


EQUALITY IMPACT ASSESSMENT – NON-COMMERCIAL BUS ROUTES

SECTION ONE: INFORMATION ABOUT THE PROPOSAL

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| Author(s): This is the person completing the EIA template. | James Quintrell-Harris, Public Transport Officer | Department and service: | Strategic Planning and Infrastructure | Date of assessment: | 07.09.2022 (last updated 02.11.22) |
| Lead Officer: Please note that a Head of Service, Service Director, or Strategic Director must approve the EIA. | Paul Barnard | Signature: |  | Approval date: | 03/11/22 |
| Overview: | <p>BACKGROUND</p> <p>The Equality Act 2010 harmonised and replaced pre-existing equality legislation and extended statutory protection across nine ‘protected characteristics’. It recognised forms of discrimination that were previously beyond the scope of legislation and introduced the concept of the Public Sector Equality Duty (PSED).</p> <p>The protected characteristics include; age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.</p> <p>The PSED placed specific responsibilities on public sector organisations to consider equality in their decision making. It consists of a general equality duty, supported by specific duties, which are imposed by secondary legislation. In summary, those subject to the equality duty must, in the exercise of their functions, have due regard to the need to:</p> <ul style="list-style-type: none"> • Eliminate unlawful discrimination, harassment and victimisation and other prohibited conduct. • Advance equality of opportunity between people who share a protected characteristic, and those who do not. • Promote good relations between people who share a protected characteristic and those who do not. <p>CONTEXT</p> <p>The Council’s tendered bus services network (also known as subsidised bus services) provides bus services to areas of the city which are not served by bus operators as part of their commercial network. Without the subsidised services network residents who live in areas of the city which are not served by commercial bus services may have reduced access to employment, education, healthcare, retail and leisure opportunities because of the lack of access to a bus</p> | | | | |

which could impact on their wellbeing. It is important to recognise that these impacts could be felt by Council employees. A lack of access to public transport also leads to an increase in the number of vehicles on the city's road network adding to congestion in the city, and detrimentally impacting on air quality, as well as the city's efforts to become carbon neutral by 2030.

The following non-commercial bus routes may be lost depending on option which is chosen;

- **13 – City Centre – Weston Mill – Saltash Passage**
In 2021/22, of the total trips recorded on this service, 43 per cent were made by concessionary pass holders.
- **14 – City Centre – Devonport – Mutton Cove – Keyham – Derriford Hospital – Derriford Estates**
In 21/22, of the total trips recorded on this service, 26 per cent were made by concessionary pass holders.
- **19 – City Centre – Merafield – Plympton Ridgeway**
In 2021/22, of the total trips recorded on this service, 76 per cent were made by concessionary pass holders.
- **27 – City Centre – Lower Compton – Eggbuckland – Mainstone**
This service started on 4 September 2022, 36 per cent of trips were made by concessionary pass holders.
- **31 – City Centre – Peverell – Beacon Park – Pennycross**
In 2021/22, of the total trips recoded on this service, 87 per cent were made by concessionary pass holders.
- **39 – City Centre – Mannamead – Hartley Vale**
In 2021/22, of the total trips recorded on this service, 64 per cent were made by concessionary pass holders.
- **44A – Holly Park – Ringmore Way**
In 2021/22, of the total trips recorded on this service, 19 per cent were made by concessionary pass holders. The Council provides funding for the section of the route from the junction of Taunton Avenue on Budshead Road to the junction of Ringmore Way on Crownhill Road. However, commercially Plymouth Citybus has extended the route to St Budeaux Square which means that children who live in Whitleigh can attend Marine Academy Plymouth while other residents can attend St Budeaux Square shops and doctors in the area. Once the Council funded section of the route is removed it is unlikely that the remainder of the route will continue to be serviced.

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| | <ul style="list-style-type: none"> • 54 – City Centre – Plymstock Broadway – Jennycliff – Bovisand Beach The 54 connects the city centre to Bovisand Beach and runs in the summer months and May half term holiday only. In 2021/22, of the total trips recorded on this service, 31 per cent were made by concessionary pass holders. This service did not run during 2020/21. • 200 – Coypool Park and Ride Since this service was started on 10 April 2022, 53 per cent of trips were made by concessionary pass holders. <p>For the purposes of this EIA, where concessionary pass holders are over a third of the total patronage we have defined these routes as having a higher number of concessionary pass holders.</p> |
| DECISION | <p>This equality impact assessment (EIA) assesses the impact of 6 options to withdraw a number of services in relation to Plymouth City Council’s Tendered Bus Service Network. It assesses the impact of removing the non-commercial bus routes set out above on those people with protected characteristics.</p> <p>The recommendations being put to cabinet in respect to the non-commercial routes network are;</p> <ol style="list-style-type: none"> 1. Indicate which of the options set out in the report for the award of bus service contracts it wishes to implement. 2. Approve the cancellation of bus service contracts as set out in the report relating to the agreed option for implementation. <p>It is important to note that if bus services are withdrawn as result of this decision, there may be some residents who do not easily have access to a bus service or who may have to walk further to their nearest bus stop. There are currently 49,151 people living within Plymouth that hold a concessionary bus pass. These passes are issued either to residents who are over state pension age or have a disability that entitles them to a pass. The decision is likely to adversely impact disabled people and older people. Younger people and pregnant women may also be adversely impacted due to the reasons set out in section 3.</p> |

