



The New Regional Transport Strategy for Strathclyde

Draft RTS

**Public Sector Equality Duty Assessment Report
(supporting the main Equalities Duties Report)**

On behalf of the
Strathclyde Partnership for Transport



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1 Introduction and Approach

1.1 Purpose

- 1.1.1 This report sets out the findings of the assessment of equalities impacts of the draft Regional Transport Strategy (RTS) for Strathclyde where they relate to the requirements of the Public Sector Equality Duty (PSED). The report sets out the framework used to consider equalities impacts, the evidence base supporting the assessment and the findings of the assessment of the key policies of the Draft RTS.

1.2 Approach to the Assessment

Public Sector Equality Duty

- 1.2.1 Section 149 of the Equality Act 2010 sets out a 'Public Sector Equality Duty' (PSED). This requires public authorities to have due regard to the need to eliminate discrimination, harassment, victimisation, advance equality of opportunity, and foster good relations between those with a protected characteristic and those without. The duty covers the following protected characteristics: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation. The public sector equality duty also covers marriage and civil partnerships, with regard to eliminating unlawful discrimination in employment.
- 1.2.2 The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 require listed authorities to undertake an impact assessment in relation to the needs outlined in section 149(1) of the Act and take account of the results of the assessment in development of the policy. The approach to the assessment has been informed by reference to the Scottish Government's general guidance on the PSED (Scottish Government, 2016) and relevant guidance on application of the duty in Scotland (Equality and Human Rights Commission, 2016).
- 1.2.3 The following guide questions have been designed to allow for testing the implementation of the PSED. They provide a transparent framework to assess the extent to which emerging RTS components promote equality of opportunity, including the removal of physical and cultural barriers to accessing and benefiting from the transport system.

Assessment Framework: Public Sector Equality Duty

Will the emerging RTS and its associated delivery mechanisms...

- *Result in any likely different or disproportionate effects on persons with protected characteristics as specified in the Equality Act 2010, namely age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; and sexual orientation?*
- *Result in any unintended consequences for protected characteristics groups?*
- *Promote public realm and design choices that provide a safe, secure, and accessible environment for all?*
- *Promote social cohesion and integration between people with different protected characteristics and different demographic groups?*
- *Support all individuals and households in accessing basic goods and services?*
- *Improve access to employment and economic opportunities for all?*
- *Provide affordable access to social and cultural activities for all?*
- *Improve access to public services and key amenities for all?*

Assessment Framework: Public Sector Equality Duty

- *Support changing demographics by providing appropriate transport facilities to meet the diverse needs of different communities?*
- *Promote better health outcomes by facilitating active travel?*
- *Reduce the likelihood of transport-related road accidents and casualties?*
- *Support the removal of barriers to travel and the improvement of access to travel for disabled people?*
- *Improve disabled people's ability to make seamless door to door journeys?*
- *Advance the SPT equalities outcomes¹?*

1.2.4 The framing questions have been applied in relation to the three key aims of the Duty

- Eliminating discrimination, harassment and victimisation;
- Advancing equality of opportunity; and
- Fostering good relations.

1.2.5 The second of these aims involves:

- Removing or minimising disadvantages affecting people due to their protected characteristics;
- Taking steps to meet the needs of people with certain protected characteristics where these are different from the needs of other people; and
- Encouraging people with certain protected characteristics to participate in public life or in other activities where their participation is disproportionately low.

Assessment of Draft RTS Equalities Impacts

1.2.6 The equalities framework has been used to provide a structured basis for consideration of the principal components of the RTS through the development of the Strategy. At the Case for Change stage a relatively high level approach was taken to the assessment of the compatibility of the RTS Vision, Priorities, Targets and Objectives with the key equalities duties including the PSED. Following this stage, the project team developed a long list of potential transport options (in 29 themed groups) which were appraised as part of the STAG process and which incorporated an equalities assessment commentary.

1.2.7 The findings of this equalities assessment work is presented in the main Equalities Duties Report as it provides a strategic foundation for the development of proposed RTS policies which represent the core mechanism for future delivery and implementation of transport improvements in the SPT region over the life of the Strategy. They have been subject to commensurately more detailed consideration of equalities impacts (in this case for the PSED).

1.2.8 The equalities framework presented above has been used to inform this detailed assessment and to provide a structured appraisal of each draft RTS policy. In addressing these questions, the assessment team has also taken account of the evidence base gathered on key equalities issues for protected characteristic groups (as drawn from the wider equalities evidence base,

¹ See Section 3.2

and presented in Section 2 of this report) relevant to RTS preparation. The findings of the assessment are set out in Section 3 of this report. A summary of the findings is set out in the main RTS Equalities Duties Report.

