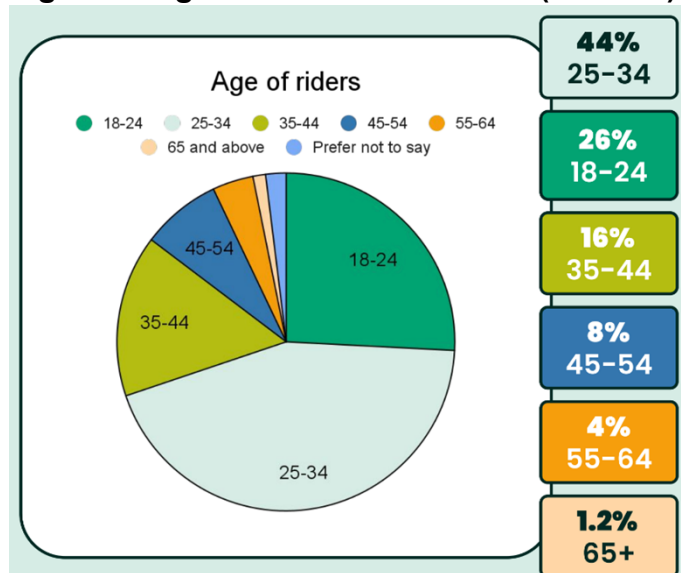
Camden Council Equality Impact Assessment Form

Most onward public transport journeys from Camden’s rail/underground stations are between 1-2km where, similarly, onward journeys by public transport or taxis could be replaced by DBH, helping to reduce overcrowding. The CTS Evidence Report notes that shifting journeys to cycling (and walking) has to be part of the mix to free up space as demand for public transport services increases with growth, particularly through the use of rental bikes. Data shows that DBH services help to achieve this: rental bikes are primarily used for commuting and onward journeys from public transport for ‘last mile’ journeys ([CoMo Micromobility Report 2024](#)). This is particularly beneficial for some older people: TfL’ [Travel in London: Understanding our Diverse communities 2019](#); A summary of existing research, shows that overcrowding is the most commonly mentioned barrier to older people (over 65 years old) and younger people (16-24 years) using public transport, and indeed to disabled, women, men, all ethnic groups, and LGBT Londoners. Continuing to offer DBH services may therefore help to reduce public transport overcrowding, freeing up space for some older people who may have greater need.

It is possible that if a DBH parking bay goes over capacity this could result in footway obstruction with safety and accessibility impacts for other road users of all age groups. The proposed procurement strategy includes greater weight given to service quality in tender evaluations than in the current contracts to improve service for our residents. The contracts will also introduce more robust measures to strengthen operators’ contractual obligations with regard to parking compliance and enforcement, disincentives (including financial penalties) for users to cause obstruction to other road users and minimise such incidents arising and that, if they do, they are resolved as quickly as possible.

In addition, as set out above, two thirds of Camden households do not have access to a bike. The proposed procurement strategy would continue to help provide an additional transport option for residents who do not have access to a bike, encourage older people (and young people over the age of 18) to cycle which in turn could increase independent mobility with benefits for health and well-being. In particular, making cycling more accessible to older people has the potential to facilitate more active and independent lifestyles and to access local amenities and social networks, reduce isolation and can help to reduce health inequalities.

Figure 2 Age of Forest DBH users (London) (Source: Forest 2025)



Camden Council Equality Impact Assessment Form

Figure 2 shows the age band of users of “Forest” hire bikes in London during 2025. Although it shows that the proportion of older people over age 65 using DBH services is only 1.2%, as noted above, people in this age group make far fewer journeys than other age groups; they also travel shorter distances primarily due to retirement, and keep closer to home. [Data also suggests](#) that DBH is primarily used for commuting and ‘last mile’ journeys connected to public transport. It is therefore expected that older people who are more likely to be retired will comprise a much smaller proportion of DBH users. Nevertheless, the data shows that the *overall number* of rides made by rental bikes has increased significantly over the period of the current contracts, and therefore the actual numbers of riders across all age groups, including older people, is likely to increase as numbers grow. It should also be noted that this data is only from Forest; Lime has not provided any data.

Disability, including family carers

The 2021 Census data shows that 15.2% of Camden residents are disabled or have limiting long-term illnesses. This is higher than the Greater London area of 13.2%. Data from TfL shows that walking and bus travel are the modes most frequently used by disabled people, including people with disabilities which limit their daily activity.^{11 12} For Camden residents, 86% of journeys made by disabled people are made on foot (58%) and / or by public transport (28%). Disabled people drive less than non-disabled people, 9% compared to 13% respectively, and only 3% of disabled people in Camden have access to a car. Within London as a whole, disabled people are less likely to hold a drivers’ license compared to non-disabled people – 40% compared to 68%. Furthermore, in London 52% of disabled people live in a car free household. Disabled people are therefore more likely to rely on alternative modes of transport, including cycling. Disabled people are half as likely as non-disabled people to be physically active, and this is reflected in the share of cycle trips made by disabled people: they are less likely to cycle, making only 1% of trips using this mode, compared to 3% for non-disabled people in Camden.

The vast majority of disabled cyclists (75%) find cycling easier than walking, primarily because it is not load-bearing (and a bike can also be used for bags and other weight), with 72% using a bike as a mobility aid. Bikes often act as a ‘rolling walking stick’, reducing joint strain, aiding balance, and assisting with breathing difficulties ([Wheels for Wellbeing](#)). According to TfL, 78% of disabled people are able to cycle, while 15% sometimes use a bike to get around, and surveys show that approximately [30% of disabled people](#) (in the UK) would like to cycle .

The power assisted function of rental e-bikes could benefit some disabled people by offering a more accessible way to cycle, especially (but not only) in the hillier northern part of the Borough. It is therefore expected that the proposed procurement strategy for DBH services could benefit some disabled people, and increase opportunities for independent travel, to travel further, to access essential services, leisure, and community networks and to increase physical activity. They may also benefit from the potential reduction in air pollution due to modal shift from motor vehicles to bike.

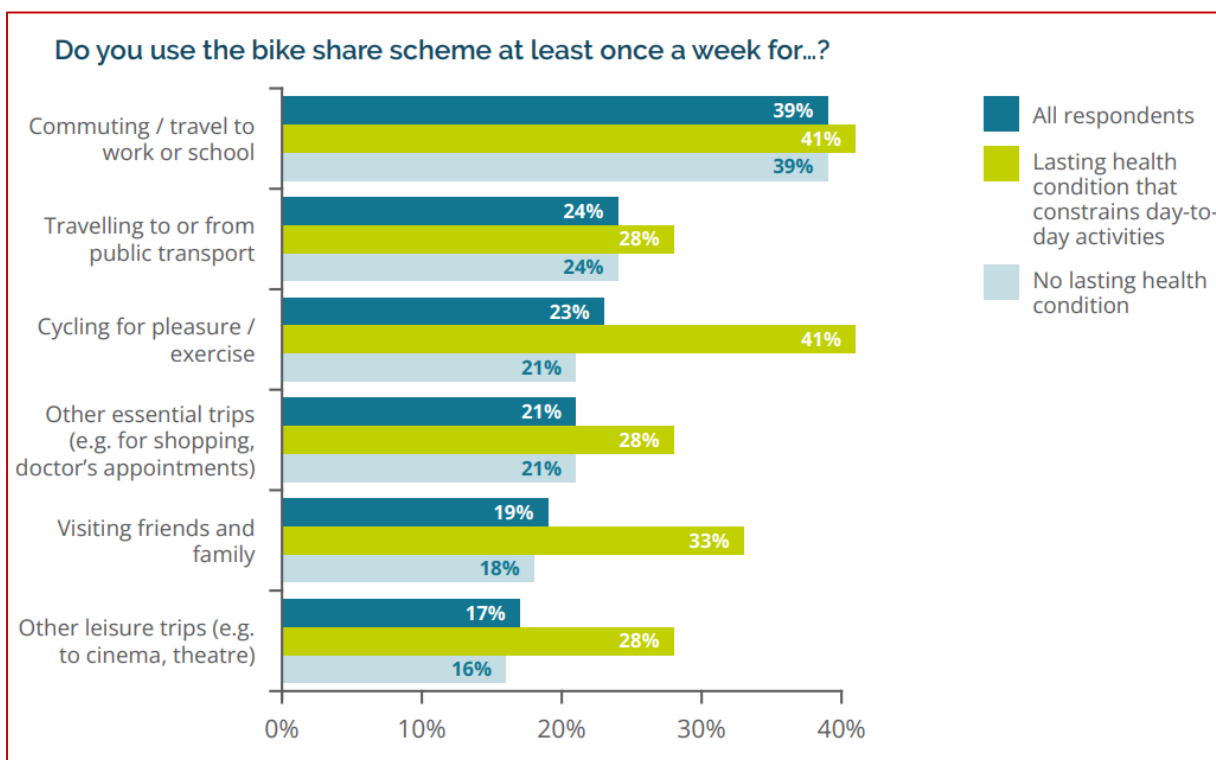
DBH services may help to encourage more disabled people to cycle. From a [survey undertaken by CoMo](#), the charity for shared transport, respondents with a lasting health condition that impacts their ability to carry out day-to-day activities stated that they use bike sharing more frequently compared to users without a lasting health condition, or with a health condition that does not constrain them in their day-to-day activities as shown in **Figure 3**.