SECTION TWO: EQUALITY IMPACT ASSESSMENT SCREENING TOOL

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| Potential external impacts: Does the proposal have the potential to negatively impact service users, communities or residents with protected characteristics? | Yes | x | No | |
| Potential internal impacts: Does the proposal have the potential to negatively impact Plymouth City Council employees? | Yes | x | No | |
| Is a full Equality Impact Assessment required? (if you have answered yes to either of the questions above then a full impact assessment is required and you must complete section two) | Yes | x | No | |
| If you do not agree that a full equality impact assessment is required, please set out your justification for why not. | Not applicable. | | | |

SECTION THREE: FULL EQUALITY IMPACT ASSESSMENT**Option 1 – Withdraw all non-commercial routes**

The only zero cost option is to award contracts that can be fully funded through S106 contributions.

These are:

- 2A – Elburton to Sherford
- 17/18 – incorporated with new service to Saltram Meadow
- 42 – Seaton Neighbourhood to both City Centre and Derriford Hospital
- 52 – Plympton to Derriford Hospital via Coypool Park and Ride

If this option is approved the following services will be lost:

- 13 – City Centre – Weston Mill – Saltash Passage
- 14 – City Centre – Devonport – Mutton Cove – Keyham – Derriford Hospital – Derriford Estates
- 19 – City Centre – Merafield – Plympton Ridgeway
- 27 – City Centre – Lower Compton – Egguckland – Mainstone
- 31 – City Centre – Peverell – Beacon Park – Pennycross
- 39 – City Centre – Mannamead – Hartley Vale
- 44A – Holly Park – Ringmore Way – City Centre – Plymstock Broadway – Jennycliff – Bovisand Beach
- 200 – Coypool Park and Ride

AGE

Insight

Plymouth

- 16.4 per cent of people in Plymouth are children aged under 15.
- 65.1 per cent are adults aged 15 to 64.
- 18.5 per cent are adults aged 65 and over.
- 2.4 per cent of the resident population are 85 and over.

A shift in the demographics of Plymouth is expected over the next fifteen years. It is projected that there will be a 32.7 per cent increase in the number of people aged 65 or over between 2016 and 2034.

South West

- 15.9 per cent of people are aged 0 to 14, 61.8 per cent are aged 15 to 64.
- 22.3 per cent are aged 65 and over.

England

- 17.4 per cent of people are aged 0 to 14.
- 64.2 per cent of people are aged 15 to 64.
- 18.4 per cent of people are aged 65 and over.

(Data sourced from the 2021 Census)

Public Transport Data

- In 2019/2020 18,027,681 bus trips were made, of which 5,098,348 (28 per cent) were concessionary trips.
- In 2020/2021 6,881,673 bus trips were made, of which 1,722,313 (25 per cent) were concessionary trips.
- In 2021/2022 12,481,802 bus trips were made, of which 2,870,138 (23 per cent) were concessionary trips

This data shows that overall patronage and concessionary patronage has not returned to pre-pandemic levels.

In Plymouth there are currently 44,868 active age related concessionary passes. Older people by the nature of the scheme are overrepresented as beneficiaries of concessionary fares. National data shows that young people are overrepresented amongst public transport users ([Gov.uk](https://www.gov.uk)).

The Driver and Vehicle Licensing Agency (DVLA) 'Full car driving licence holder

| Adverse Impacts | Mitigations | Timescale and Responsible Department |
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| <p>Option 1 <u>Young People</u> Service 13/13s The 13S (which operates before 09.30 on school days only) serves Marine Academy Primary and Secondary School. Young people who live in Barne Barton and St Budeaux will lose their direct bus to school.</p> <p>Service 14 The 14 serves Notre Dame School, City College and Devonport High School for Boys. If this service is removed young people from Devonport, Stoke, Keyham and Beacon Park may find it more difficult to access those schools. For some young people living on the Derriford estates there could be a maximum walk of 1.37km to the school.</p> <p>Service 27 The 27 directly serves St Edward's Primary School and indirectly High View Primary School, Efford.</p> <p>Service 31 The 31 bus route passes Pennycross School but this route is also served by the 35 and 35A to Ham Drive.</p> | <p>Option 1 <u>Young People</u> Service 13/13s Young people living in Barne Barton would need to catch the 21/21A service to St Budeaux Square, from there they can either walk to Marine Academy or catch the 50/51 to the top of Victoria Road. However they could incur additional cost.</p> <p>Service 14 Young people will need to catch the bus to the City Centre and then an onward service to school or college. However they could incur additional cost.</p> <p>Service 27 For High View Primary School Young people from Lower Compton and certain parts of Efford could walk to Mannamead Road to catch the bus to the City Centre and then the 8/9 service to school. However this would incur additional cost.</p> <p>Service 31 Removal of the 31 bus service will have a negligible impact as the route is also served by the 35 and 35A. We will communicate with local residents to raise awareness of</p> | <p>Sustainable Transport Team</p> <p>January 2023</p> |