- 1.2.9 The scoring criteria used to help assess the scale of the predicted equalities impacts of the RTS policies, and as presented in the assessment framework in Section 3 of this report, are based on the assessment criteria which are set out in **Table 1.1**.

Table 1.1 Public Sector Equalities Duty Assessment Criteria

Impact Score	Description	Symbol
Major Beneficial Effect	The policy contributes significantly to the requirements of the PSED, particularly to advancing equality of opportunity and meeting the needs of people with protected characteristics	++
Minor Beneficial Effect	The policy contributes to the requirements of the PSED, particularly to advancing equality of opportunity and meeting the needs of people with protected characteristics, economic and social issues, but not significantly	+
Neutral / Negligible Effect	The policy has no clear relationship with the requirements of the PSED or the relationship is negligible	0
Minor Adverse Effect	The policy adversely affects the requirements of the PSED particularly with respect to advancing equality of opportunity and meeting the needs of people with protected characteristics	-
Major Adverse Effect	The policy significantly adversely affects the requirements of the PSED particularly with respect to advancing equality of opportunity and meeting the needs of people with protected characteristics	--
Uncertain Effect	The policy has an uncertain relationship to the PSED requirements or insufficient detail or information may be available to enable an assessment to be made.	?
No Clear Relationship	There is no clear relationship between the proposed policy and the achievement of the PSED	~

- 1.2.10 The assessment criteria provide an objective means of undertaking and reporting the equalities assessments of the transport policies on a consistent basis. The colour coding also allows for rapid identification of the impacts most likely to be significant, generally those assessed as having a major positive or negative effect.

1.3 Report Structure

- 1.3.1 This report is structured as follows:

- **Section 2** – presents the equalities evidence base relevant to PSED issues which has informed the consideration of equalities issues through development and assessment of the draft RTS; and
- **Section 3** – sets out the findings of the detailed assessment of the equalities implications of the Draft RTS for the PSED which has focused on assessment of the policies and options of the draft RTS.

2 Evidence Base

2.1 Introduction

- 2.1.1 This section sets out the evidence base which has been collated through the process of RTS development to inform and underpin the consideration of equalities issues relevant to the PSED and the assessment of relevant equalities impacts of the proposed Strategy.
- 2.1.2 The EqIA Scoping Document identified an evidence-based suite of key equalities issues which should be addressed in the emerging RTS (Peter Brett Associates, 2019). Having regard to all consultation responses and policy developments in the interim, including the publication of the NTS2 (Transport Scotland, 2020) with a strong equality focus, an updated suite of key equalities issues for the RTS are summarised below.
- 2.1.3 This section reviews the key literature and research findings relevant to public transport and equalities issues for the duty and presents the information for each protected characteristic group². A more general baseline review of socio-economic and demographic characteristics of the SPT region is presented in the main RTS reporting including the draft RTS (chapter 5) and baseline data collated and reported at the Case for Change stage (including (Stantec, 2021)).

2.2 Public Sector Equality Duty Evidence Base

Overview

- 2.2.1 Different people use the transport network at different times, more or less frequently, and for different purposes. People with protected characteristics are more likely to use and rely on public transport, particularly bus services therefore a lack of public transport services and options disproportionately impacts on disabled people, women and younger and older people in particular. Some groups of people, such as people from ethnic minority groups, disabled people, young carers, young mothers, and care leavers, are typically less mobile and more reliant on public transport (Scottish Government 2017). This may result in differential impacts of changes to service provision for a particular time of day or route for people in different groups of protected characteristics. Policies or measures around service provision, information, price and scheduling in the emerging RTS are therefore likely to impact groups related to protected characteristics in different ways.
- 2.2.2 It is also important to acknowledge the links between socio-economic disadvantage (which is expressly considered as part of the Fairer Scotland Duty³) and many of the groups with protected characteristics. Women, people with disabilities and people in some ethnic groups are more likely to have lower incomes or live in areas of deprivation therefore they are typically also affected by issues around affordability of transport, and dependency on public transport to access employment, health facilities and other services.
- 2.2.3 SPT identify that people can be deterred from using public transport over real or perceived safety fears (Strathclyde Partnership for Transport 2021). This can be related to experiences of racism or harassment or relate to the physical environment around transport hubs. Key evidence identified by SPT includes:
- Only three in five people (62%) feel safe and secure on bus services in the evening – one of the lowest levels among Scottish regions - and three in four people (74%) feel safe and secure on rail services in the evening.

