


EQUALITY IMPACT ASSESSMENT – BUS SERVICE IMPROVEMENT PLAN PLUS PROGRAMME

SECTION ONE: INFORMATION ABOUT THE PROPOSAL

Author(s): This is the person completing the EIA template.	Rosemary Starr, Sustainable Transport Manager	Department and service:	Sustainable Transport, Strategic Planning and Infrastructure	Date of assessment:	14 September 2023
Lead Officer: Please note that a Head of Service, Service Director, or Strategic Director must approve the EIA.	Paul Barnard, Service Director, Strategic Planning and Infrastructure	Signature:		Approval date:	27 th September 2023
Overview:	<p>This assessment relates to the Plymouth Bus Service Improvement Plan Plus Programme (BSIP+).</p> <p>Plymouth City Council have secured £1,633,126 funding from the Department for Transport's Bus Service Improvement Plan+ (BSIP+) Fund. The funding is split equally between 2023/24 and 2024/25. This assessment related to the proposal for the 2 year Plymouth BSIP+ programme</p> <p>It is proposed to introduce a flagship scheme and complementary, ancillary activities, in order to achieve the objectives of the Fund i.e. growing long term patronage, revenues and thus maintaining service levels, whilst maintaining essential social and economic connectivity for local communities and aligns with the Plymouth BSIP</p> <p>The flagship proposal is the introduction of an east-west demonstration corridor in which we use the BSIP+ funding to deliver the following measures set out within the draft 2023 Bus Service Improvement Plan.</p> <ul style="list-style-type: none"> • Service enhancements <ul style="list-style-type: none"> ○ Addressing <ul style="list-style-type: none"> ▪ Weekday daytimes and evenings ▪ Saturday daytimes and evenings ▪ Sunday daytimes and evenings ○ Providing new direct links to employment, healthcare and leisure opportunities • Improved passenger information 				

	<ul style="list-style-type: none"> ○ Combined timetables ○ Passenger information ● Bus stop improvements ● Bus stop clearways ● Site improvements at Coypool Park and Ride <p>The ancillary activities proposed to be delivered through the Plymouth BSIP+ programme are the:-</p> <ul style="list-style-type: none"> ● Expansion of Plymouth’s non-commercial routes network to include a dedicated leisure service to Bovisand and the reinstatement of a bus service to the communities of Mannamead, Hartley Vale and Peverell which lost their bus in January this year. ● Retention of Plymouth’s existing non-commercial routes network until , at least, March 2025 ● Support for Access Plymouth; allowing access to key services by residents unable to use traditional public transport ● Continuing to staff the George Junction P&R travel centre ● Funding an apprentice within Public Transport to support the delivery of the expanded programme of works being managed by the team ● Monitoring and evaluation of the impact of the BSIP programme; with particular emphasis on the demonstration corridor
Decision required:	<p>This Equality Impact Assessment (EIA) assesses the impact of the recommendations for the Cabinet Member for Strategic Planning and Transport to:</p> <ol style="list-style-type: none"> 1. Approve the Business Case; 2. Authorise the commencement of the procurement processes required to deliver the Bus Service Improvement Plan Plus programme; 3. Delegate the authority to award the contracts to the Service Director for Strategic Planning and Infrastructure, where they do not already have the authority to do so. 4. Delegates the authority to dynamically manage the programme, in consultation with the Cabinet Member for Strategic Planning and Transport, where necessary and within financial approval thresholds to the Service Director for Strategic Planning and Infrastructure.

SECTION TWO: EQUALITY IMPACT ASSESSMENT SCREENING TOOL

Potential external impacts:	Yes		No	X
Does the proposal have the potential to negatively impact service users, communities or residents with protected characteristics?				

Potential internal impacts: Does the proposal have the potential to negatively impact Plymouth City Council employees?	Yes		No	X
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)	Yes		No	X
If you do not agree that a full equality impact assessment is required, please set out your justification for why not.				

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
Age	<p>The data will be updated with the 2021 Census data as it becomes available.</p> <p>Background Community Data</p> <p>Plymouth</p> <ul style="list-style-type: none"> 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 percent are adults aged 65 and over. 2.4 percent of the resident population are 85 and over. <p>South West</p> <ul style="list-style-type: none"> 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. <p>England</p> <ul style="list-style-type: none"> 17.4 per cent of people are aged 0 to 14. 	<p>No adverse impacts are anticipated from the Plymouth Bus Service Improvement Plan Plus Programme (BSIP+); the Plan seeks to improve bus service provision for all.</p> <p>The Plan should positively benefit older residents through the funding proposed for Access Plymouth who provide mobility solutions for older and disabled people to help them get out and about</p>	Not applicable.	Not applicable.