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| <p>Service 44A Young people who live in Whitleigh currently served by the 44A will find it more difficult to get to Marine Academy Plymouth by public transport. For some young people in Holly Park this could mean a walk of approximately 1.5km and reliance on connecting bus services. For those young people living in Whitleigh who are too young to drive or for whom driving is not possible their ability to socialise may be limited. This service has less patronage by concessionary pass holders than the other services being removed (19 per cent).</p> <p>Due to the changes to bus routes proposed, it is likely that young people will be adversely impacted by this decision. Those young people who rely on buses for educational purposes may find it more difficult to access their educational establishment and their local library.</p> <p>Option 1 <u>Older People</u> Older people who rely on buses as their sole means of transport are more likely to be negatively impacted by the decision to remove bus services. Older people's access to shops, libraries, health centres along with a general ability to access local amenities is</p> | <p>service changes to minimise as much disruption as possible. This will include awareness raising that there are alternative options to the 31 bus route.</p> <p>Service 44A To mitigate the service changes to the 44A we will effectively engage with Marine Academy Plymouth to minimise as much as possible the disruption to young people's education. We will also use this as an opportunity to promote healthy travel through Plympton.</p> <p>At this point it is not possible to fully mitigate the adverse impacts which will be felt by the removal of the 44A bus route on young people. However an alternative would be for young people from Holly Park to take the 71 bus route. This would involve two walks of around 1km either side of the bus journey depending on where they live. This is an hourly service.</p> <p>Option 1 <u>Older People</u> To mitigate against the additional walking distances required as a result of the removal of the 13, 19, 27, 31 and 39 services, we will promote initiatives such as community transport services Dial A Ride and Community Car (Access Plymouth).</p> | <p>Sustainable Transport Team January 2023</p> <p>Sustainable Transport Team January 2023</p> |
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| <p>likely to be adversely impacted and social isolation could increase as a result. There is a higher level of concessionary fare passengers on the 13, 19, 27, 31, 39 and 200 bus routes. This is especially true for routes 19 (76 per cent) and 31 (87 per cent). Due to the proposed changes to bus routes, it is likely that older people will be adversely impacted by this decision.</p> <p>Service 13 For those older people who are reliant on the 13 bus route to access the shops and library at St. Budeaux Square, they will be adversely impacted if the 13 bus route is withdrawn. For example, it could mean a 1.8km walk up hill from the bottom of Saltash Passage to St. Budeaux Square were the 13 bus service removed. It is important to note that as a result of the withdrawal of the 13/13s service there will be a number of areas on this route not served by any other bus route e.g Fletemoor Road and Carlton Terrace.</p> <p>Service 19 Those older people who are reliant on the 19 bus route to access the Ridgeway (including the health centre) from the Cot Hill and Merafield area will be adversely impacted. If the 19 bus service was removed it would result in people having to walk approximately 1.2 km to the Ridgeway and 1.6 km to Plymouth Road for a bus to the city centre.</p> | <p>While these may provide an alternative for some service users, it is important to note that charges will apply, and concessionary bus passes will not be valid. Dial A Ride services are only available at certain times and need to be booked in advance and so are not as flexible as traditional bus routes.</p> <p>We will also work in partnership with the local voluntary and community sector to share communications with relevant agencies and local organisations to raise awareness of any route changes and alternative travel options.</p> <p>No adverse impacts are expected in respect of access to Torr Lane and Consort Care Nursing Home on the 39 bus route as this is a short walk from the core bus network.</p> <p>It is not possible to fully mitigate against the adverse impacts which could be felt by older people resulting from the removal of these routes.</p> | |
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Service 27

The 27 serves the Efford Medical Centre and the Estover Laypark Medical Surgery. For people reliant on the 27 bus route, depending where on Efford Road they are, they could have a maximum walk of 416 metres to get to the nearest inbound bus service. Residents who live on Plymbridge Road or Glenholt could have a maximum walk of 1.6km to get to the George Park and Ride.

Service 31

The 31 bus service provides access to the city centre via Mutley Plain and associated retail and amenities. If this service is removed, it is likely that some older people relying on the service living in Fountains Crescent, Pennycross and certain parts of Beacon Park and Peverell could be impacted as they will be required to walk between approximately 500 and 900 metres to their nearest bus stop.