² The group for 'marriage and civil partnerships' is not included in this report since the Duty for this group is in relation to eliminating unlawful discrimination in employment

³ See separate Fairer Scotland Duty Assessment Report

- Safety and security problems are more likely to affect women, older people, younger people, LGBT+ people and black and ethnic minority people.
- Experience of racism or harassment and/or having been the victim of hate crimes in the past prevents some people from using public transport.
- A perceived lack of safety also deters people from using public transport.
- Other safety identified problems related to public transport usage include travelling to and waiting for services at transport stops or stations particularly in the evening, at unstaffed or isolated locations and where there are low levels of lighting.
- Quality and maintenance of pavements and footpaths including routes to public transport is a problem especially for older and disabled people and for people travelling with children in prams and buggies.

2.2.4 Impacts are likely to be compounded in rural areas where current levels of public transport provision and connectivity can act as barriers giving rise to a range of socio-economic impacts and equalities issues. Retention of bus services is essential in rural areas as a lifeline service for many people who do not have any alternative transport options. Bus services in rural and island communities are also experiencing a sharp decline in use, heightened by the impacts of COVID-19.. Key problems with bus services identified from the 2018 SPT public survey related to service reliability, cost of fares and frequency of services with a lack of direct services being reported as the most common response as to why public transport was not used more frequently (Stantec UK, 2021). Data presented to support the RTS Case for Change identified a 31% reduction in passenger bus journeys made in the SPT region between 2007 and 2019 (Stantec, 2021). These are particular challenges in the wake of the effects of the COVID-19 pandemic on declining public transport use particularly in rural areas where bus service provision is a complex balance between commercial and supported services.

2.2.5 Review of key information sources and recent literature has suggested several trends and issues relating to a number of the protected characteristics which should be considered in the EqIA process. These are highlighted below.

Age

2.2.6 Elderly people tend to travel relatively less often and for shorter distances than other adults (Fatima, et al. 2020) although they are more likely to use public transport for journeys in comparison with other age groups. They are also less likely to drive every day or hold a driving licence. For those older people who are no longer working, many are more likely to travel between the hours of 9:00 and 15:00, with most trips for shopping (mostly undertaken by older women) (Su and Bell 2012). Accessibility issues are more likely to affect older people than other age groups with some older people having more limited mobility, hearing or vision impairments and difficulties in alighting to and from transport services, using station facilities or standing for long periods of time (Jacobs and AECOM, 2022). Older people experiencing difficulties of access to public transport may be hampered in accessing key services such as healthcare.

2.2.7 Issues facing older people in accessing public transport include inaccessible vehicles, journey comfort, frequency of bus services and poor integration between different transport services (as well as cross cutting issues shared with other protected groups such as hearing and visual problems and reduced personal mobility) (Strathclyde Partnership for Transport 2021). Older people also face real and perceived problems with safety and security and accessibility of walking routes, bus stops, travel information, vehicles and services.

2.2.8 According to Davis (2014), younger people may have a more local focus than the population as a whole. This suggests that younger people from deprived areas may look for jobs and training opportunities only in their local area and those easily accessible via public transport.

- 2.2.9 Disabled people and older people with mobility needs have found the significant reduction in public transport services following COVID-19 to be particularly difficult to deal with. These groups often do not have access to reliable and accurate information when trying to make travel plans. They can also be excluded from accessing information provided in digital formats due to a lack of access to, or the skills and confidence to use (and/or afford) digital technology.
- 2.2.10 The SPT region is expected to experience significant population ageing, and at a faster rate than for Scotland overall. The changing age structure will have wide-ranging implications for public policy, demand and provision of public services, labour market characteristics and tax revenues. Population ageing will also have substantial transport impacts due to changes in connectivity and accessibility needs (Stantec UK, 2021).
- 2.2.11 Equalities issues relevant to children and young people who form part of this protected characteristic group are addressed in more detail in the evidence base presented in support of the CRW duty assessment report.

Disability

- 2.2.12 Scotland's Accessible Travel Framework (SATF) supports implementation of the UN Convention on the Rights of Persons with Disability in Scotland and is a key framework for the RTS. In each of the Council areas in the SPT region, between one fifth and one third of the adult population has a limiting long term physical or mental health problem (Strathclyde Partnership for Transport 2021). Yet SPT identify that there is a lack of integrated and comprehensive accessible journey planning information essential to disabled people being able to plan a whole journey, and a lack of consistent provision of audio/visual travel information on board transport services.
- 2.2.13 Permanently sick or disabled adults in Scotland are significantly more likely to travel by bus (19% travelling 2 or 3 times per week compared to 9% of all adults in 2019) and they are less likely to travel by train compared to all adults (Transport Scotland, 2019b). These groups often experience higher levels of inequality and accessible transport is an important aspect of helping disabled people enjoy a better quality of life.
- 2.2.14 People who have a long term illness or disability that limits their daily activities are more likely to live in households that do not have access to a private car. About one in every two individuals whose daily activities are limited a lot by long-term health problems or disability live in a household without access to a private car, compared with just one in five people whose daily activities are not limited by health problems or disability (National Records of Scotland 2011).
- 2.2.15 An individual will generally use public transport less frequently if they experience a greater number of difficulties completing daily tasks or where lack of accessible infrastructure and services presents a barrier (Yarde, et al. 2020). This may include:
- a lack of cycle infrastructure for adapted bicycles and costs associated with non-standard cycles; and
 - safety and security concerns when using public transport, especially at night.
- 2.2.16 Evidence reviewed by SPT has identified that many disabled people are not able to or are not confident about leaving home on their own due to uncertainty about the physical environment and of the realities of making journeys on transport services (Strathclyde Partnership for Transport 2021). Key accessibility issues in the SPT area are identified as:
- Journey planning: There is a lack of integrated and comprehensive accessible journey planning information essential to disabled people being able to plan a whole journey.