	<ul style="list-style-type: none"> • 64.2 per cent of people are aged 15 to 64. • 18.4 per cent of people are aged 65 and over. <p>(2021 Census)</p> <p>There is forecast to be a significant change in Plymouth’s population structure over the next twenty years. Plymouth’s population is predicted to increase by 3.2 per cent by 2043. This will be due mainly to many more in the over 65 cohort (15,000) and under 25 cohort (2,500). However, this will be offset by the reduction in the 16-64 ‘working age’ cohort. There are notable variations in the age groups particularly in the over 75s, with the over 75 age group cohort alone predicted to rise by 60.3 per cent. This rise will see Plymouth’s over 75s rise from 22,800 to 36,550.</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%) were concessionary trips. • In 2020/2021 6,881,673 bus trips were made, of which 1,722,313 (25%) were concessionary trips. • In 2021/2022 12,481,802 bus trips were made, of which 2,870,138 (23%) were concessionary trips. • In 2022/2023 14,430,064 bus trips were made, of which 3,232,668 (22%) were concessionary trips. <p>In September 2023 there were 49,414 people living within Plymouth who held a concessionary bus pass. The passes are issued either to residents who are over state pension age or have a</p>			
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	<p>disability that entitles them to a pass. In September 2023 there were 49,414 active age related passes.</p> <p>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).</p>			
<p>Care experienced individuals</p> <p>(Note that as per the Independent Review of Children's Social Care recommendations, Plymouth City Council is treating care experience as though it is a protected characteristic).</p>	<p>It is estimated that 26 per cent of the homeless population in the UK have care experience. In Plymouth there are currently 7 per cent of care leavers open to the service (6 per cent aged 18-20 and 12 per cent of those aged 21+) who are in unsuitable accommodation.</p> <p>The Care Review reported that 41 per cent of 19-21 year old care leavers are not in education, employment or training (NEET) compared to 12 per cent of all other young people in the same age group.</p> <p>In Plymouth there are currently 50 per cent of care leavers aged 18-21 Not in Education Training or Employment (54 per cent of all those care leavers aged 18-24 who are open to the service).</p> <p>There are currently 195 care leavers aged 18 to 20 (statutory service) and 58 aged 21 to 24 (extended offer). There are more care leavers aged 21 to 24 who could return for support from services if they wished to.</p>	<p>No adverse impacts are anticipated from the Plymouth Bus Service Improvement Plan Plus Programme (BSIP+); the Plan seeks to improve bus service provision for all.</p>	<p>None</p>	<p>N/A</p>

<p>Disability</p>	<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>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%) were concessionary trips. • In 2020/2021 6,881,673 bus trips were made, of which 1,722,313 (25%) were concessionary trips. • In 2021/2022 12,481,802 bus trips were made, of which 2,870,138 (23%) were concessionary trips. • In 2022/2023 14,430,064 bus trips were made, of which 3,232,668 (22%) were concessionary trips. <p>In September 2023 there were 49,414 people living within Plymouth who held 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. In September 2023 there were 4,283 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) (DFT Accessibility Statistics; 2020)</p> <p>National evidence suggests that a higher proportion of individuals who live in families with disabled members live in poverty, compared to</p>	<p>No adverse impacts are anticipated from the Plymouth Bus Service Improvement Plan Plus Programme (BSIP+); the Plan seeks to improve bus service provision for all.</p> <p>The Plan should positively benefit residents with disabilities through the funding proposed for Access Plymouth who provide mobility solutions for older and disabled people to help them get out and about</p>	<p>Not applicable.</p>	<p>Not applicable.</p>
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	individuals who live in families where no one is disabled (EHRC 2017).			
Gender reassignment	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 Plymouth Bus Service Improvement Plan Plus Programme (BSIP+); the Plan seeks to improve bus service provision for all.	Not applicable.	Not applicable.
Marriage and civil partnership	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 Plymouth Bus Service Improvement Plan Plus Programme (BSIP+); the Plan seeks to improve bus service provision for all.	Not applicable.	Not applicable.
Pregnancy and maternity	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 Plymouth Bus Service Improvement Plan Plus Programme (BSIP+); the Plan seeks to improve bus service provision for all.	Not applicable.	Not applicable.
Race	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. 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.	No adverse impacts are anticipated from the Plymouth Bus Service Improvement Plan Plus Programme (BSIP+); the Plan seeks to improve bus service provision for all.	Not applicable.	Not applicable.

	<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 (ONS, 2020)</p>			
Religion or belief	<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 Plymouth Bus Service Improvement Plan Plus Programme (BSIP+); the Plan seeks to improve bus service provision for all.	Not applicable.	Not applicable.
Sex	<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). 	No adverse impacts are anticipated from the Plymouth Bus Service Improvement Plan Plus Programme (BSIP+); the Plan seeks to improve bus service provision for all.	Not applicable.	Not applicable.
Sexual orientation	There is no precise local data on sexual orientation in Plymouth (awaiting 2021 Census data).	No adverse impacts are anticipated from the Plymouth Bus Service Improvement Plan	Not applicable.	Not applicable.

		Plus Programme (BSIP+); the Plan seeks to improve bus service provision for all.		
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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
Celebrate diversity and ensure that Plymouth is a welcoming city.	No adverse impacts are anticipated. The delivery of elements of the Bus Service Improvement Plan, enabled through the BSIP+ programme, including the retention, and expansion, of Plymouth's non-commercial routes network, will help to ensure that all visitors are able to access the vast majority of our city by bus	Not applicable.	Not applicable.
Pay equality for women, and staff with disabilities in our workforce.	No adverse impacts are anticipated.	Not applicable.	Not applicable.
Supporting our workforce through the implementation of Our People Strategy 2020 – 2024	The provision of subsidised bus services, enabled as part of the BSIP+ programme, will support our workforce to be able to get around our city in a sustainable	Not applicable.	Not applicable.

	manner where a commercial service is not possible.		
Supporting victims of hate crime so they feel confident to report incidents, and working with, and through our partner organisations to achieve positive outcomes.	No adverse impacts are anticipated.	Not applicable.	Not applicable.
Plymouth is a city where people from different backgrounds get along well.	No adverse impacts are anticipated.	Not applicable.	Not applicable.