Service 39

Consort Care and Nursing Home is located on Torr Lane on the 39 bus route. If the 39 bus route is removed, it would result in an additional 200 metre walk for those wishing to get there by bus. Furthermore if this service is removed it would mean an approximate additional 600 metre steep walk from the bottom of Hartley Vale to Mannamead Road. This would also remove the link to the city centre and Morrisons for retail and leisure facilities.

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| <p>Service 200 Due to the nature of the 200 service despite a higher proportion of concessionary fare passengers the impact from this bus route being withdrawn is negligible as there are other routes available.</p> | | |
| <p>DISABILITY</p> | | |
| <p>10 per cent of our population have their day-today activities limited a lot by a long-term health problem or disability (2011 Census).</p> <p>Public Transport Data</p> <ul style="list-style-type: none"> • In 2019/2020 18,027,681 bus trips were made, of which 5,098,348 (28 per cent) were concessionary trips. • In 2020/2021 6,881,673 bus trips were made, of which 1,722,313 (25 per cent) were concessionary trips. • In 2021/2022 12,481,802 bus trips were made, of which 2,870,138 (23 per cent) were concessionary trips. • This data shows that overall patronage and concessionary patronage has not returned to pre-pandemic levels. • In 2019, disabled adults (aged 16 years and over) in England made 757 trips on average per person per year, as compared to 1,016 for adults without a disability. The difference was smaller for those aged under 65, 17 per cent less (854 trips compared to 1,026) than for those aged over 65, 34 per cent less (642 trips compared to 970) (DFT Accessibility Statistics; 2020) • There are currently 4,287 active concessionary bus pass which have been provided to disabled people in Plymouth. • National evidence suggests that a higher proportion of individuals who live in families with disabled members live in poverty, compared to individuals who live in families where no one is disabled (EHRC 2017). | | |
| <p>Adverse Impacts</p> | <p>Mitigations</p> | <p>Timescale and Responsible Department</p> |
| <p>Option I Disabled people who rely on buses as their sole means of transport are more likely to be impacted by the decision to remove bus services. Disabled people's access to shops, libraries and health centres, along with a general ability to access local amenities, may be impacted. Those with underlying health</p> | <p>Option I To mitigate against the additional walking distances required as a result of the removal of the 13,19, 27, 31 and 39 services, we will promote initiatives such as community transport services Dial A Ride and Community Car (Access Plymouth).</p> | <p>Sustainable Transport Team January 2023</p> |

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| <p>conditions could be negatively affected by increased car traffic resulting in poorer air quality.</p> <p>There is a higher level of concessionary pass holders on the 13, 19, 27, 31 and 39 bus routes. This is especially true for routes 19 (76 per cent concessionary fare passengers) and 31 (87 per cent concessionary fare passengers).</p> <p>Service 13 For those disabled people who are reliant on the 13 bus route to access the shops and library at St. Budeaux Square, they will be adversely impacted if the 13 bus route is withdrawn. Withdrawal of this bus route will result in increased walking distances to amenities. For example, it is a 1.8km walk up hill from the bottom of Saltash Passage to St. Budeaux Square and for residents who live on Bridwell Road there is a maximum walk of 1.2km to get to the inbound bus service on Wolseley Road or a maximum 1.28km walk to St Budeaux Square. There are no alternative bus services available.</p> <p>Service 19 For those disabled people who are reliant on the 19 bus route to access the Ridgeway (including the health centre) from the Cot Hill and Merafield area will be adversely impacted. If the 19 bus service was removed it would result in people having to walk approximately 1.2 km to the Ridgeway and</p> | <p>While these may provide an alternative for some service users, it is important to note that charges will apply, and concessionary bus passes will not be valid. Dial A Ride services are only available at certain times and need to be booked in advance and so are not as flexible as traditional bus routes.</p> <p>No adverse impacts are expected in respect of access to Torr Lane and Consort Care Nursing Home on the 39 bus route as this is a short walk from the core bus network.</p> <p>We will also work in partnership with the local voluntary and community sector to share communications with relevant agencies and local organisations to raise awareness of any route changes and alternative travel options.</p> <p>It is not possible to fully mitigate against the adverse impacts which could be felt by disabled people resulting from the removal of these routes.</p> | |
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1.6 km to Plymouth Road for a bus to the city centre.

Service 27

The 27 serves the Efford Medical Centre and the Estover Leypark Surgery. For people reliant on the 27 bus route, they could have a maximum walk of 416 metres to get to the nearest inbound bus service. Residents who live on Plymbridge Road or Glenholt would have a maximum walk of 1.6km to get to the George Park and Ride.

Service 31

The 31 bus service provides access to the City Centre via Mutley Plain and associated retail and amenities. If this service is removed, it is likely that some disabled people relying on the service who live in Fountains Crescent, Pennycross and certain parts of Beacon Park and Peverell could be adversely impacted as they will be required to walk between approximately 500 and 900 metres to their nearest bus stop.