- Journey assistance: Journey assistance services are not provided in a consistent way across public transport operators, there is a lack of co-ordination between operators and modes and a need for improved approaches to assist people who encounter problems when a journey is already in progress.
- Accessible infrastructure: Many bus, Subway and rail stations and stops in the region are not fully accessible for disabled people to be able to board and alight services. Many bus and taxi vehicles are not yet fully wheelchair accessible and the Subway is only partly accessible.
- Physical environment: Pavements and streets including routes to public transport and interchange connections are not always fully accessible or well-maintained whilst navigation aids can be inconsistent or not working.

2.2.17 A lack of accessible travel information including timetables, journey planning information and audio / visual announcements can create barriers for those with sight or hearing impairments, cognitive impairments, mental health conditions or neuro-diverse conditions (Jarvis 2020). However, travel behaviour among groups of people with disabilities varies widely as the behaviour of people with specific types of disabilities is often markedly different to each other (Clery, et al. 2017). Whilst most disabled travellers in Scotland rely on public transport, many experience difficulties when travelling. Problems include poor service frequency, inadequate infrastructure between home and stop or station, lack of suitable facilities while travelling (e.g. toilets) and difficulties physically accessing the transport (Disability Equality Scotland 2017). Other access difficulties encountered by disabled travellers include steps or multi-layered stations, lack of trained support staff and lack of accessible connectivity between modes (Jacobs and AECOM, 2022).

2.2.18 Women and disabled people may also face safety issues when using public transport, particularly where bus stops are situated in isolated or unsafe places (Duchene 2011). Overall, the journeys that can be made as a disabled person may be less convenient, potentially more costly and a lower quality experience compared to other people (Strathclyde Partnership for Transport 2021).

2.2.19 A 2018 survey (Disability Equality Scotland 2018) found that access to hospitals by transport for disabled people was most difficult in rural areas, evidencing a clear link between lack of transport and an ability for people to achieve the highest standard of physical and mental health. In rural and island areas, journey times by public transport are often long and may involve at least one interchange. This can exacerbate problems of access to health and other key services and facilities for non-car users and impact upon health outcomes and contributing to higher NHS costs.

2.2.20 Increasing physical activity for all groups is identified as a priority by SPT. Safe, secure, obstruction-free walking routes with well-maintained surfaces are key to facilitating more walking and wheeling by a range of disability groups (and for older people, women, teenage girls and black and minority ethnic people who are less likely to be physically active). The SPT RTS public survey also identified key factors to enable more walking for people who are blind or with visual impairment include safe, obstruction free walking routes with good surface quality and places to rest.

Gender reassignment

2.2.21 Transgender people typically experience hate crimes more regularly than other groups and fear of harassment can prevent them from accessing public transport and other services (Scottish Trans Alliance, 2016).

2.2.22 Transgender people are likely to have lower incomes and experience structural disadvantages in accessing employment and training and therefore they are at a higher risk of transport

poverty. They may have concerns about using public transport or public transport facilities, such as toilets, for fear of being harassed or discriminated against (Valentine 2016) which could affect their use of the public transport network.

- 2.2.23 Limited information and data are available on the transgender population including the lived experiences of this group with regards to transport (Transport Scotland 2021).

Pregnancy and maternity

- 2.2.24 Mothers often have complex journey patterns e.g. making journeys between home, work, nursery, the school run and groups/clubs. Affordability and suitability of ticket types can be an issue for mothers returning to work after maternity leave (Strathclyde Partnership for Transport 2021). Pregnant women and people travelling on public transport with pushchairs and children may experience difficulties in accessing and using services associated with accessing vehicles/infrastructure and also difficulties on-board vehicles due to restrictions in their mobility levels.
- 2.2.25 Pregnant women may also have safety concerns about travelling at night or during isolated times of day. They may also find it difficult to travel safely during peak hours (Transport Scotland 2021).