¹¹ Transport for London, (2019). Understanding our diverse communities.

¹² Transport for London, (2017). Travel in London Report 10.

Camden Council Equality Impact Assessment Form

Figure 3 Bike hire users and trip purpose (CoMo 2023)



This chart shows that among existing users, those with lasting health conditions use hire bikes more than those without for certain trip purposes. This difference is most pronounced for journeys made for pleasure and/or exercise and for commuting, where 41% of respondents with a constraining health condition use bike sharing at least once a week for these purposes. This suggests that bike hire operations have the potential to attract some disabled people, helping them to increase physical activity levels and health, as well as to access work and leisure opportunities, and reduce isolation.

A potential negative impact of DBH for disabled people is the risk of footway obstruction by hire bikes that have been parked inappropriately, particularly for wheelchair users, those with mobility concerns and with impaired vision. As set out above with regard to the 'age' protected characteristic, the procurement strategy will seek a greater weighting for service quality than the current contract to minimise this risk and to address incidents, when they occur, quickly. This will include minimum requirements for compliant parking levels, removals and deployment of excess bikes, improved technology and disincentives for users, along with measures to strengthen Council monitoring and enforcement (including financial penalties), and operators' contractual obligations.

Gender reassignment

According to the 2021 Census, 0.2% of residents in Camden identify as having a different sex or gender to that assigned at birth. This is lower than in Greater London (0.9%). A study by the Gender Reassignment Education and Research Study funded by the Home Office found that there is an estimated number of 300,000 to 500,000 transgender people within the UK. The 2021 Census found 262,000, or 0.5% of respondents said their gender identity and sex registered at birth were different. Of all Census respondents, 0.1% identified as a trans man, and 0.1% identified as a trans woman, 0.2% did not provide more detail and 30,000 said that

Camden Council Equality Impact Assessment Form

they were non-binary.¹³

People who are going through, or have gone through, gender reassignment often find safety and security issues a concern on streets and when using public transport. A survey undertaken by the UK Government on the experiences of transgender people in particular found that this group experiences fears around safety in the street and when using public transport.¹⁴ More specifically:

- Nearly half of respondents (47%) said they were most worried about being a victim of a violent crime or harassment.
- Around three-quarters of respondents (76%) had never brought a complaint to the police, and nearly half of respondents (47%) cited police lack of understanding/sensitivity as being the greatest challenge in bringing about a complaint.

Access to further transport options such as hire bikes could make it easier for people with safety and security concerns to travel around the borough. The proposed procurement strategy to provide DBH services will continue to offer rental bikes to people who fall into this protected characteristic, and therefore officers consider that there will not be any negative impacts.

Marriage and civil partnership

The rate of marriage and civil partnerships is slightly lower in Camden (31.3%) than in Greater London (40.2%).

No data specific to marriage/ civil partnership and transport is available.

Pregnancy and maternity

The 2021 Census shows that 22.7% of households in Camden have dependent children which is much lower than the Greater London average of 30.9%.

Many of the issues which impact women, disabled and older people, such as the impact of poor air quality, are relevant here: DBH services may encourage modal shift from motor vehicles and reduce harmful emissions, climate change, congestion as well as road danger. Babies, young children, pregnant women, particularly those with health conditions, are more likely to suffer from the impacts of dirty air. Research shows that exposure to poor air quality during pregnancy has an impact on both the health of the pregnant women and on fetal development. Air pollution exposure during fetal development and early childhood can have long-term impacts on health in childhood and beyond. Air pollution exposure may also increase risks for maternal health, and has been linked to increased risk of pre-eclampsia, a serious cardiovascular condition of pregnancy.¹⁵

As noted above for the 'age' protected group, DBH services offer the potential to reduce public transport overcrowding by providing an additional option for shorter journeys, freeing up space for some pregnant women who may have greater need for a seat and space to store buggies.

Some risk exists from possible obstruction of the footway by hire bikes which are not parked compliantly, impeding parents with pushchairs and young children, however as stated above

¹³ UK Parliament, (2023). 2021 census: What do we know about the LGBT+ population?.

¹⁴ Government Equalities Office, (2011). Headline findings from our transgender online survey.

¹⁵ Royal College of Obstetricians and Gynaecologists, (2022). UK Government must stop ignoring impact of air pollution in pregnant and set air quality targets which protect the health of future generations.

Camden Council Equality Impact Assessment Form

the proposed procurement strategy will give greater weight to quality of service compared to the existing contract, and greater weight in the tender evaluations to efforts to minimise such incidents, and respond quickly when they do occur.

Race

The percentage of Camden residents who identify as White is 59.5% which is comparable to the Greater London average of 59.8%. 18% of residents identify as Asian which also compares to 18.4% for Greater London. 3.4% of residents identify as Indian which is significantly lower than Greater London (6.6%) while 3.2% of residents identify as Chinese which is higher than Greater London (1.5%).

People from Black, Asian, and Minority Ethnic backgrounds are less likely to own a car than white Londoners and are more likely to use buses, with 65% using these at least once a week; they are also more likely to walk than white Londoners.¹⁶ Data for Camden also shows that all groups make the majority of their journeys on foot and by public transport, while the proportion of trips made by bike is very low (**Table 4**).

Table 4: Camden Residents' Trips – Ethnicity/ Race

	Asian	Black	Other	White
Public Transport	34%	44%	20%	30%
Cycle	1%	2%	0%	3%
Walk	51%	41%	55%	49%
Taxi/ Other	2%	0%	5%	3%
Car Driver	7%	4%	11%	8%
Car Passenger	6%	7%	8%	5%

Source: TfL 2017-2020

We note that the data is from 2020, however this is the most recent available. More recent data from 2025 shows that the mode share for cycling in Camden overall is now 4% which may be reflected in increased cycle use among some groups.

Cycling is most popular among white Londoners and least popular among Black Londoners. However, the highest rate of growth in cycling in recent years has been amongst Black people: their average cycle trip rate increased by 68% between 2005/06 and 2014/15 compared to a 62% increase for white Londoners. Asian and mixed ethnic groups, although showing higher average trip rates than Black Londoners, increased their cycle trip rate at a slower pace, by 41% and 10% respectively.

As stated above, 22% of non-cyclists are open to cycling, with over 50% of people from Black, Asian and ethnic minority groups being the most open. There have been moves towards greater representation of these groups in cycling over the last decade and, in 2021, for the first time Black, Asian and other ethnic Londoners were as likely to have cycled in the previous 12 months as white Londoners.¹⁷ This suggests that there is scope to encourage these groups to cycle more, if their specific barriers to cycling can be overcome. These barriers include time, affordability, and accessibility, which bike hire services can help address.^{18 19} In 2020, the

¹⁶ Transport for London, (2019). Understanding our diverse communities.