Service 39

Consort Care and Nursing Home is located on Torr Lane on the 39 bus route. If the 39 bus route is removed, it would result in an additional 200 metre walk for those wishing to get there by bus. Furthermore, if this service is removed it could mean an approximate additional 600 metre steep walk from the bottom of Hartley Vale to get to Mannamead Road. This would also remove

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| the link to the city centre and Morrisons for retail and leisure facilities. | | |
| Disabled people are likely to be adversely affected by the decision to remove the 19, 31 and 39 bus services. Social isolation could increase as a result and residents may find it difficult to participate in public life and carry out day to day tasks. | | |
| GENDER REASSIGNMENT | | |
| There are no official estimates for gender reassignment at either national or local level (we are awaiting the 2021 Census data). | | |
| Adverse Impacts | Mitigations | Timescale and Responsible Department |
| No adverse impact is anticipated for this demographic. | Not applicable. | Not applicable. |
| MARRIAGE AND CIVIL PARTNERSHIP | | |
| Insight | | |
| <ul style="list-style-type: none"> • There were 234,795 marriages in England and Wales in 2018. • In 2020, there were 7,566 opposite-sex civil partnerships formed in England and Wales, of which 7,208 were registered in England and 358 were registered in Wales. • There were 785 civil partnerships formed between same-sex couples in England and Wales in 2020, of which 745 were registered in England and 40 were registered in Wales. | | |
| Adverse Impacts | Mitigations | Timescale and Responsible Department |
| No adverse impact is anticipated for this demographic. | Not applicable. | Not applicable. |
| PREGNANCY AND MATERNITY | | |
| Insight | | |
| <ul style="list-style-type: none"> • There were 640,370 live births in England and Wales in 2019, a decrease of 2.5 per cent since 2018. • The mid-year 2019 population estimates show that there were 2,590 births in Plymouth. | | |

| <ul style="list-style-type: none"> The total fertility rate (TFR) for England and Wales decreased from 1.70 children per woman in 2018 to 1.65 children per woman in 2019. | | |
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| Adverse Impacts | Mitigations | Timescale and Responsible Department |
| <p>Option 1 Service 13 Pregnant women who rely on buses as their sole means of transport are more likely to be impacted by the decision to remove bus services. Pregnant women's access to shops, libraries and health centres, along with a general ability to access local amenities, may be impacted.</p> <p>For those pregnant women who are reliant on the 13 bus route to access the shops and library at St. Budeaux Square, they will be adversely impacted if the 13 bus route is withdrawn due to the increased walk that is required to reach amenities. For example, from the bottom of Saltash Passage to St. Budeaux Square it is a 1.8km walk up hill.</p> <p>Service 19 For those pregnant women who are reliant on the 19 bus route to access the Ridgeway (including the health centre) from the Cot Hill and Merafield area will be adversely impacted. If the 19 bus service was removed it would result in people having to walk approximately 1.2 km to the Ridgeway and 1.6 km to Plymouth Road for a bus to the city centre.</p> | <p>Option 1 It is not possible to fully mitigate the adverse impacts which will be felt by the removal of these routes on pregnant women. To limit the potential negative impacts we will engage with colleagues in Health / Children's Services.</p> <p>There is a higher level of concessionary fare passengers (76 per cent) on the 19 bus route and so this impact is expected to be limited on pregnant women. However, this is not the case for the 44A (19 per cent concessionary fare passengers).</p> | <p>Sustainable Transport Team</p> <p>January 2023</p> |