Race

- 2.2.26 Data at a Scotland-level is limited on different ethnic minority groups (Scottish Government 2015) and any analysis of race-based discrimination must consider the differences in people's experiences and preferences both between and within different ethnic groups (Gentin 2011). Recent research suggests that people from black and ethnic minority groups take relatively few active leisure trips such as walking or cycling (Colley and Irvine 2018). Potential explanations can include socio-economic disadvantage, fear of discrimination, and language barriers.
- 2.2.27 Some ethnic minority groups are more likely to be subject to hate crimes and discrimination and this could create barriers to using public transport services and facilities for these groups (Transport Scotland 2021). SPT also report that the attitude of other passengers due to race or ethnicity (and religion) can limit travel choices (Strathclyde Partnership for Transport 2021). Black and minority ethnic people therefore may have more limited travel choices due to past experiences and problems with personal safety and security.
- 2.2.28 People in ethnic minority groups are less likely to have access to a car and more likely to experience higher rates of poverty and rely on public transport more than other groups and are potentially more vulnerable to disadvantage where transport services are changed, reduced or become more expensive. Issues of transport cost and safety may therefore disproportionately affect these groups and affect their health and socio-economic outcomes.

Religion or belief

- 2.2.29 There is a limited evidence base detailing how this protected characteristic relates to inequalities on the transport system. Discrimination, assault or harassment (or fear of these) on the basis of religious identity may affect people of certain religious groups more than others, and this may affect their choice to use public transport and public transport facilities.

Sex

- 2.2.30 Women and disabled people are less likely to drive and more likely to use buses yet they have particular needs that are often not taken into account by transport systems which tend to be designed around the needs of some travellers and not others (Poverty and Inequality Commission 2019). Women are much more likely to be the head of single parent households,

which have lower rates of personal car ownership than two parent households. In the SPT region fewer than half (49%) of single parent households with dependent children have a car available for private use (Strathclyde Partnership for Transport 2021).

2.2.31 In general, women engage in travel linked to caring responsibilities and domestic commitments and are more likely to travel with young people and older people (Duchene 2011) (Sanchez de Madariaga 2013) and make multi-purpose trips. This influences travel behaviour and women tend to travel shorter distances within a more restricted geographical area, make more multi-stop trips, and rely more on public transport. Women are also more likely to be the victim of, and have concerns about, sexual assault or harassment on public transport, particularly at night.

2.2.32 SPT report a range of other key evidence relating to women and transport:

- Women are more likely to be the head of single parent households, which have lower rates of personal car ownership than two parent households and at greater risk of poverty than married or co-habiting households with children.
- Women are less likely than men to have a driving licence and those who do have a licence drive less frequently.
- Women tend to take on a disproportionate level of care and domestic tasks, compared to men, in addition to full or part-time work, consequently, they are more likely to make multi-stop and multi-purpose trips, combining travel to work with trips for other purposes.
- Trip purposes and patterns differ for women compared to men e.g. working part-time or shifts, or in relation to caring responsibilities.
- Safety and feelings of safety have a significant impact on women's travel choices.
- Women feel less safe than men when travelling at night.

Sexual orientation

2.2.33 People in this group may be concerned about being able to access public transport and public transport facilities, especially at night when these may be poorly lit, for fear of harassment or discrimination (Transport Scotland 2021).

2.2.34 SPT report that one in four LGBT people in Scotland have faced prejudice or discrimination and have suffered discriminatory treatment when accessing services. This has led to reluctance amongst some people in this protected characteristic group to engage in aspects of public life including accessing services (Strathclyde Partnership for Transport 2021).

2.2.35 A survey in 2017 (LGBT Youth Scotland 2017) identified there has been a decline in the percentage of LGBT young people overall who say they feel safe on public transport, from 70% in 2012 to 67% in 2017. Overall, 51% of transgender young people in the survey felt safe when using public transportation.

2.2.36 Limited information and data are available on the lived experiences of this group with regards to transport.

3 Assessment Findings

3.1 Introduction

- 3.1.1 This section sets out the findings of the detailed equalities assessment of the substantive components of the draft RTS relevant to the Public Sector Equalities Duties (PSED) framework. These components comprise the policies (and with consideration of their linked options) in the draft Strategy as these form the basis for the future 'delivery' elements which would have the potential for adverse and beneficial equalities impacts.

