


EQUALITY IMPACT ASSESSMENT – 2024 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:	12 June 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:	20.06.2024
Overview:	<p>This assessment relates to the 2024 Plymouth Bus Service Improvement Plan (BSIP).</p> <p>Our vision, as set out within the 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 that the Service Director for Strategic Planning and Infrastructure, in association with the Cabinet Member for Transport, approves the publication of the updated Bus Service Improvement Plan.</p>				

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

SECTION TWO: EQUALITY IMPACT ASSESSMENT SCREENING TOOL

Potential external impacts: Does the proposal have the potential to negatively impact service users, communities or residents with protected characteristics?	Yes		No	X
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	Background Community Data Plymouth <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. South West	No adverse impacts are anticipated from the 2024 Bus Service Improvement Plan; the Plan seeks to improve bus service provision for all.	Not applicable.	Not applicable.

	<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>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. 			
--	--	--	--	--

	<ul style="list-style-type: none"> • In 2022/2023 14,430,064 bus trips were made, of which 3,232,668 (22%) were concessionary trips. • In 2023/24 15,556,201 bus trips were made, of which 3,446,205 (22%) were concessionary trips. <p>In April 2024 there were 49,155 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 April 2024 there were , 44,759 active age related bus 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>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%) 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. 	<p>No adverse impacts are anticipated from the 2024 Bus Service Improvement Plan; the Plan seeks to improve bus service provision for all.</p>	<p>Not applicable.</p>	<p>Not applicable.</p>

	<ul style="list-style-type: none"> • In 2022/2023 14,430,064 bus trips were made, of which 3,232,668 (22%) were concessionary trips. • In 2023/24 15,556,201 bus trips were made, of which 3,446,205 (22%) were concessionary trips. <p>In April 2024 there were 49,155 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 April 2024 there were 4,396 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	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 2024 Bus Service Improvement Plan; the Plan seeks to improve bus service provision for all.	Not applicable.	Not applicable.
Marriage and civil partnership	<p>There were 234,795 marriages in England and Wales in 2018.</p> <p>In 2020, there were 7,566 opposite-sex civil partnerships formed in England and Wales, of</p>	No adverse impacts are anticipated from the 2024 Bus Service Improvement Plan; the	Not applicable.	Not applicable.

	<p>which 7,208 were registered in England and 358 were registered in Wales.</p> <p>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.</p>	Plan seeks to improve bus service provision for all.		
Pregnancy and maternity	<p>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.</p> <p>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.</p>	No adverse impacts are anticipated from the 2024 Bus Service Improvement Plan; the Plan seeks to improve bus service provision for all.	Not applicable.	Not applicable.
Race	<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.</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.</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 (ONS, 2020)</p>	No adverse impacts are anticipated from the 2024 Bus Service Improvement Plan; the Plan seeks to improve bus service provision for all.	Not applicable.	Not applicable.
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,</p>	No adverse impacts are anticipated from the 2024 Bus Service Improvement Plan; the Plan seeks to improve bus service provision for all.	Not applicable.	Not applicable.

	Buddhist, Jewish or Sikh combined totalled less than 1 per cent (2021 Census).			
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 2024 Bus Service Improvement Plan; 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 2024 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.	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 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.	Not applicable.	Not applicable.
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.	Not applicable.	Not applicable.
Plymouth is a city where people from different backgrounds get along well.	The Council is committed to promoting cohesion within the city.	Not applicable.	Not applicable.

