


# EQUALITY IMPACT ASSESSMENT – FORMATION OF AN ENHANCED PARTNERSHIP UNDER SECTION 9 OF THE BUS SERVICES ACT 2017

## SECTION ONE: INFORMATION ABOUT THE PROPOSAL

<b>Author(s):</b> This is the person completing the EIA template.	Jessica Colverson, Public Transport Officer	<b>Department and service:</b>	Sustainable Transport, Strategic Planning and Infrastructure	<b>Date of assessment:</b>	13 December 2022
<b>Lead Officer:</b> Please note that a Head of Service, Service Director, or Strategic Director must approve the EIA.	Paul Barnard, Service Director, Strategic Planning and Infrastructure	<b>Signature:</b>		<b>Approval date:</b>	13 December 2022
<b>Overview:</b>	<p>This assessment relates to the formation of a statutory Enhanced Partnership with the city’s bus operators across the Plymouth City Council area.</p> <p>The city already has a comprehensive bus network, but the 2021 publication of the Government’s ‘Bus Back Better’ National Bus Strategy places a requirement on local authorities to formalise arrangements for the provision of bus services through a formal partnership with its bus operators, in order to deliver cheaper, more frequent and more reliable bus services for passengers.</p> <p>Bus services play a vital role in ensuring the city’s residents have access to employment, education, healthcare, retail and leisure opportunities. However, public transport has suffered during the pandemic and patronage has declined. The National Bus Strategy, together with the formation of the Enhanced Partnership, as the Council and Operators preferred formal partnership, will ensure that bus services become the people’s choice for the journeys they wish to make and support Plymouth’s sustainable recovery from the Covid-19 pandemic.</p> <p>In partnership with Plymouth’s bus operators we will work together to deliver cheaper fares, enhanced frequencies, improved reliability and greater convenience, improving the quality of life for all of the city’s residents, through enhanced bus service and better access to key services and environmental benefits associated with modal shift away from the private car.</p>				
<b>Decision required:</b>	<p>This Equality Impact Assessment (EIA) assesses the impact of the recommendations for Cabinet to:</p> <ol style="list-style-type: none"> <li>1. Approve the formation of a statutory Enhanced Partnership with the city’s bus operators from 01 April 2023 to comply with our statutory duty as a Local Transport Authority.</li> <li>2. Approve the process of refreshing the Council’s Bus Service Improvement Plan (BSIP) by 30 June 2023 following feedback from the Department for Transport.</li> </ol>				

3. To give delegated authority to the Service Director for Strategic Planning and Infrastructure, in association with the Cabinet Member for Transport, to approve the publication of the updated Bus Service Improvement Plan.

## SECTION TWO: EQUALITY IMPACT ASSESSMENT SCREENING TOOL

<p><b>Potential external impacts:</b> Does the proposal have the potential to negatively impact service users, communities or residents with protected characteristics?</p>	Yes		No	X
<p><b>Potential internal impacts:</b> Does the proposal have the potential to negatively impact Plymouth City Council employees?</p>	Yes		No	X
<p>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 three)</p>	Yes		No	X
<p>If you do not agree that a full equality impact assessment is required, please set out your justification for why not.</p>				

## SECTION THREE: FULL EQUALITY IMPACT ASSESSMENT

Protected characteristics (Equality Act, 2010)	Evidence and information (e.g. data and consultation feedback)	Adverse impact	Mitigation activities	Timescale and responsible department
<b>Age</b>	<p>Plymouth</p> <ul style="list-style-type: none"> <li>16.4 per cent of people in Plymouth are children aged under 15.</li> <li>65.1 per cent are adults aged 15 to 64.</li> <li>18.5 percent are adults aged 65 and over.</li> <li>2.4 percent of the resident population are 85 and over.</li> </ul>	<p>No adverse impacts are anticipated from the formation of an Enhanced Partnership between the Council and the city's bus operators which seeks to improve bus service provision for all.</p>	Not applicable.	Not applicable.

	<p>South West</p> <ul style="list-style-type: none"> <li>• 15.9 per cent of people are aged 0 to 14, 61.8 per cent are aged 15 to 64.</li> <li>• 22.3 per cent are aged 65 and over.</li> </ul> <p>England</p> <ul style="list-style-type: none"> <li>• 17.4 per cent of people are aged 0 to 14.</li> <li>• 64.2 per cent of people are aged 15 to 64.</li> <li>• 18.4 per cent of people are aged 65 and over.</li> </ul> <p>(Data sourced from the 2021 Census)</p> <p><b>Public transport data:</b></p> <ul style="list-style-type: none"> <li>• In 2019/20 18,027,681 bus trips were made, of which 5,098,348 (28%) were concessionary trips.</li> <li>• In 2020/2021 6,881,673 bus trips were made, of which 1,722,313 (25 per cent) were concessionary trips.</li> <li>• In 2021/2022 12,481,802 bus trips were made, of which 2,870,138 (23 per cent) were concessionary trips</li> </ul> <p>This data shows that overall patronage and concessionary patronage has not returned to pre-pandemic levels.</p> <p>There are currently 54,985 people living within Plymouth that hold a concessionary bus pass. The passes are issued either to residents who are over state pension age or have a disability that entitles them to a pass. There are currently 50,657 active age related passes.</p> <p>Older people by the nature of the scheme are overrepresented as beneficiaries of concessionary</p>			
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	fares. National data shows that young people are overrepresented amongst public transport users ( <a href="#">Gov.uk</a> ).			
<b>Disability</b>	<p>10 per cent of our population have their day-to-day activities limited a lot by a long-term health problem or disability (2011 Census).</p> <p><b>Public Transport Data:</b></p> <ul style="list-style-type: none"> <li>• In 2019/2020 18,027,681 bus trips were made, of which 5,098,348 (28 per cent) were concessionary trips.</li> <li>• In 2020/2021 6,881,673 bus trips were made, of which 1,722,313 (25 per cent) were concessionary trips.</li> <li>• In 2021/2022 12,481,802 bus trips were made, of which 2,870,138 (23 per cent) were concessionary trips.</li> </ul> <p>This data shows that overall patronage and concessionary patronage has not returned to pre-pandemic levels.</p> <p>There are currently 54,985 people living within Plymouth that hold a concessionary bus pass. The passes are issued either to residents who are over state pension age or have a disability that entitles them to a pass. There are currently 4,328 active disabled bus passes.</p> <p>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) (<a href="#">DfT Accessibility Statistics: 2020</a>)</p>	<p>No adverse impacts are anticipated from the formation of an Enhanced Partnership between the Council and the city's bus operators which seeks to improve bus service provision for all.</p> <p>However, consideration should be given to ensuring that the co-ordinated network map is accessible.</p>	Not applicable.	Not applicable.