3.2 Assessment of RTS Policies

- 3.2.1 The findings of the general assessment of the draft RTS policies are presented in Error! Reference source not found.. The assessment uses the criteria underpinning the framework (as set out in Section 1.2) to provide a consistent and structured approach to consideration of the potential impacts of the policies on the relevant needs of the PSED duty. The predicted impacts of the policies are considered under each of the ten policy themes for the RTS and the identified 'score' for each criteria is assigned in the table using the system described in Section 1.2 (**Table 1.1**).
- 3.2.2 The tables then set out a short description of the key predicted equalities issues on a policy specific basis, drawing on the findings of the appraisals completed for the PSED criteria and commenting where relevant on any issues specific to protected characteristics.
- 3.2.3 Since the PSED specifically requires consideration of the implementation of a new or amended policy against the general needs of the Duty, further analysis of the implications of the RTS, taken as a whole, on each of three duty needs is then set out in **Tables 3.2 to 3.4**. These assessments fulfil the statutory requirement of the specific duties on SPT to consider the implications of the Strategy on the needs of the PSED.

Table 3.1 Predicted Impacts of RTS Policies - Public Sector Equalities Duty

Policy theme 1	Accessing and using transport
Policy theme 2	Reducing the need to travel and managing demand for car travel
Policy theme 3	Enabling walking, wheeling and cycling
Policy theme 4	Enhancing quality and integration of public transport
Policy theme 5	Improving road safety
Policy theme 6	Decarbonising vehicles and improving air quality
Policy theme 7	Moving goods sustainably
Policy theme 8	Increasing resilience and adapting to climate change
Policy theme 9	Protecting and enhancing natural and built environments
Policy theme 10	Connecting places

PSED Framework Criteria	Assessment of Policy Theme Equalities Impacts									
Will the emerging RTS and its associated delivery mechanisms.....	1	2	3	4	5	6	7	8	9	10
<ul style="list-style-type: none"> ▪ Result in any likely different or disproportionate effects on persons with protected characteristics as specified in the Equality Act 2010? (Overall Impact) 	+	0	+	+	0	+	0	0	+	+
<ul style="list-style-type: none"> ▪ Specific assessment with respect to each protected characteristic group is provided in the following rows of this framework: 										
<ul style="list-style-type: none"> ▪ Age 	+	0 / ?	+	+	+	+	0	0 / +	+	+
<ul style="list-style-type: none"> ▪ Disability 	+	0 / ?	+	+	+	+	0	0 / +	+	+

PSED Framework Criteria	Assessment of Policy Theme Equalities Impacts									
Will the emerging RTS and its associated delivery mechanisms.....	1	2	3	4	5	6	7	8	9	10
▪ Gender Reassignment	+	0	+	+	0	+	0	0	+	+
▪ Pregnancy and Maternity	+	0	0	+	0	+	0	0/+	+	+
▪ Race	+	0	+	+	0	+	0	0	+	+
▪ Religion or Belief	+	0	+	+	0	+	0	0	+	+
▪ Sex	+	0	+	+	0	+	0	0	+	+
▪ Sexual Orientation	+	0	+	+	0	+	0	0	+	+
▪ Result in any unintended consequences for protected characteristics groups?	+	?	?	+	+	?	0	?	0	?
▪ Promote public realm and design choices that provide a safe, secure, and accessible environment for all?	+	+	+	+	+	+	0	+	++	0
▪ Promote social cohesion and integration between people with different protected characteristics and different demographic groups?	+	+	0	+	0	0	0	0	+	+
▪ Support all individuals and households in accessing basic goods and services?	+	++	+	++	+	+	0	+	0	+
▪ Improve access to employment and economic opportunities for all?	++	+	+	++	+	+	0	+	0	+
▪ Provide affordable access to social and cultural activities for all?	++	+	+	++	0	0	0	0	0	0

PSED Framework Criteria	Assessment of Policy Theme Equalities Impacts									
Will the emerging RTS and its associated delivery mechanisms.....	1	2	3	4	5	6	7	8	9	10
▪ Improve access to public services and key amenities for all?	++	+	+	++	+	+	0	+	0	+
▪ Support changing demographics by providing appropriate transport facilities to meet the diverse needs of different communities?	+	+	+	+	+	0	0	0	0	+
▪ Promote better health outcomes by facilitating active travel?	+	+	++	+	+	++	+	+	++	0
▪ Reduce the likelihood of transport-related road accidents and casualties?	0	+	?	0	++	0	+	+	0	0
▪ Support the removal of barriers to travel and the improvement of access to travel for disabled people?	+	+	?	+	+	0	0	0	0	0
▪ Improve disabled people's ability to make seamless door to door journeys?	+	0	?	+	+	0	0	+	0	0
▪ Advance the SPT equalities outcomes?	++	+	+	++	+	+	0	+	+	+
Compliance with aim 1 of the duty: Eliminating discrimination, harassment and victimisation	+	+	+	+	+	+	0	0	0	0
Compliance with aim 2 of the duty: Advancing equality of opportunity	++	+	+	++	+	0	0	+	+	+
Compliance with aim 3 of the duty: Fostering good relations	+	0	0	0	0	0	0	0	0	0
Overall Assessment	++	+	+	++	+	+	0	+	+	+