¹⁷ Transport for London, (2021). The people cycling in London are more diverse than ever.

¹⁸ Transport for London, (2011). What are the barriers to cycling amongst ethnic minority groups and people from deprived backgrounds?

¹⁹ Transport for London (2016). Travel in London Report 9.

Camden Council Equality Impact Assessment Form

sustainable transport organisation Walk, Wheel, Cycle Trust (previously Sustrans) identified that, along with perceived road danger and a lack of segregated protected cycle lanes, 25% of respondents from Black, Asian and other ethnic groups stated that a lack of facilities at home or work such as secure cycle storage, was a barrier to cycling.

The Council continues to deliver high-quality cycle infrastructure, including a growing network of protected cycle lanes, and wider “Safe & Healthy Streets” measures, as set out in the [2025–28 Delivery Plan](#). This investment aims to increase the uptake of cycling and address barriers that disproportionately affect some protected groups, including people from Black, Asian and minority ethnic backgrounds. A DBH service would complement this programme, helping residents make use of the improved cycle and street network, contributing to higher ridership and increased representation of Black, Asian and minority ethnic groups in cycling with benefits for health and well-being.

There are strong links between Black, Asian and other ethnic groups and deprivation/low incomes, as covered in the section on low incomes below. The Social Value of the tender documents will include requirements for support for low income and key workers such as discounted hire rates (please see Appendix 3).

Religion or belief

The proportions of the population that identify as having different types of religious belief in the borough vary significantly compared to those for Greater London. The proportion of Camden residents who have no religion (34.6%) is significantly higher than Greater London (20.7%), as is the proportion of Muslims in Camden (16.1% compared to 12.4% for Greater London), and also Jewish residents who comprise 4.8% of Camden’s population, compared to 1.8% for Greater London.

Religious observance may affect when and where people travel. Places of worship and faith-based schools and community centres are major destinations for large populations from different religious and faith groups, particularly on certain dates and at certain times of the day. It is therefore important that routes to and around these destinations are safe and convenient, with priority given to sustainable modes (walking, cycling, rental scooting and public transport).

Bike hire services increase the transport options for our residents to visit places of worship and faith-based community centres, particularly in Controlled Parking Zones (CPZs) where parking controls may restrict visitor parking during certain times. The proposed procurement strategy for the provision of DBH services would therefore continue to offer opportunities to enable our residents, the majority of whom do not own a car, to cycle to faith-based destinations.

Sex

The percentage of people living in Camden who identify as female (52.7%) is comparable to Greater London (50.7%), as is the percentage of people who identify as male (47.3% in Camden compared to 49.3% for Greater London). The 2021 census does not provide any data regarding the proportion of the population that identifies their gender as non-binary.

As illustrated in **Table 5** below, among Camden residents slightly more women (33%) than men (31%) make their journeys by public transport. The share of trips made by walking by Camden residents is slightly higher amongst women (52%) than men (47%), in both cases higher than the London average. A higher proportion of men’s trips are made by cycling (4%), compared to 1% of women’s.

Camden Council Equality Impact Assessment Form

Table 5: Camden Residents' Trips – Gender

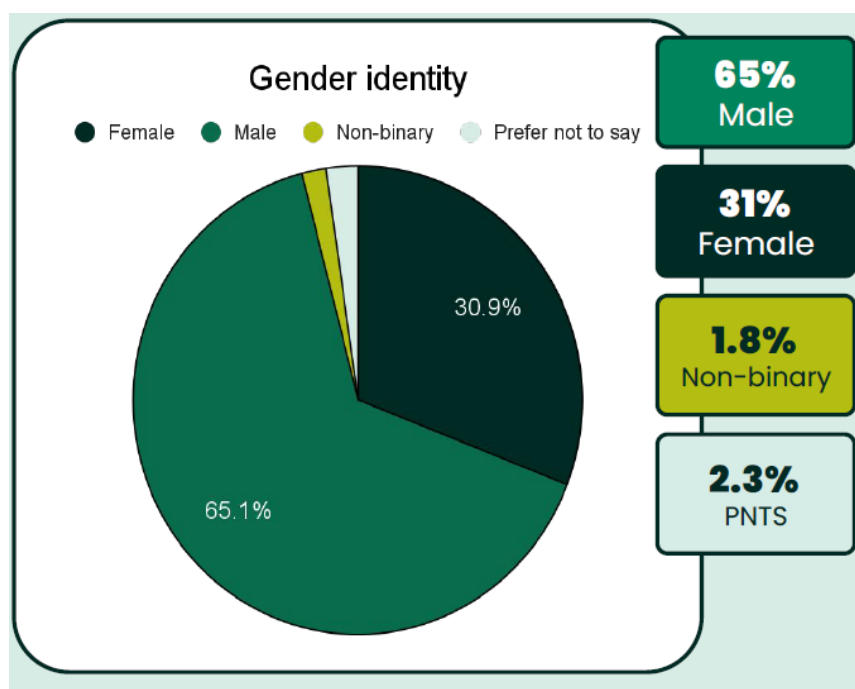
	Female	Male
Public transport	33%	31%
Cycle	1%	4%
Walk	52%	47%
Taxi/ Other	3%	3%
Car driver	5%	11%
Car passenger	6%	5%

Source: TfL London Travel Demand Survey 20217-2020

Despite increases in cycling in London and some other UK cities, the gender split for cycling remains unequal. TfL ²⁰ reports that 'regular cyclists are more likely to be men, white, working, and non-disabled. 20% of men report being 'regular' cyclists compared to 8% of women'. Women make up 27% of cycle trips in London. Research shows that a major barrier to more women cycling is fear of traffic and that they have a much stronger need for protected cycle infrastructure and direct routes²¹. In countries where cycle infrastructure offers a high degree of protection from motor traffic, levels of cycling are higher among women, for example cycle rates for women from Holland, Germany and Denmark are the same as for men in those countries.

Data from Forest (**Figure 4**) highlights the gender difference in their cycle hire users in London for 2025, with men more than twice as likely to use DBH services than women. However, the proportion of female users has increased slightly, by 1%, compared to 2024 and with significant growth in ridership, this proportion is likely to reflect a growth in actual numbers as well.

Figure 4: Forests DBH users in London – gender (Forest 2025)



²⁰ Transport for London, (2014). Attitudes towards cycling: Annual report 2014.

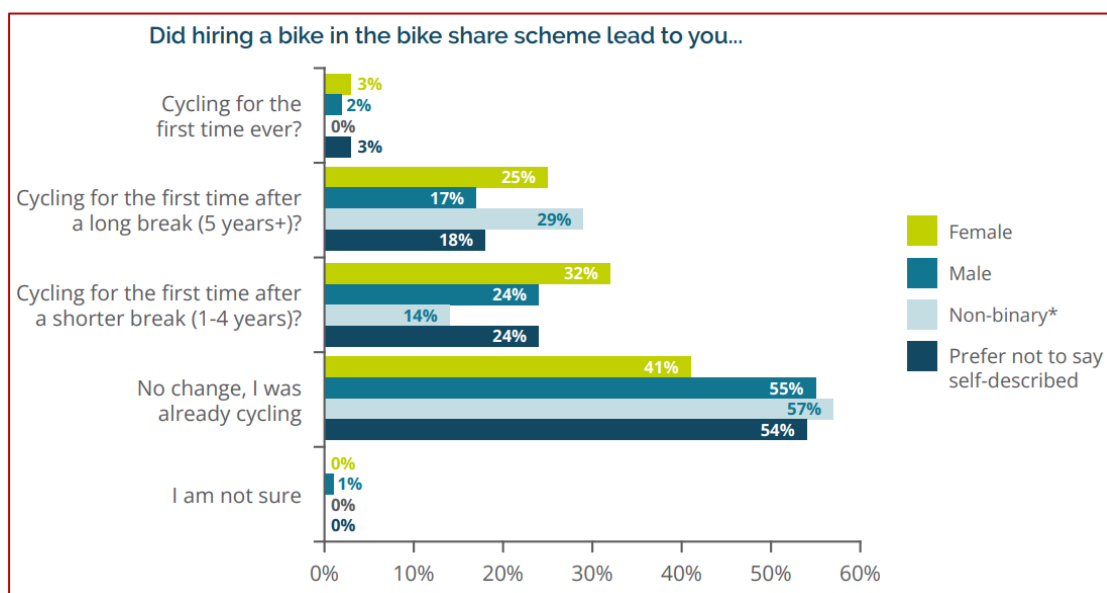
²¹ Sustrans. (2018). Bike Life - Women: reducing the gender gap.