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| <p>Service 27 The 27 serves the Efford Medical Centre and the Estover Leypark Surgery. For people reliant on the 27 bus route, they will have a maximum walk of 416 metres to get to the nearest inbound bus service. Residents who live on Plymbridge Road or Glenholt would have a maximum walk of 1.6km to get to the George Park and Ride.</p> <p>Service 31 The 31 bus service provides access to the City Centre via Mutley Plain and associated retail and amenities. If this service is removed, it is likely that some pregnant women relying on the service who live in Fountains Crescent, Pennycross and certain parts of Beacon Park and Peverell will be adversely impacted as they will be required to walk between approximately 500 and 900 metres to their nearest bus stop.</p> <p>Service 39 If this service is removed it would mean an approximate additional 600 metre steep walk from the bottom of Hartley Vale to Mannamead Road. This would also remove the link to the city centre and Morrisons for retail and leisure facilities.</p> <p>Service 44A Pregnant women who live in some parts of Whitleigh will find it more difficult to access public transport if the 44A bus route is removed. In some circumstances this could</p> | <p>At this point it is not possible to fully mitigate the adverse impacts which will be felt by the removal of the 27 bus route on pregnant women. To limit the potential negative impacts we will engage with colleagues in Health / Children's Services.</p> <p>At this point it is not possible to fully mitigate the adverse impacts which will be felt by the removal of the 31 bus route on pregnant women. To limit the potential negative impacts we will engage with colleagues in Health / Children's Services.</p> <p>At this point it is not possible to fully mitigate the adverse impacts which will be felt by the removal of the 39 bus route on pregnant women. To limit the potential negative impacts we will engage with colleagues in Health / Children's Services.</p> <p>At this point it is not possible to fully mitigate the adverse impacts which will be felt by the removal of the 44A bus route on pregnant women. To limit the potential negative impacts we will engage with colleagues in Health / Children's Services.</p> | |
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| <p>require an approximately 1.5km walk to the nearest bus stop.</p> | | |
| <p>RACE</p> | | |
| <p>Insight</p> <ul style="list-style-type: none"> 92.9 per cent of Plymouth’s population identify themselves as White British. 7.1 per cent identify themselves as Black, Asian or Minority Ethnic. Census data suggests at least 43 main languages are spoken in the city, showing Polish, Chinese and Kurdish as the top three (2011 Census). <p>ONS data shows that White people were consistently the most likely to have a driving licence out of all ethnic groups, and Black people were least likely to (ONS, 2020)</p> | | |
| <p>Adverse Impact</p> | <p>Mitigations</p> | <p>Timescale and Responsible Department</p> |
| <p>Option 1 People from some minority ethnic backgrounds are less likely to drive and so it can be assumed that they are more likely to be reliant on public transport. People from minority ethnic backgrounds are therefore likely to be adversely impacted by this decision.</p> | <p>Option 1 It is not possible to fully mitigate the adverse impacts which may be felt by the removal of these routes on people from minority ethnic backgrounds.</p> | |
| <p>RELIGION OR BELIEF</p> | | |
| <p>Insight</p> <ul style="list-style-type: none"> Christianity is the biggest faith in the city with more than 58 per cent of the population (148,917). 32.9 per cent (84,326) of the Plymouth population stated they had no religion (2011 Census). <p>Those who identified as Muslim were just under 1 per cent while Hindu, Buddhist, Jewish or Sikh combined totalled less than 1 per cent (2011 Census).</p> | | |

| Impact | Mitigations | Timescale and Responsible Department |
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| <p>Option 1 Service 13, 14 and 27 Removal of the 13, 14 and 27 routes to the city centre could impede access to other religious buildings in an around the city centre. For those people reliant on the service 13 to access St. Budeaux Square, removal of this service could adversely impact access to places of worship in St. Budeaux. The 13 service is currently only provided Monday to Friday while the 14 & 27 does not run on a Sunday.</p> <p>Service 19 For those people of faith who are reliant on the 19 bus service to access places of worship near Mudge Way from the Cot Hill and Merafield area could be adversely impacted.</p> <p>Service 39 The Trinity URC Church will not be served if the 39 bus service is removed however, the walk from the bus stop on Mannamead Road is only 200 metres away. This service is currently only provided Monday to Friday so it is anticipated that the impact will be limited.</p> | <p>Option 1 It is not clear what impacts will be felt by those people with the protected characteristic of religion/belief. However it is anticipated that in some circumstances it may be more difficult for people to reach their place of worship by public transport.</p> <p>Mudge Way is also served by the 21 and 21A, people living in others would have to walk or get alternative transport. Although it is not possible to specifically mitigate against this issue at this point, we will work in partnership with the community and church to promote alternative modes of transport to facilitate access to places of worship.</p> | |

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| <p>Insight</p> <p>51 per cent of our population are women and 49 per cent are men (2021 Census).</p> <p>The Plymouth City Council Violence Against Women and Girls Survey 2022 Final Report shows that:</p> <ul style="list-style-type: none"> • The proportion of males who felt very/fairly safe out after dark (58 per cent) was significantly greater than females (8 per cent). • The proportion of males who felt very/fairly safe out during the day (83 per cent) was significantly greater than females (63 per cent). | | |
| Adverse Impacts | Mitigations | Timescale and Responsible Department |
| <p>Option 1 Service 13</p> <p>Women who rely on buses as their sole means of transport are more likely to be impacted by the decision to remove bus services as they are less likely to drive. Women's access to shops, libraries and health centres, along with a general ability to access local amenities, may be impacted.</p> <p>For those women who are reliant on the 13 bus route to access the shops, library and Children's Centre at St. Budeaux Square, are likely to be adversely impacted if the 13 bus route is withdrawn due to the increased walk that is required to reach amenities. For example, from the bottom of Saltash Passage to St. Budeaux Square it is a 1.8km walk up hill.</p> | <p>Option 1</p> <p>The Council is committed to preventing violence against women and girls (VAWG) and has an ongoing programme of work in place. Although it is not possible to specifically mitigate against this issue at this point, street lighting is being considered as part of the Council's ongoing VAWG work.</p> <p>It is worth noting that the operating hours of the services 13, 14 and 19 (and to a lesser extent the service 27) are predominantly run during daylight hours and does not operate in the evening.</p> <p>There is a higher level of concessionary pass holders (76 per cent) on the 19 bus route and so this impact is expected to be limited on women with children. However, this is not the case for the 44A (19 per cent concessionary pass holders). At this point it is not possible to fully mitigate the adverse impacts which will be felt by the removal of the 44A bus route on women with children. To limit the potential negative impacts we will engage with colleagues in Health / Children's Services.</p> | <p>Sustainable Transport Team</p> <p>January 2023</p> |