	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 ( <a href="#">EHRC 2017</a> ).			
<b>Gender reassignment</b>	There are no official estimates for gender reassignment at either national or local level (awaiting 2021 Census data).	No adverse impacts are anticipated from the formation of an Enhanced Partnership between the Council and the city's bus operators which seeks to improve bus service provision for all.	Not applicable.	Not applicable.
<b>Marriage and civil partnership</b>	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.	No adverse impacts are anticipated from the formation of an Enhanced Partnership between the Council and the city's bus operators which seeks to improve bus service provision for all.	Not applicable.	Not applicable.
<b>Pregnancy and maternity</b>	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.  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.	No adverse impacts are anticipated from the formation of an Enhanced Partnership between the Council and the city's bus operators which seeks to improve bus service provision for all.	Not applicable.	Not applicable.
<b>Race</b>	In 2021, 94.9 per cent of Plymouth's population identified their ethnicity as White, 2.3 per cent as Asian and 1.1 per cent as Black.	No adverse impacts are anticipated from the formation of an Enhanced Partnership between the Council and the city's bus operators which seeks	Not applicable.	Not applicable.

	<p>People with a mixed ethnic background comprised 1.8 per cent of the population. 1 per cent of the population use a different term to describe their ethnicity.</p> <p>2021 Census data shows that after English, Polish, Romanian, Chinese, Portuguese and Arabic are the most spoken languages in Plymouth.</p> <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 <a href="#">(ONS, 2020)</a></p>	to improve bus service provision for all.		
<b>Religion or belief</b>	<p>48.9 per cent (129,338) of the Plymouth population stated they had no religion. 42.5 per cent of the population (112,526) identified as Christian (2021 Census).</p> <p>Those who identified as Muslim account for 1.3 per cent of Plymouth's population while Hindu, Buddhist, Jewish or Sikh combined totalled less than 1 per cent (2021 Census).</p>	No adverse impacts are anticipated from the formation of an Enhanced Partnership between the Council and the city's bus operators which seeks to improve bus service provision for all.	Not applicable.	Not applicable.
<b>Sex</b>	<p>51 per cent of our population are women and 49 per cent are men (2021 Census).</p> <p>The <a href="#">Plymouth City Council Violence Against Women and Girls Survey 2022 Final Report</a> shows that:</p> <ul style="list-style-type: none"> <li>The proportion of males who felt very/fairly safe out after dark (58 per cent) was significantly greater than females (8 per cent).</li> <li>The proportion of males who felt very/fairly safe out during the day (83 per cent) was significantly greater than females (63 per cent).</li> </ul>	No adverse impacts are anticipated from the formation of an Enhanced Partnership between the Council and the city's bus operators which seeks to improve bus service provision for all.	Not applicable.	Not applicable.

<b>Sexual orientation</b>	There is no precise local data on sexual orientation in Plymouth (awaiting 2021 Census data).	No adverse impacts are anticipated from the formation of an Enhanced Partnership between the Council and the city's bus operators which seeks to improve bus service provision for all.	Not applicable.	Not applicable.
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#### SECTION FOUR: HUMAN RIGHTS IMPLICATIONS

Human Rights	Implications	Mitigation Actions	Timescale and responsible department
	No adverse impacts on Human Rights are anticipated from this decision.	Not applicable.	Not applicable.

#### SECTION FIVE: OUR EQUALITY OBJECTIVES

Equality objectives	Implications	Mitigation Actions	Timescale and responsible department
<b>Celebrate diversity and ensure that Plymouth is a welcoming city.</b>	Plymouth City Council remains committed to celebrating the diversity of the city.	Not applicable.	Not applicable.
<b>Pay equality for women, and staff with disabilities in our workforce.</b>	Plymouth City Council is committed to promoting equality 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.

<b>Supporting our workforce through the implementation of Our People Strategy 2020 – 2024</b>	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.
<b>Supporting victims of hate crime so they feel confident to report incidents, and working with, and through our partner organisations to achieve positive outcomes.</b>	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.
<b>Plymouth is a city where people from different backgrounds get along well.</b>	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.