Camden Council Equality Impact Assessment Form

Women’s transport needs tend to differ to men because of their multiple roles, with lifestyles potentially involving more complex and multiple journey “chains”. Women often take shorter, more frequent, and more local routes as well as commuter journeys, and are more likely to use buses than men, while being less likely to use the tube. This may be because women are more likely to carry out shopping and personal journeys (due to being more likely to have caring roles).²², which affects transport choices.

However, data from [CoMo \(2023 report\)](#) shows that more women than men started cycling using DBH services after both a short and a long break from cycling, as well as for the first time (see **Figure 5** below). This suggests that DBH provision can support more women to start or return to cycling, helping to reduce the long-standing gender imbalance in cycling participation.

Figure 5: Bike Hire Use among men and women (CoMo 2023)



While there are fewer female bike share users compared to male users overall, the potential to attract new or returning cyclists is stronger among female users. CoMo’s report also notes that 80% of all bike share users report a positive impact on their mental health; this share increases for female respondents only, 88% of whom report mental health benefits due to bike sharing. Moreover, 58% of female and 45% of male respondents state that bike sharing allows them to cycle with other people, which also increases social inclusion and mental health. The proposed procurement strategy for DBH contracts would provide convenient access to more transport options and cycling for both sexes with benefits to health, particularly for women.

The proposal would also enable more users of both sexes but particularly women, to benefit from the enhanced cycle infrastructure that the Council is providing through its cycle network programme and wider Safe & Healthy Streets schemes as set out in the [2025-28 Delivery Plan](#). This includes more safe protected cycle lanes which overcome a key barrier to more people of both sexes cycling, but particularly women. DBH services would complement the infrastructure improvements and contribute to increased representation of women in cycling as the cycle network grows, with benefits for health and well-being.

As part of the tender evaluations officers will also assess (under service quality) the accessibility

²² Transport for London, (2019). Understanding our diverse communities.

Camden Council Equality Impact Assessment Form

of the different models of bikes being provided, including inclusive designs that can accommodate as many users as possible.

Sexual orientation

According to the 2021 Census, the proportion of the population in the Borough who identify as being Lesbian, Gay or Bi, or another sexual orientation other than heterosexual or straight (6.9%) is significantly higher than Greater London (4.3%).

Transport data related to the 'sexual orientation' characteristic

Similar to women and people who are going or have gone through gender reassignment, members of the LGBTQ+ community often find personal safety and security issues a concern on public transport. There is no evidence or data to inform an assessment of the impact of the proposals regarding dockless bike hire provision on people with different sexual orientations.

2.b Consider evidence in relation to the additional characteristics that the Council is concerned about:

- Foster carers
- Looked after children/care leavers
- Low-income households
- Refugees and asylum seekers
- Parents (of any gender, with children aged under 18)
- People who are homeless
- Private rental tenants in deprived areas
- Single parent households
- Social housing tenants
- Any other, please specify

Foster carers

There is no evidence or data available to inform an assessment of the impacts of the proposals on Foster Carers.

Looked after children/care leavers

There is no evidence or data available to inform an assessment of the impacts of the proposals on looked after children/care leavers.

Low-income households

Evidence in the [Camden Transport Strategy Evidence Base Report](#) shows that areas in Camden with the highest Indices of Multiple Deprivation (IMD) are comparatively less likely to own a motor vehicle. Evidence also shows that areas with higher levels of deprivation in Camden often also have very high levels of local public transport accessibility (PTAL), which,

Camden Council Equality Impact Assessment Form

along with car clubs, cycle and scooter hire, walking and cycle facilities offer multiple alternative options to private car ownership.

The UK Department for Transport data on walking and cycling data also shows that people from deprived areas are more reliant on walking but that they are also less likely to cycle than those from least deprived areas even though cycling is the second cheapest mode of transport. There is evidence to demonstrate that the number of trips that use cycling as a main mode per person per day increases with household income.²³ This may be due to people on lower incomes having less safe storage space for bikes (and, as noted above, the lack of storage is a key barrier to storing a bike at home). The cost of a cycle may also be prohibitive for those on lower incomes or not in work.²⁴

Evidence shows that people on low incomes spend a much higher proportion of their incomes on travel (18%) compared to average or higher income earners (11%). This proportion rises significantly if they own a car (to 25%) due to higher insurance costs which can be up to 20 to 25% higher in deprived areas compared to less deprived areas. DBH can overcome some of the barriers faced by people on lower incomes, offering more lower cost travel options and the opportunity to use a bike without needing to buy/own and store one.

One in four people work in London's night-time economy and evidence suggests that night workers are more likely to be low paid (earning less than the living wage). 17% of night time workers are low paid compared to 12% for day-time workers. Camden is a major tourist destination with over 1,000 hotels many of which will employ night-time staff to ensure 24/7 safety and security and guest services. Camden is also one of London's leading boroughs for night-time activity – in the south of the borough which forms part of London's West End, in Camden Town and in other clusters such as Kentish Town and Kilburn, where people work in the numerous late-night theatres, restaurants, bars, clubs and music venues. It is estimated that Camden is home to 7,000 businesses operating after 6pm, employing around 100,000 people. The largest proportion of London's night-time workers is in health and social care, including at one of Camden's many hospitals such as University College Hospital, Great Ormond Street Hospital and Royal Free, together with Whittington Hospital in Haringey on the borough boundary. DBH services provide an additional travel option for people working in Camden's night-time economy, particularly when other public transport services are less frequent or may not run.

The Council will seek support for people on low incomes through the Social Value element of the contract (as in the current contracts). This will include, for example, discounted prices for low-income residents and households, those living in deprived areas, key/emergency workers, job seekers and older people, as well as employment opportunities through apprenticeships and work experience (Appendix 3).

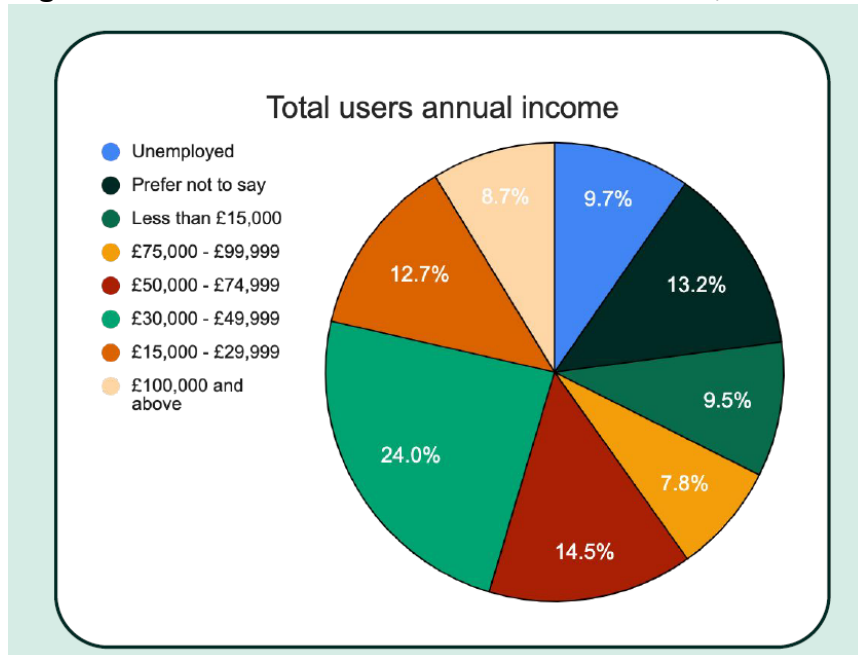
Figure 6 below illustrates the income bands of users of "Forest" hire bikes in London in 2025. It shows a spread of incomes among users bike hire users; while the largest proportion of riders in 2025 (24%) earned between £30,000 and £49,000 a year, nearly 20% were either unemployed (9.7%) or earning less than £15,000 a year (9.5%), and a further 12.7% earned between £15,000 - £29,999.

