


EQUALITY IMPACT ASSESSMENT – PLYMOUTH BUS SERVICE IMPROVEMENT PLAN

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:	21 February 2024
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:	22.02.2024
Overview:	<p>This assessment relates to the Plymouth Bus Service Improvement Plan (BSIP).</p> <p>Our vision, as set out within the 2023 BSIP, is to create a thriving bus network where everyone can be connected to important people and places, by services that are frequent, reliable, fast, affordable, safe and clean, which will also help Plymouth to achieve its net zero goals by 2030.</p> <p>The BSIP directly responds to the objectives of the Government's National Bus Strategy¹ and makes buses more frequent, more reliable, easier to understand and use, better co-ordinated and cheaper.</p>				
Decision required:	<p>This Equality Impact Assessment (EIA) assesses the impact of the recommendation for the Cabinet Member for Strategic Planning and Infrastructure to:-</p> <ol style="list-style-type: none"> 1. Approve the preparation of the 2024 Plymouth Bus Service Improvement Plan; 2. Delegate the approval, and subsequent publication, of the 2024 Plymouth Bus Service Improvement Plan, to the Service Director for Strategic Planning and Infrastructure, in consultation with the Cabinet Member for Strategic Planning and Transport, where they do not already have the authority to do so. 				

¹ Bus Back Better – National Bus Strategy for England (2021) <https://www.gov.uk/government/publications/bus-back-better>

	<p>3. Delegate the authorisation to prepare, and subsequently approve and publish, the 2025 Plymouth Bus Service Improvement Plan, to the Service Director for Strategic Planning and Infrastructure, in consultation with the Cabinet Member for Strategic Planning and Transport, where they do not already have the authority to do so.</p> <p>4. Delegate the authorisation to prepare, approve and publish, any updates to the Plymouth Enhanced Partnership Plan which are required as a result of updating the Plymouth Bus Service Improvement Plan, to the Service Director for Strategic Planning and Infrastructure, in consultation with the Cabinet Member for Strategic Planning and Transport, where they do not already have the authority to do so.</p>
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SECTION TWO: EQUALITY IMPACT ASSESSMENT SCREENING TOOL

<p>Potential external impacts: Does the proposal have the potential to negatively impact service users, communities or residents with protected characteristics?</p>	Yes		No	X
<p>Potential internal impacts: 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>	No adverse impacts are anticipated as a result of this decision. The BSIP aims to improve bus service provision for all.			

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

<p>Age</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. • 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>No adverse impacts are anticipated from the Plymouth Bus Service Improvement Plan; the Plan seeks to improve bus service provision for all.</p>	<p>Not applicable.</p>	<p>Not applicable.</p>
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	<p>Public Transport Data</p> <p>In 2019/2020 18,027,681 bus trips were made, of which 5,098,348 (28%) were concessionary trips.</p> <p>In 2020/2021 6,881,673 bus trips were made, of which 1,722,313 (25%) were concessionary trips.</p> <p>In 2021/2022 12,481,802 bus trips were made, of which 2,870,138 (23%) were concessionary trips.</p> <p>In 2022/2023 14,430,064 bus trips were made, of which 3,232,668 (22%) were concessionary trips.</p> <p>In November 2023 there were 49,341 active concessionary bus passes within Plymouth. The passes are issued either to residents who are over state pension age or have a disability that entitles them to a pass. In November 2023 there were 44,985 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,</p>	<p>Background Community Data</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>No adverse impacts are anticipated from the Plymouth Bus Service Improvement Plan; the Plan seeks to improve bus service provision for all.</p>	<p>N/A</p>	<p>N/A</p>

<p>Plymouth City Council is treating care experience as though it is a protected characteristic).</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>Disability</p>	<p>9.4 per cent of residents in Plymouth have their activities limited ‘a lot’ because of a physical or mental health problem.</p> <p>12.2 per cent of residents in Plymouth have their activities limited ‘a little’ because of a physical or mental health problem (2021 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>No adverse impacts are anticipated from the Bus Service Improvement Plan; the Plan seeks to improve bus service provision for all.</p>	<p>Not applicable.</p>	<p>Not applicable.</p>

	<p>In November 2023 there were 49,341 active concessionary bus passes within Plymouth, of which 4,356 were 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 individuals who live in families where no one is disabled (EHRC 2017)</p>			
Gender reassignment	0.5 per cent of residents in Plymouth have a gender identity that is different from their sex registered at birth. 0.1 per cent of residents identify as a trans man, 0.1 per cent identify as non-binary and, 0.1 per cent identify as a trans women (2021 Census).	No adverse impacts are anticipated from the Bus Service Improvement Plan; the Plan seeks to improve bus service provision for all.	Not applicable.	Not applicable.
Marriage and civil partnership	<p>40.1 per cent of residents have never married and never registered a civil partnership. 10 per cent are divorced, 6 per cent are widowed, with 2.5 per cent are separated but still married.</p> <p>0.49 per cent of residents are, or were, married or in a civil partnerships of the same sex. 0.06 per cent of residents are in a civil</p>	No adverse impacts are anticipated from the Bus Service Improvement Plan; the Plan seeks to improve bus service provision for all.	Not applicable.	Not applicable.

	partnerships with the opposite sex (2021 Census).			
Pregnancy and maternity	The total fertility rate (TFR) for England was 1.62 children per woman in 2021. The total fertility rate (TFR) for Plymouth in 2021 was 1.5.	No adverse impacts are anticipated from the Bus Service Improvement Plan; 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 (2021 Census) 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 (2021 Census) 92.7 per cent of residents speak English as their main language. 2021 Census data shows that after English, Polish, Romanian, Chinese, Portuguese, and Arabic are the most spoken languages in Plymouth (2021 Census).	No adverse impacts are anticipated from the Bus Service Improvement Plan; the Plan seeks to improve bus service provision for all.	Not applicable.	Not applicable.
Religion or belief	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). 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).	No adverse impacts are anticipated from the 2023 Bus Service Improvement Plan; the Plan seeks to improve bus service provision for all.	Not applicable.	Not applicable.
Sex	51 per cent of our population are women and 49 per cent are men (2021 Census).	No adverse impacts are anticipated from the Bus Service Improvement Plan; the Plan	Not applicable.	Not applicable.

		seeks to improve bus service provision for all.		
Sexual orientation	88.95 per cent of residents aged 16 years and over in Plymouth describe their sexual orientation as straight or heterosexual. 2.06 per cent describe their sexuality as bisexual, 1.97 per cent of people describe their sexual orientation as gay or lesbian. 0.42 per cent of residents describe their sexual orientation using a different term (2021 Census).	No adverse impacts are anticipated from the Bus Service Improvement Plan; the Plan seeks to improve bus service provision for all.	Not applicable.	Not applicable.

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.	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	No adverse impacts are anticipated.	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.	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.