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| <p>Service 19 Women with children from the Cot Hill and Merafield area who are reliant on the 19 bus route to access the Ridgeway (including the health centre) and city centre will be adversely impacted. If the 19 bus service was removed, it could result in people having to walk approximately 1.2 km to the Ridgeway and 1.6 km to Plymouth Road for a bus to the city centre.</p> <p>If the 19 bus route is removed some residents may need to walk down Drunken Bridge Hill and through a poorly lit area. This could cause female pedestrians to feel unsafe. Statistically females are more likely than men to express that they feel unsafe at night.</p> <p>Service 44A Women with children who live in some parts of Whitleigh will find it more difficult to access public transport if the 44A bus route is removed. In some circumstances this could require an approximate 1.5km walk to the nearest bus stop.</p> | | |
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SEXUAL ORIENTATION

Insight

There is no precise local data on sexual orientation in Plymouth (we are currently awaiting 2021 Census data).

| Adverse Impact | Mitigation | Timescale and Responsible Department |
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| No adverse impact is anticipated for this demographic. | Not applicable. | Not applicable. |
|--------------------------------------------------------|-----------------|-----------------|

| HUMAN RIGHTS | | |
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| Implications | Mitigation | Timescale and Responsible Department |
| <p>Option 1 Protocol 1, Article 2: Right to education Under Article 2 of this Human Rights Act, this decision could act as a barrier in certain circumstances to some children accessing education. Access to education is a right under the human right</p> | <p>Option 1 The Council is committed to ensuring the human rights of our residents and service users. At this point it is not possible to fully mitigate the adverse impacts which will be felt by the removal of the 44A bus route on young people. However an alternative would be for young people from Holly Park to take the 71 bus route. This would involve two walks of around 1km either side of the bus journey depending on where they live. This is an hourly service. The Council will work with our partners and carefully monitor feedback and intelligence and will take action if and when appropriate.</p> | <p>Sustainable Transport Team Ongoing</p> |

Option 2 – Only provide non-commercial routes funded through developer contributions

With a non-commercial routes budget of £100,000 this option would remove all those services which would be lost under option 1. However, the 200 – Coypool Park and Ride would not be removed and under this option it would be proposed to double the current frequency to every 20 minutes.

Adverse impacts identified:

All adverse impacts identified under option 1 would still apply to **all protected characteristics** under option 2.

Human Rights Implications:

All human rights implications identified in option 1 would still apply under option 2.

Option 3 – Only provide non-commercial routes funded through the existing non-commercial routes budget and services funded through developer contributions

With a non-commercial routes budget of £200,000 this option would provide the following services:

- All those included at zero cost
- 200 – Coypool Park and ride – as set out previously
- 13 – City Centre – Weston Mill – Saltash Passage

If this option is approved the following services will be lost:

- 14 – City Centre – Devonport – Mutton Cove – Keyham – Derriford Hospital – Derriford Estates
- 19 – City Centre – Merafield – Plympton Ridgeway
- 27 – City Centre – Lower Compton – Eggbuckland – Mainstone
- 31 – City Centre – Peverell – Beacon Park – Pennycross
- 39 – City Centre – Mannamead – Hartley Vale
- 44A – Whitleigh – Holly Park – St Budeaux
- 54 – City Centre – Plymstock Broadway – Jennycliff – Bovisand Beach

Adverse impacts identified:

As services 13/13S would not be withdrawn under option 3, the impacts identified in option 1 relating **specifically to these services and the protected characteristic of age would not** be applicable here. However **all** other adverse impacts identified under option 1 would apply to all other protected characteristics under option 3.

Human Rights Implications:

All human rights implications identified in option 1 would still apply under option 3.

Option 4 – Extend current contractual arrangements to 31 December 2022 for the 13 original non-commercial routes

With a non-commercial routes budget of £300,000 this option would provide the following services:

- All those included at zero cost
- 200 - Coypool Park and ride
- 14 – City Centre – Devonport – Mutton Cove – Keyham – Derriford Hospital – Derriford Estates

If this option is approved the following services will be lost:

- 13 – City Centre - Weston Mill - Saltash Passage
- 19 – City Centre – Merafield – Plympton Ridgeway
- 27 – City Centre – Lower Compton – Eggbuckland – Mainstone
- 31 – City Centre – Peverell – Beacon Park – Pennycross
- 39 – City Centre – Mannamead – Hartley Vale
- 44A – Whitleigh – Holly Park – St Budeaux
- 54 – City Centre – Plymstock Broadway – Jennycliff – Bovisand Beach

Adverse impacts identified:

As service 14 would not be withdrawn under option 4, the impacts identified in option 1 relating **specifically to this service and the protected characteristics of age and disability would not** be applicable here. However **all** other adverse impacts identified under option 1 would apply to all other protected characteristics under option 4.