²³ Transport for London, (2011). London Travel Demand Survey.

²⁴ Sustrans & Arup, (2020). Cycling for Everyone.

Camden Council Equality Impact Assessment Form

Figure 6: Forest bike users income in London (source Forest 2025)



The [National Travel Survey](#) shows that people in households in the two lowest income quintiles consistently make fewer trips throughout the year than the English average. It is therefore more likely that lower income earners will comprise a lower proportion of DBH users. Nevertheless, the data for DBH ridership in London in 2025 (for Forest) shows a higher representation of unemployed riders and those on low incomes compared to the 2024 data, when 7% of users were unemployed and 9% earned less than £15,000 a year. The data also shows that the proportion of unemployed people using DBH in 2025 (9.7%) is higher than the 2021 Census data for Camden which shows that just over 8% of residents are unemployed, and that 20.6% of households have 2 or more dimensions of deprivation. This demonstrates that bike sharing can help to improve access to independent mobility for socioeconomically disadvantaged communities, helping people to access jobs, essential services, and leisure opportunities. Data from Lime is not available.

Refugees and asylum seekers

According to the Home Office, 26,098 people were receiving Section 95 support in Greater London at the end of Q3 2023 (support for asylum seekers who have an asylum claim or appeal outstanding, and failed asylum seekers who had children in their household when their appeal rights were exhausted), of which 700 (2%) were in Camden.²⁵ As of January 2023, Camden is hosting up to 2,000 individual refugees, asylum seekers and displaced people.²⁶

Those who claim asylum in the UK are not allowed to work whilst their claim is being considered. They are instead provided with accommodation and support to meet their essential living needs if they would otherwise be destitute.²⁷ This means that refugees and asylum seekers are less likely to have access to the modes of travel which typically cost more

²⁵ Home Office, 2019. Asylum seekers in receipt of support by local authority

²⁶ London Borough of Camden, 2023. Themed Debate – Becoming a Borough of Sanctuary for Refugees and Progress update on the Refugee Programme

²⁷ UK Visas and Immigration, (2023). Permission to work and volunteering for asylum seekers.

Camden Council Equality Impact Assessment Form

such as driving or using public transport. There is therefore a strong link between refugees/asylum seekers and deprivation, and intersections with low income which are discussed in that section.

Through the Social Value requirements of the contracts shown in Appendix 3, the Council will continue to secure and give greater weight to obligations for operators to support low-income households, compared to the current contractual arrangements. This could include, for example, measures such as discounted or subsidised bike hire for asylum seekers and refugees, and investment in activities delivered in partnership with Camden organisations working with low-income groups. These measures would help maintain affordable access to essential services, including legal appointments, healthcare and foodbanks. A DBH service would also support independence and mobility, enabling refugees and other low-income residents to reach community resources and social activities. This would help reduce isolation and improve physical and mental health, while aiding integration into local communities.

Parents (of any gender, with children aged under 18)

Parents of children under 18 years could benefit from the proposals.

Considering the cost-of-living crisis and the proportion of households on low incomes in Camden, improving access to cheaper modes of transport such as rental e-bikes may particularly benefit some parents for the reasons listed above in the section on 'low-income households'. The Council will seek minimum Social Value requirements from operators to low income households, which may include some parents of children under 18, to access DBH services through eg discounted rides and other targeted measures (Appendix 3).

Bikes left on the footway or outside designated bays may cause an obstruction and safety concerns which may have particular impacts on parents using pushchairs and on children. The proposed procurement includes a 60/40 quality/price weighting for tender evaluation, giving greater weight to service quality than the current contract. The aim is to strengthen requirements for monitoring, disincentivising and enforcing non-compliantly parked vehicles compared to the current contract, in order to reduce the risk of such incidents occurring and responding to them quickly when they do.

People who are homeless

There is a duty placed on local authorities to take reasonable steps to prevent and relieve homelessness to eligible households. A prevention duty applies to households threatened with homelessness within 56 days to stop them from losing their homes; a relief duty is to help those already homeless to secure a home.

During the financial year 2023-2024, 823 households in Camden were assessed as being owed a statutory relief of homelessness.²⁸ The discussion around low incomes may apply to some homeless people.

²⁸ Ministry of Housing, Communities and Local Government: Statutory homelessness in England: financial year 2023-2024

Camden Council Equality Impact Assessment Form

Private rental tenants in deprived areas

35.6% of Camden residents live in a privately rented home. This is slightly higher than the Greater London average of 30%. As noted in this report, 67% of households in Camden do not have access to a bike at home which is likely to include privately rented homes in deprived areas which would deter people from cycling. The proposal for DBH contracts could therefore improve access to a bike and cycling for private renters in deprived areas who would otherwise not be able to own or store a bike.

There are also likely to be intersections with low-income households: as set out in that section on low incomes, the Council will seek support for people on low incomes through the Social Value element of the procurement and tender evaluations set out in Appendix 3. This includes, for example, discounted prices for low-income residents and households, those living in deprived areas, key/ emergency workers, job seekers and older people, as well as apprenticeships for people to gain work experience.

Single parent households

The proportion of single parent households in Camden with dependent children is 22%. Compared to nuclear family parents, single parents usually have more daily trips, spend more time on transportation, and spend more time outside their home per day.²⁹ Single-parent families can face significant transport challenges driven by financial constraints, time poverty, and the logistical burden of navigating travel with children alone. Whilst helping single parents obtain private vehicles (e.g., car donation programmes) may be a potential solution, the high expense of maintaining and operating a vehicle may impose a heavy financial burden on single-parent families and constrain their ability to access opportunities and services.³⁰

DBH services offer convenience particularly for trip chaining: they allow easy, one-way trips which makes them convenient for combining errands such as commuting and shopping without the need to repair or service the bikes or find a secure space at home to store one. They also help to save time which is crucial when juggling work and other demands: travel times are more reliable for bike journeys, allowing cyclists to by-pass traffic, particularly on routes where Camden has introduced dedicated protected cycle lanes.

The impacts faced by those from low-income households are also relevant here. Low-cost modes of travel including rental e-bikes could be more accessible and affordable for single-parent families: the Council will seek support for low-income households to improve access to DBH through the Social Value element of the contracts such as discounted prices for those on lower incomes and funded targeted programmes as set out in Appendix 3. In Camden, it is likely that single parents from lower incomes households may use public transport, particularly buses. DBH may also help to reduce overcrowding on some public transport, particularly on buses, where single parents with children may have greater need for space.

²⁹ Chlond, B. & Ottmann, P., (2007). The mobility behaviour of single parents and their activities outside the home. *German Journal of Urban Studies*.

³⁰ Wang, S. & Xu, Y.. (2020). Transit Use for Single-parent Households: Evidence from Maryland. *Transportation Research Interdisciplinary Perspectives*. 8.

Camden Council Equality Impact Assessment Form

Social housing tenants

The proportion of Camden residents living in socially rented housing is 33.7% which is significantly higher than Greater London at 23%. It is likely that tenants in social housing will also be on lower incomes which is covered in that section.