PSED Framework Criteria	Assessment of Policy Theme Equalities Impacts									
Will the emerging RTS and its associated delivery mechanisms.....	1	2	3	4	5	6	7	8	9	10
Policy Specific Assessment Summary										
<p>Policy Theme 1 (<i>Accessing and using transport</i>): Clear and supportive policies which link directly with and have beneficial impacts on the objectives of the PSED. Policies P.A1 and P.A4 in particular make reference to provision for protected characteristics groups.</p> <p>Policy Theme 2 (<i>Reducing the need to travel and managing demand for car travel</i>): This theme is predicted to have some beneficial impacts on the PSED framework through longer term land use changes making it easier to access to jobs, facilities and services for some groups. Parking policies would need to be carefully implemented to take account of the needs of protected characteristics groups such as some older people and disabled people. Similarly road pricing policies would need to be designed to ensure unintended adverse consequences on equalities groups or people with socio-economic disadvantage were avoided.</p> <p>Policy Theme 3 (<i>Enabling walking, wheeling and cycling</i>): The policies in this theme are predicted to have some beneficial impacts on the PSED framework particularly for people with protected characteristics who would benefit from enhanced provision, accessibility and safety of use of active travel networks.</p> <p>Policy Theme 4 (<i>Enhancing quality and integration of public transport</i>): The policies in this theme around public transport improvement and integration are compatible with the equalities objectives of the PSED framework and a range of beneficial impacts (some predicted to be significant) would be predicted for many protected characteristics groups provided measures including those on community and demand responsive transport were implemented with full consideration of the mobility and access requirements of key groups such as older people and disabled people.</p> <p>Policy Theme 5 (<i>Improving road safety</i>): The policies on road safety with a particular focus on vulnerable road users are predicted to have beneficial impacts on equalities outcomes. Where measures are implemented effectively and are designed to take account of the travel needs of people in all protected characteristics they will reinforce complementary policies promoting active travel and public transport.</p> <p>Policy Theme 6 (<i>Decarbonising vehicles and improving air quality</i>): Proposals for decarbonisation of transport are not directly targeted at equalities outcomes however the policies and actions have potential to support a number of aspects of the PSED framework indirectly. Measures which reduce emissions and air pollution would benefit health and wellbeing for all groups and the decarbonisation of public transport in particular would provide opportunities to bring forward modernisation of fleets of buses, trains and community transport which better accommodate all users.</p> <p>Policy Theme 7 (<i>Moving goods sustainably</i>): Implementation of supporting measures for the policies on freight may have some minor indirect beneficial equalities impacts for example where freight mode shift away from roads resulted in improved conditions for people walking and cycling and better air quality. Generally the policies are not directly related to the equalities duty and a neutral overall impact is predicted on the PSED framework.</p>										

PSED Framework Criteria	Assessment of Policy Theme Equalities Impacts									
Will the emerging RTS and its associated delivery mechanisms.....	1	2	3	4	5	6	7	8	9	10
<p>Policy Theme 8 (<i>Increasing resilience and adapting to climate change</i>): Whilst the policies on climate adaptation and resilience are not directed with an equalities focus, critical transport infrastructure including active travel and key facilities are vulnerable to ongoing changes in climate such as extreme weather events and subsequent costs and disruption to public transport. Implementation of measures to reduce the potential for disruption to services used by people with protected characteristics therefore would have beneficial impacts for the PSED framework.</p> <p>Policy Theme 9 (<i>Protecting and enhancing natural and built environments</i>): There are clearly evidenced links between people’s health and wellbeing and their access to and enjoyment of green spaces and networks. These policies for enhancement of natural and built environments have potential to promote greater use of active travel networks and enhance the environment of open spaces and public areas which would have beneficial impacts on people with protected characteristics particularly where interventions were integrated with other place making policies and made accessible to all groups.</p> <p>Policy Theme 10 (<i>Connecting places</i>): The impacts of policies on connecting places for people with protected characteristics under the PSED would depend on the nature of the measures being implemented. Some policies would not have any predicted impacts but a number of minor beneficial impacts on this equalities framework are predicted where the implementing measures have potential to improve journey making for disabled people and other equalities groups particularly in relation to the accessibility of local facilities, including hospitals and tertiary education.</p>										

Table 3.2 Impact of Applying the RTS Against the Need to Eliminate Unlawful Discrimination