Human Rights Implications:

All human rights implications identified on option 1 would still apply under option 4.

Option 5 – Award contracts as agreed with the Cabinet Member for Transport to 31 March 2024

With a non-commercial routes budget of £366,000 this option would provide the following services:

- All those included at zero cost
- 200 - Coypool Park and ride – as set out in previous slides
- 13 – City Centre – Weston Mill – Saltash Passage
- 14 – City Centre – Devonport – Mutton Cove – Keyham – Derriford Hospital – Derriford Estates

If this option is approved the following services will be lost:

- 19 – City Centre – Merafield – Plympton Ridgeway
- 27 – City Centre – Lower Compton – Egguckland – Mainstone
- 31 – City Centre – Peverell – Beacon Park – Pennycross
- 39 – City Centre – Mannamead – Hartley Vale
- 44A – Whitleigh – Holly Park – St Budeaux
- 54 – City Centre – Plymstock Broadway – Jennycliff – Bovisand Beach

Adverse impacts identified:

As services 13/S and 14 would not be withdrawn under option 5, the impacts identified in option 1 relating **specifically to these services and the protected characteristics of age and disability would not** be applicable here. However **all** other adverse impacts identified under option 1 would apply to all other protected characteristics under option 5.

Human Rights Implications:

All human rights implications identified on option 1 would still apply under option 5.

Option 6

With a non-commercial routes budget of £388,000 this option would provide the following services.

- All those included at zero cost
- 200 - Coypool Park and ride – as set out in previous slides
- 13 – City Centre – Weston Mill – Saltash Passage

- 14 – City Centre – Devonport – Mutton Cove – Keyham – Derriford Hospital – Derriford Estates
- 27 – City Centre – Lower Compton – Eggbuckland – Mainstone

This option can be funded until the end of March 2024 through the use of several small pots of additional S106 funding.

If this option is approved the following services will be lost:

- 19 – City Centre – Merafield – Plympton Ridgeway
- 31 – City Centre – Peverell – Beacon Park – Pennycross
- 39 – City Centre – Mannamead – Hartley Vale
- 44A – Holly Park – Ringmore Way
- 54 – City Centre – Plymstock Broadway – Jennycliff – Bovisand Beach

Adverse impacts identified:

As services 13, 14, and 27 would not be withdrawn under option 6, the impacts identified in option 1 relating **specifically to these services and the protected characteristics of age and disability would not** be applicable here. However **all** other adverse impacts identified under option 1 would apply to all other protected characteristics under option 6.

Human Rights Implications:

All human rights implications identified in option 1 would still apply under option 6.

SECTION FOUR: OUR EQUALITY OBJECTIVES

| Equality objectives | Implications | Mitigation Actions | Timescale and responsible department |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------|
| Celebrate diversity and ensure that Plymouth is a welcoming city. | Plymouth City Council remains committed to celebrating the diversity of the city. | Not applicable. | Not applicable. |
| Pay equality for women, and staff with disabilities in our workforce. | Plymouth City Council is committed to equal opportunities and the fair treatment of its workforce. As an employer, we have a clear policy of paying employees equally for the same or equivalent work regardless of gender or disability. The Council operates a comprehensive job evaluation scheme to ensure that rates of pay are fair and are based wholly on the role being undertaken. | The Council continues to promote its Go Green Travel Policy to its staff and has a New Ways of Working Programme which encourages flexible working (where appropriate). | HROD. |
| Supporting our workforce through the implementation of Our People Strategy 2020 – 2024 | Our People Strategy 2020 – 2024 sets out our approach towards ensuring that the Council's workforce can adapt and meet the ever changing needs of the Council and our residents. | Not applicable. | Not applicable. |
| Supporting victims of hate crime so they feel confident to report incidents, and working with, and through our partner organisations to achieve positive outcomes. | The Council is committed to reducing and tackling hate crime and ensuring that victims are treated in a trauma informed manner to ensure that they get the outcome which is most appropriate for them. The Council works closely with the Safer Plymouth Partnership, the community safety partnership for the city. Hate crime data is monitored. | We will continue to monitor hate crime data and work with our partners in the police where appropriate. | Community Connections. |

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|-----------------------------------------------------------------------------------|-----------------------------------------------------------------|---------------------------------------------------------------------------|-------------------------------|
| Plymouth is a city where people from different backgrounds get along well. | The Council is committed to promoting cohesion within the city. | We will continue to monitor cohesion levels via our biannual City Survey. | Policy and Intelligence Team. |
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