Residents in social housing will likely face the additional challenge of storing a bike at home, particularly in high rise buildings. DBH services also help to overcome this barrier, by providing opportunities for people to cycle without having to own and store a bike.

Any other, please specify

No other characteristics identified.

2.c Have you found any data or evidence about intersectionality. This could be statistically significant data on disproportionality or evidence of disadvantage or discrimination for people who have a combination, or intersection, of two or more characteristics.

The key intersectional themes that are relevant to the proposal are listed below:

- Instances where individuals have protected or additional characteristics that intersect with income may benefit from the scheme.

People who share the demographics of more than one protected and additional characteristic group are more likely to have lower incomes or be in debt and experience problems related to these³¹. This includes people from ethnic minority groups, low-income single parents, often women, being a care leaver, being a refugee or asylum seeker, being homeless and living in social housing³². Such groups also face more barriers regarding the ability to store bikes at home. The potential benefits for individuals with intersecting characteristics in terms of provision of cheaper transport options are discussed in the section above on 'low-income households'.

There is also evidence that intersectionality between multiple groups with protected characteristics and additional characteristics can not only compound barriers to accessing transport overall but also those to walking and cycling specifically.³³ The intersecting protected and additional characteristics associated with being less likely to cycle include the following demographic groups: women, older people, people from ethnic minorities, disabled people, and people at risk of deprivation.³⁴ As shown in this report, in general there is evidence that DBH services attract more women who are going back to cycling after a break than men, and also women who are new to cycling. Similarly, more people who have constraining health conditions than those who do not use DBH bikes.

DBH services also help to overcome barriers to owning a bike for those groups who want to cycle, or cycle more, such as disabled people and people from Black, Asian, and ethnic minority

³¹ Equalities and Human Rights Commission, (2022). Low income and debt problems inquiry.

³² Ibid

³³ Sustrans, (2022). Helping people through the cost-of-living crisis and growing our economy.

³⁴ Sustrans & Arup, (2020). Cycling for Everyone.

Camden Council Equality Impact Assessment Form

groups. Considering a higher than average share of people who identify as Muslim in the Borough, there may also be a locally specific segment of Muslim women who could benefit from the proposed changes, as this group has been shown to be less likely to cycle.³⁵

People with intersecting characteristics would be supported in cycling as part of the Social Value requirements of the proposed procurement strategy and contracts for DBH, and similar to the current contracts through, for example, discounted prices and targeted funded activities such cycle training for people from low-income families and intersection with protected groups.

Step 3: Impact

3.a. Potential negative impact on protected characteristics

Protected Characteristic	Potential negative impact?	Explain the potential negative impact
Age	Yes	<p>A risk exists that the DBH parking bays may go over capacity and non-compliantly parked vehicles could cause obstruction to some older people on the footway.</p> <p>The proposed procurement strategy for new DBH contracts sets a 60/40 quality price ratio for tender submissions, in recognition of the importance of service quality compared to the previous contracts. This includes seeking continuous improvements for parking compliance through contractual obligations for monitoring and enforcement, along with Council oversight and improvements for GPS technology to reduce such incidents occurring and ensure they are addressed as quickly as possible when they do.</p> <p>Alongside the procurement strategy we will continue to expand the bay network in the Borough to address issues of over-capacity, and also the fleet caps that will be built into the contracts to help manage demand.</p>
Disability including carers	Yes	<p>A risk exists that the DBH hire bays may go over capacity and non-compliantly parked vehicles could cause obstruction and danger to disabled people on the footway.</p> <p>As above, the proposed strategy seeks to improve, and ensure continuous improvement, to reduce and also address such incidents. The Council will continue to expand the bay network in the Borough to address issues of over-capacity, and also the fleet caps that will be built into the contracts to help manage demand.</p>
Gender reassignment	No	Officers do not consider that the proposed procurement strategy for DBH contracts will have a negative impact on people on the basis of gender reassignment.

³⁵ Cycle Sisters, (2023). Cycling for Diverse Communities: A guide for local authorities.

Camden Council Equality Impact Assessment Form

Protected Characteristic	Potential negative impact?	Explain the potential negative impact
Marriage/civil partnership	No	Officers do not consider that the proposed procurement strategy for DBH services will have a negative impact on people on the basis of marriage/civil partnership.
Pregnancy/maternity	Yes	Rental bikes left on the footway or outside designated bays may cause obstruction to people using a buggy. As above, the proposed strategy aims to improve monitoring and enforcement of such incidents. The Council will also continue to expand the parking bay network in the Borough to address issues of over-capacity, and also the fleet caps that will be built into the contracts to help manage demand.
Race	No	Officers do not consider that the proposed procurement strategy for DBH contracts will have a negative impact on people on the basis of race.
Religion or belief	No	Officers do not consider that the proposed procurement strategy for DBH contracts will have a negative impact on people on the basis of religion or belief.
Sex	No	Officers do not consider that the proposed procurement strategy for DBH contracts will have a negative impact on people on the basis of sex.
Sexual orientation	No	Officers do not consider that the proposed procurement strategy for DBH contracts will have a negative impact on people on the basis of sexual orientation.

3.b. Potential positive impact on protected characteristics

Protected Characteristic	Potential positive impact?	Explain the potential positive impact
Age	Yes	The provision of DBH services can help people over the age of 18 to cycle, with a positive impact on physical and mental health and opportunities for independent mobility for both younger people (aged 18 or over) and older people. Encouraging the use of active modes and a switch from motor vehicle use could help reduce traffic levels and road danger which may help remove a barrier to more people cycling, and improve poor air quality which older and young people are more vulnerable to. Providing DBH services could also help to reduce pressure on bus services (and other forms of public transport) and free up space for passengers who most need it, including some older people.

Camden Council Equality Impact Assessment Form

Protected Characteristic	Potential positive impact?	Explain the potential positive impact
Disability including carers	Yes	<p>DBH services may help disabled people over the age of 18 to cycle, with a positive impact on physical and mental health and opportunities for independent mobility.</p> <p>Encouraging the use of active modes and a switch from motor vehicle use could help reduce traffic levels and improve poor air quality which some disabled people may be vulnerable to, such as those experiencing respiratory problems.</p> <p>Providing DBH services could also help to reduce pressure on bus services (and other forms of public transport) and free up space for passengers who most need it</p> <p>There is a strong link between disability and low incomes: continuing to provide DBH across the borough may help to overcome barriers to owning and storing bikes at home for lower income households, as well as provide a lower cost travel option.</p> <p>In addition, the procurement strategy includes Social Value requirements for contributions to our inclusive/accessible cycling programme.</p>
Gender reassignment	No	<p>The provision of hired bikes aims to make it easier for more people to cycle, including people whose gender is different from that assigned at birth, although there are no positive impacts specifically for this group.</p>
Marriage/civil partnership	No	<p>The provision of hired bikes aims to make it easier for people to choose to cycle including those who are married, civil partnered, single or who have another relationship status, although there are no positive impacts specifically identified for this group.</p>
Pregnancy/ maternity	Yes	<p>The provision of DBH services may help to encourage some pregnant people to cycle, with benefits for physical and mental health and well-being.</p> <p>Encouraging the use of active modes and a switch from motor vehicle use could help reduce traffic levels and road danger which may help remove a barrier to more people cycling, and improve poor air quality which pregnant women and other pregnant people, unborn babies and young children are more vulnerable to.</p> <p>Data show that DBH services are used as part of longer journey chains, including onward journeys from rail stations.</p>