Protected Characteristic	Impact	Commentary / Reason
Will the emerging RTS and its associated delivery mechanisms support the need to eliminate discrimination, harassment and victimisation ...		
<ul style="list-style-type: none"> ▪ Age 	+	<ul style="list-style-type: none"> ▪ The high level nature of the Strategy and its associated policies generally precludes the identification of specific impacts on equalities groups and communities in relation to unlawful discrimination, harassment or victimisation. ▪ None of the policy themes has been assessed as having the potential for adverse impacts on any of the protected characteristics groups (see Table 3.1) in relation to the duty need to prevent unlawful discrimination. ▪ Effective implementation of many of the RTS policies is predicted to bring beneficial impacts through tackling discrimination by providing the framework for an inclusive, accessible, affordable and high quality public transport system. This will facilitate positive outcomes for many equalities groups who experience discrimination directly or indirectly in how they access and engage with transport infrastructure and services in the region. ▪ Overall the Strategy is considered to support the PSED need to eliminate discrimination, harassment and victimisation within the context of active travel and public transport.
<ul style="list-style-type: none"> ▪ Disability 	+	
<ul style="list-style-type: none"> ▪ Gender Reassignment 	0	
<ul style="list-style-type: none"> ▪ Pregnancy and Maternity 	+	
<ul style="list-style-type: none"> ▪ Race 	0	
<ul style="list-style-type: none"> ▪ Religion or Belief 	0	
<ul style="list-style-type: none"> ▪ Sex 	+	
<ul style="list-style-type: none"> ▪ Sexual Orientation 	0	

Table 3.3 Impact of Applying the RTS Against the Need to Advance Equality of Opportunity

Protected Characteristic	Impact	Commentary / Reason
Will the emerging RTS and its associated delivery mechanisms support the need to advance equality of opportunity ...		
<ul style="list-style-type: none"> ▪ Age 	++	<ul style="list-style-type: none"> ▪ The high level nature of the Strategy and its associated policies generally precludes the identification of specific impacts on equalities groups and communities in relation to advancing equality of opportunity. ▪ None of the policy themes has been assessed as having the potential for adverse impacts on any of the protected characteristics groups (see Table 3.1) in relation to the duty need to advance equality of opportunity. Potentially significant beneficial impacts have been predicted at the policy theme level for some policies. ▪ Effective implementation of many of the RTS policies is predicted to bring beneficial impacts through advancing equality of opportunity by providing an inclusive, accessible, affordable and high quality public transport system and substantially upgraded active travel infrastructure. This will facilitate positive outcomes by enhancing access to key destinations and improved physical transport accessibility supporting improved opportunities for all groups. ▪ Overall the Strategy is considered to strongly support the PSED need to advance equality of opportunity within the context of the role that active travel and public transport can play in benefiting the lived experience of the various protected characteristics groups.
<ul style="list-style-type: none"> ▪ Disability 	++	
<ul style="list-style-type: none"> ▪ Gender Reassignment 	+	
<ul style="list-style-type: none"> ▪ Pregnancy and Maternity 	+	
<ul style="list-style-type: none"> ▪ Race 	+	
<ul style="list-style-type: none"> ▪ Religion or Belief 	+	
<ul style="list-style-type: none"> ▪ Sex 	+	
<ul style="list-style-type: none"> ▪ Sexual Orientation 	+	

Table 3.4 Impact of Applying the RTS Against the Need to Foster Good Relations

Protected Characteristic	Impact	Commentary / Reason
Will the emerging RTS and its associated delivery mechanisms support the need to foster good relations between different groups ...		
<ul style="list-style-type: none"> ▪ Age 	+	<ul style="list-style-type: none"> ▪ The high level nature of the Strategy and its associated policies generally precludes the identification of specific impacts on equalities groups and communities in relation to fostering of good relations between people who share a protected characteristic and those who do not. ▪ None of the policy themes has been assessed as having the potential for adverse impacts on any of the protected characteristics groups (see Table 3.1) in relation to the duty need to foster good relations. The predicted impacts are generally neutral since the policies are not specifically designed to address this need given their specific focus on active travel and public transport. ▪ Effective implementation of the RTS policies is predicted to generally support the purpose of this need by creating an enhanced transport system and public transport services in the region. These improvements would contribute, at least indirectly, to the duty need by reducing the potential for conflict between people with protected characteristics and other groups for example through delivering enhanced capacity on public transport services to accommodate the needs of all groups using the service. ▪ Overall the Strategy is considered to support the PSED need to foster good relations between different groups within the context of active travel and public transport.
<ul style="list-style-type: none"> ▪ Disability 	+	
<ul style="list-style-type: none"> ▪ Gender Reassignment 	0	
<ul style="list-style-type: none"> ▪ Pregnancy and Maternity 	+	
<ul style="list-style-type: none"> ▪ Race 	0	
<ul style="list-style-type: none"> ▪ Religion or Belief 	0	
<ul style="list-style-type: none"> ▪ Sex 	0	
<ul style="list-style-type: none"> ▪ Sexual Orientation 	0	

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