


# EQUALITY IMPACT ASSESSMENT – PLYMOUTH CITY COUNCIL 2025 NON-COMMERCIAL ROUTES NETWORK TENDER

## SECTION ONE: INFORMATION ABOUT THE PROPOSAL

<b>Author(s):</b> The person completing the EIA template.	James Quintrell-Harris	<b>Department and service:</b>	Strategic Planning and Infrastructure, Sustainable Transport	<b>Date of assessment:</b>	26 <sup>th</sup> April 2024
<b>Lead Officer:</b> Head of Service, Service Director, or Strategic Director.	Paul Barnard – Service Director, Strategic Planning & Infrastructure	<b>Signature:</b>		<b>Approval date:</b>	31.5.24
<b>Overview:</b>	<p>This assessment relates to Plymouth City Council’s non-commercial routes network.</p> <p>The Council’s non-commercial routes network provides bus services to areas of the city which are not served by bus operators as part of their commercial network.</p> <p>Without the non-commercial routes network residents who live in areas of the city which are not served by commercial bus services have reduced access to employment, education, healthcare, retail and leisure opportunities because of the lack of access to a bus; impacting on their wellbeing. A lack of access to public transport also leads to an increase in the number of vehicles on Plymouth’s road network adding to congestion in the city, and detrimentally impacting on air quality, as well as the Council’s efforts to become carbon neutral by 2030.</p>				
<b>Decision required:</b>	<p>This decision seeks approval to commence the procurement process for a number of bus services which, on award, will become part of Plymouth’s non-commercial routes network.</p> <p><b>The purpose of this decision is that the Leader of the Council</b></p> <ol style="list-style-type: none"> <li>1. Approves the Business Case</li> <li>2. Authorises the procurement process</li> <li>3. Delegates the award of the contract(s) and subsequent management of the contract(s) 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</li> </ol>				

**SECTION TWO: EQUALITY IMPACT ASSESSMENT SCREENING TOOL**

<b>Potential external impacts:</b> Does the proposal have the potential to negatively impact service users, communities or residents with protected characteristics?	<b>Yes</b>		<b>No</b>	x
<b>Potential internal impacts:</b> Does the proposal have the potential to negatively impact Plymouth City Council employees?	<b>Yes</b>		<b>No</b>	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)	<b>Yes</b>		<b>No</b>	This EIA supports the request to commence the procurement. A full EIA will be completed upon contract award
If you do not agree that a full equality impact assessment is required, please set out your justification for why not.	This EIA is associated with the decision to commence with the procurement activity. A full EIA will be required when it comes to contract award.			

**SECTION THREE: FULL EQUALITY IMPACT ASSESSMENT**

<b>Protected characteristics (Equality Act, 2010)</b>	<b>Evidence and information (e.g. data and consultation feedback)</b>	<b>Adverse impact</b>	<b>Mitigation activities</b>	<b>Timescale and responsible department</b>
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<p><b>Age</b></p>	<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>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>(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</p>	<p>No potential impact has been identified</p>	<p>None</p>	<p>N/A</p>
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	<p>60.3 per cent. This rise will see Plymouth’s over 75s rise from 22,800 to 36,550.</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 5,025,917 (28%) were concessionary trips.</li> <li>• In 2020/2021 6,887,794 bus trips were made, of which 1,647,097 (24%) were concessionary trips.</li> <li>• In 2021/2022 12,481,802 bus trips were made, of which 2,870,138 (23%) were concessionary trips.</li> <li>• In 2022/2023 14,430,064 bus trips were made, of which 3,232,668 (22%) were concessionary trips.</li> <li>• In 2023/2024 15,556,201 bus trips were made, of which 3,446,257 (22%) were concessionary trips.</li> <li>• There are currently 49,155 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 44,759 active age related passes.</li> </ul>			
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<p><b>Care experienced individuals</b></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 potential impact has been identified</p>	<p>None</p>	<p>N/A</p>
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<p><b>Disability</b></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><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 5,025,917 (28%) were concessionary trips.</li> <li>• In 2020/2021 6,887,794 bus trips were made, of which 1,647,097 (24%) were concessionary trips.</li> <li>• In 2021/2022 12,481,802 bus trips were made, of which 2,870,138 (23%) were concessionary trips.</li> <li>• In 2022/2023 14,430,064 bus trips were made, of which 3,232,668 (22%) were concessionary trips.</li> <li>• In 2023/2024 15,556,201 bus trips were made, of which 3,446,257 (22%) were concessionary trips.</li> </ul> <p>There are currently 49,155 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 4,396 active disabled bus passes.</p>	<p>No potential impact has been identified</p>	<p>None</p>	<p>N/A</p>
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<b>Gender reassignment</b>	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 potential impact has been identified	None	N/A
<b>Marriage and civil partnership</b>	40.1 per cent of residents have never married and never registered a civil partnership. 10 per cent are divorced, 6 percent are widowed, with 2.5 per cent are separated but still married.  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 partnerships with the opposite sex (2021 Census).	No potential impact has been identified	None	N/A
<b>Pregnancy and maternity</b>	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 potential impact has been identified	None	N/A

<b>Race</b>	<p>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)</p> <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 (2021 Census)</p> <p>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).</p>	No potential impact has been identified	None	N/A
<b>Religion or belief</b>	<p>48.9 per cent of the Plymouth population stated they had no religion. 42.5 per cent of the population 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 potential impact has been identified	None	N/A
<b>Sex</b>	51 per cent of our population are women and 49 per cent are men (2021 Census).	No potential impact has been identified	None	N/A
<b>Sexual orientation</b>	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 potential impact has been identified	None	N/A



**SECTION FOUR: HUMAN RIGHTS IMPLICATIONS**

<b>Human Rights</b>	<b>Implications</b>	<b>Mitigation Actions</b>	<b>Timescale and responsible department</b>
	The decision is consistent with the Human Rights Act.	N/A	N/A

**SECTION FIVE: OUR EQUALITY OBJECTIVES**

<b>Equality objectives</b>	<b>Implications</b>	<b>Mitigation Actions</b>	<b>Timescale and responsible department</b>
<b>Work together in partnership to:</b> <ul style="list-style-type: none"> <li>▪ <b>promote equality, diversity and inclusion</b></li> <li>▪ <b>facilitate community cohesion</b></li> <li>▪ <b>support people with different backgrounds and lived experiences to get on well together</b></li> </ul>	The provision of the non-commercial routes network fills the gaps where commercial bus services are not viable. This ensures that all residents and visitors are able to access the vast majority of our city by bus.	N/A	N/A
<b>Give specific consideration to care experienced people to improve their life outcomes, including access to training, employment and housing.</b>	None	N/A	N/A
<b>Build and develop a diverse workforce that represents the community and citizens it serves.</b>	The provision of the non-commercial routes network will support our workforce in travelling around our city in a sustainable manner where a commercially viable bus service is not possible.	N/A	N/A
<b>Support diverse communities to feel confident to report crime and anti-social behaviour, including hate crime and hate incidents, and work with partners to</b>	None	N/A	N/A

<b>ensure Plymouth is a city where everybody feels safe and welcome.</b>			
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