Camden Council Equality Impact Assessment Form

Protected Characteristic	Potential positive impact?	Explain the potential positive impact
		This could also help reduce pressure on bus services and free up space for pregnant people and parents with pushchairs.
Race	Yes	<p>The evidence review has shown that people from Black, Asian, and Minority Ethnic backgrounds are currently less likely to cycle in London, although the gap has been closing in recent years.</p> <p>The proposal to continue providing DBH services across the borough may continue to enable improved representation of people of different ethnicities amongst cyclists by overcoming barriers to owning and using a bike.</p>
Religion or belief	Yes	<p>The proposal could have a potentially positive impact on people who cycle to places of worship or faith-based centres in the borough where parking controls reduce opportunities to park a car.</p> <p>Otherwise, the proposal to continue providing DBH services across the borough would generally be positive for people from different religious and faith communities, but no other specific positive impacts for people in these groups have been identified.</p>
Sex	Yes	<p>Providing DBH services in the borough offers an additional sustainable transport option and can enable a switch to cycling from other modes.</p> <p>This could help to reduce traffic dominance and address fears around road danger, which is a major barrier to more women cycling. In tandem with the Council's continued roll out of protected cycle lanes, continuing to provide DBH across the borough could help to encourage increased take up of cycling among women by providing accessible, low-cost infrastructure.</p> <p>Data shows that more women than men are attracted to using rental bikes when returning after a break or as a new cyclist.</p> <p>Overall, an increase in the likelihood of women regularly cycling could positively impact on women's physical and mental health and wellbeing, including for pregnant women, disabled women and older women.</p>
Sexual orientation	No	The proposed procurement strategy for DBH contracts will make it easier for more people of all sexual orientations to cycle in Camden, although the proposals do not introduce

Camden Council Equality Impact Assessment Form

Protected Characteristic	Potential positive impact?	Explain the potential positive impact
		any particular positive impacts which are specifically on the basis of sexual orientation.

3.c. Potential negative impact on other characteristics

Characteristic	Potential negative impact?	Explain the potential negative impact
Foster carers	No	There is no evidence that the proposed procurement strategy for DBH contracts would have any negative impact on foster carers in Camden.
Looked after children/care leavers	No	There is no evidence that the proposed procurement strategy would have any negative impact on looked after children/care leavers in Camden.
Low-income households	No	There is no evidence that the proposed procurement strategy would have any negative impact on people from low-income households in Camden.
Refugees and asylum seekers	No	There is no evidence that the proposed procurement strategy would have any negative impact on refugees and asylum seekers in Camden.
Parents (of any gender, with children aged under 18)	Yes	Officers recognise that some Cycle Hire bays have, to date, suffered from going over capacity and vehicles have caused obstruction on some footpaths. This could have particular negative impacts for parents and young children, who may therefore find it harder to use the footway, particularly if using pushchairs or buggies.
People who are homeless	No	There is no evidence that the proposed procurement strategy would have any negative impacts on people who are homeless in Camden.
Private rental tenants in deprived areas	No	There is no evidence that the proposed procurement strategy would have any negative impacts on private rental tenants in deprived areas in Camden.
Single parent households	No	There is no evidence that the proposed procurement strategy would have any negative impacts on single parent households in Camden, beyond those noted for parents above.

Camden Council Equality Impact Assessment Form

Characteristic	Potential negative impact?	Explain the potential negative impact
Social housing tenants	Yes	There is no evidence that the proposed procurement contract would have any negative impacts on social housing tenants in Camden.
Any other, please specify		

Camden Council Equality Impact Assessment Form

3.d. Potential positive impact on other characteristics

Characteristic	Potential positive impact?	Explain the potential positive impact
Foster carers	No	<p>The proposal to continue to provide DBH services in Camden via the proposed procurement strategy should help to encourage more people to cycle in the borough, and should support improvements to physical and mental health and well-being, independent mobility and access to amenities and opportunities across the borough.</p> <p>However, officers do not consider that the proposed procurement strategy will have a specific positive impact on people who are foster carers.</p>
Looked after children/care leavers	No	<p>The proposal to continue to provide DBH services in Camden via the proposed procurement strategy should help to encourage more people to cycle in the borough and should support improvements to physical and mental health and well-being, independent mobility and access to amenities and opportunities across the borough.</p> <p>Officers do not consider that the proposed procurement strategy will have a specific positive impact on looked-after children / care leavers.</p> <p>However, due to an association between being a looked-after child or care leaver and being in a low-income household, the proposals may have benefits with regards to helping this group access more affordable transport options in the form of rental e-bikes (see Low-income households).</p>
Low-income households	Yes	<p>The proposal to procure DBH services for Camden would provide an additional low-cost transport option for low-income households, for whom travel forms a significant proportion of costs.</p> <p>The provision of DBH services helps to overcome a key barrier to owning and storing a bike, and through the Social Value of the contract the Council will secure additional support for low-income households to cycle.</p>
Refugees and asylum seekers	Yes	<p>Due to an association between being a refugee or asylum seeker and being from a low-income household, the proposal to procure DBH services and in particular, the Social Value element of the contracts, may improve access to more affordable transport (see Low-income households).</p>

Camden Council Equality Impact Assessment Form

Characteristic	Potential positive impact?	Explain the potential positive impact
		<p>This would enable refugees and asylum seekers who are on very limited financial support and are generally more isolated as they are not permitted to work, to travel independently, access essential services, community resources as well as engage and integrate with their communities and reduce isolation.</p>
<p>Parents (of any gender, with children aged under 18)</p>	<p>No</p>	<p>The proposal to continue to provide DBH services in Camden via the proposed procurement strategy should help to encourage more people to cycle in the borough, and should support improvements to physical and mental health and well-being, independent mobility and access to amenities and opportunities across the borough.</p> <p>However, officers do not consider that the proposed procurement strategy will have a specific positive impact on parents.</p>
<p>People who are homeless</p>	<p>No</p>	<p>The proposal to continue to provide DBH services in Camden via the proposed procurement strategy should help to encourage more people to cycle in the borough, and should support improvements to physical and mental health and well-being, independent mobility and access to amenities and opportunities across the borough.</p> <p>However, officers do not consider that the proposed procurement strategy will have a specific positive impact on people who are homeless.</p>
<p>Private rental tenants in deprived areas</p>	<p>Yes</p>	<p>The impacts faced by those from low-income households are relevant here. Low-cost modes of travel such as rental e-bikes offers a more accessible and affordable transport option which may benefit private rental tenants in deprived areas.</p> <p>Cycle parking within private rental housing can be a challenge. The proposed continuation of DBH services, via procurement of a new contract for rental e-bikes, overcomes this barrier of storing a bike at home and increases opportunities to choose to cycle.</p> <p>The proposal could help make the streets a safer and more pleasant environment for all due to reduced levels of traffic and improved air quality. This would help to encourage some people to cycle, thereby improving their mental and physical health, independent mobility, social inclusion and improved access to amenities, services, and opportunities.</p>

Camden Council Equality Impact Assessment Form

Characteristic	Potential positive impact?	Explain the potential positive impact
Single parent households	Yes	<p>Single parents typically need to make more trips and more complex journey 'chains' than couple parents as they are often not able to share childcaring and household responsibilities. Single parent households are also more likely to live in a low-income household or face financial difficulties.</p> <p>This proposal may have specific benefits for this group by helping some single parents to access more affordable transport options. DBH also offer greater convenience, particularly for trip chaining: they allow easy, one-way trips for combining errands such as commuting and shopping.</p>
Social housing tenants	Yes	<p>The impacts faced by those from low-income households are relevant here. Low-cost modes of travel such as rental e-bikes offers a more accessible and affordable transport option which may benefit social housing tenants.</p> <p>Cycle parking within social housing can be a challenge. The proposed continuation of DBH services, via procurement of a new contract for rental e-bikes, overcomes this barrier of storing a bike at home and increases opportunities to choose to cycle.</p> <p>The proposal could help make the streets a safer and more pleasant environment for all due to reduced levels of traffic and improved air quality. This would help to encourage people to cycle, thereby improving their mental and physical health, independent mobility, social inclusion and improved access to amenities, services, and opportunities.</p>
Any other, please specify		

Camden Council Equality Impact Assessment Form

3.e Consider intersectionality.

As discussed in Section 2, the proposal to procure DBH services for Camden could potentially have greater impacts on people with intersecting protected and additional characteristics which are discussed in that section.

Access to affordable transport (positive)

Intersections between protected and additional characteristics and low-income have been discussed above. By providing rental e-bikes services, people with intersectional characteristics would benefit from having a greater range of more affordable transport options in the form of rental e-bikes. This includes women, people from Black, Asian, and other Minority Ethnic groups, disabled people, single parents, refugees, and care leavers and people who live in rented accommodation in deprived areas. DBH provision helps to overcome a barrier which some groups face with regards to the costs of owning, servicing and repairing a bike. In addition, officers would seek additional support for people with low incomes through the Social Value element of the proposal and tender evaluations to make it easier and cheaper to hire bikes.

Reducing compounding intersectional barriers to cycling

By providing rental e-bikes services, the proposal offers people with intersecting characteristics that are known to compound the barriers to cycling, a safer and more pleasant environment in which to access rental e-bikes, which can have benefits for health and wellbeing. The intersecting characteristics that this is particularly relevant to includes women, older people, people from ethnic minority groups, disabled people, and people at risk of deprivation. As noted previously, while all these intersections are likely to apply across the Borough, Muslim women in particular may benefit from the improved access to rental e-bikes arising from the scheme (16.1% of the population in the Borough identify as Muslim).

Camden Council Equality Impact Assessment Form

Step 4: Engagement - co-production, involvement, or consultation with those affected

4.a. How have the opinions of people potentially affected by the activity, or those of organisations representing them, informed your work?

List the groups you intend to engage and reference any previous relevant activities, including relevant formal consultation?	If engagement has taken place, what issues were raised in relation to one or more of the protected characteristics or the other characteristics about which the Council takes an interest, including multiple or intersecting impacts for people who have two or more of the relevant characteristics?
<ul style="list-style-type: none"> • Ward Councillors • Business Improvement Districts • Schools • Resident associations • Theatres • Neighboring Boroughs • Transport for London • London Councils 	<p>This proposed strategy to procure DBH services would not be subject to consultation. Officers would engage with these stakeholders as part of the on-going management of the contract if the procurement strategy is approved. Officers also consult with internal and external stakeholders, residents and the statutory consultee list below on any proposals to install new or extend existing Cycle Hire bays.</p> <p>Feedback from residents and businesses during the current contract period, since 2023, has mainly focused on non-compliant parking and parking bays operating over their designated capacity, resulting in obstructions and safety risks for other road users as well as impacts on visual amenity. In recognition of these concerns, the proposal to procure DBH services from June 2027 seeks a 60/40 quality/price balance, giving greater weight to service quality compared to the existing contract of 50/50. The aim is to strengthen contractual obligations for oversight, reporting, monitoring, and enforcement of DBH services to reduce the likelihood of such incidents and ensure the fastest possible response when they occur.</p> <p>Officers have recently undertaken significant consultation and engagement in the development of the Camden Transport Strategy 3 year Delivery Plan for 2025-2028, approved by Cabinet in November 2024. Engagement also includes discussions at Culture & Environment Scrutiny Committee sessions, where the provision of dockless hire bikes has also been discussed, in May 2023, January 2024, February 2025 and January 2026. This includes a commitment to expand the current provision of 220 E-scooter and Cycle hire bays in the borough to help manage demand, with the ambition to deliver a minimum of a further 100 bays.</p>

Camden Council Equality Impact Assessment Form

<ul style="list-style-type: none">• London Ambulance Service• NHS Blood and Transport• London Fire Brigade• MET Police• British Transport Police• Counter Terrorism team• Freight Transport Association:• Road Haulage Association• Royal Mail• TfL Sponsors	<p>While the proposal to procure new DBH services and contracts for Camden is not subject to a consultation process, we engage with these groups as part of the consultation for the installation of Cycle Hire bays that support rental e-bikes services in the borough. None have raised any concerns during these consultations.</p>
---	---

Camden Council Equality Impact Assessment Form

4.b. Where relevant, record any engagement you have had with other teams or directorates within the Council and/or with external partners or suppliers that you are working with to deliver this activity. This is essential where the mitigations for any potential negative impacts rely on the delivery of work by other teams.

Officers engage with the following teams as part of the E-scooter and Cycle Hire bay installation programme and within the current management of rental e-bikes services in the borough:

- Safe and Healthy Streets Programme Sponsor
- Transport Design Team
- Implementation Team
- Parking Operations Team
- Parking Operations – ETOs/TMOs
- Environment Services – Refuse collections
- Camden Accessible Transport Services
- Markets Team
- Highways Maintenance Team
- Streetworks/ Network Management Team
- Conservation
- Community Partnerships
- Placeshaping
- Green Spaces
- Public Health
- Community Safety

For the extension of the contract officers have undertaken extensive engagement with procurement, legal, environmental health and financial services to ensure all aspects of the contract extension are fully considered.

Camden Council Equality Impact Assessment Form

Step 5: Informed decision-making

5. Having assessed the potential positive and/or negative impact of the activity, what do you propose to do next?

<p>1. Change the activity to mitigate potential negative impacts identified and/or to include additional positive impacts that can address disproportionality or otherwise promote equality or good relations.</p>	
<p>2. Continue the work as it is because no potential negative impacts have been found</p>	
<p>3. Justify and continue the work despite negative impacts (please provide justification – this must be a proportionate means of achieving a legitimate aim)</p>	<p>Officers recommend proceeding with the proposal to procure DBH services under new contracts from June 2027, as set out in the Cabinet Report.</p> <p>Evidence shows that DBH offers an important service to Camden residents (and visitors to the Borough), overcoming several barriers to more people cycling, particularly among some protected groups and those with characteristics of interest to Camden, and help to deliver multiple Council policy objectives.</p> <p>Although potential negative impacts on some groups have been identified, particularly with regard to safety and obstruction of the pavement due to non-compliant parking, as set out in this EqIA, the procurement strategy aims to give greater weight to service quality and to contractual obligations to mitigate such incidents, and to the Council’s oversight and management of DBH services more generally than the current contracts .</p>
<p>4. Stop the work because discrimination is unjustifiable and there is no obvious way to mitigate the negative impact</p>	

Camden Council Equality Impact Assessment Form

Step 6: Action planning

6. You must address any negative impacts identified in steps 3 and/or 4. Please demonstrate how you will do this or record any actions already taken to do this.

Action	Due	Owner
Secure Social Value through the procurement process, and through contractual obligations in the awards, to support access to DBH along with complementary measures, for protected groups and groups of interest to Camden.	The proposed procurement strategy will establish contractual obligations for Social Value.	Project Team
Ensure sufficient and effective monitoring and reporting of any Cycle hire bays to ensure pedestrians and any older people, disabled people or other protected characteristic groups are not impeded by hired e-bikes.	The proposed procurement strategy will establish contractual obligations to improve parking compliance and enforcement compared to the current contract.	Project Team and Education and Enforcement officer.
Monitor any correspondence received regarding rental e-bikes and any impacts they may have on the local community and take appropriate actions.	The proposed procurement strategy will establish contractual obligations to monitor DBH and take action.	Project Team

Step 7: EqIA Advisor

Ask a colleague, preferably in another team or directorate, to ‘sense check’ your approach to the EqIA and ask them to review the EqIA form before completing it.

They should be able to clearly understand from what you have recorded here the process you have undertaken to assess the equality impacts, what your analysis tells you about positive and negative actual or potential impact, and what decisions you have made and actions you have identified as a result.

They may make suggestions for evidence or impacts that you have not identified. If this happens, you should consider revising the EqIA form before completing this version and setting a date for its review.

If you feel you could benefit from further advice, please contact the Equalities service at equalities@camden.gov.uk

Camden Council Equality Impact Assessment Form

Step 8: Sign-off

EqIA author	Jacqueline Saunders Senior Transport Planner 28/02/2026
EqIA advisor / reviewer	Jack Killker Equality Impact Quality Assurance Lead 03/03/2026
Senior accountable officer	Sam Margolis Head of Transport Strategy and Projects 15/04/2026