


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

SECTION ONE: INFORMATION ABOUT THE PROPOSAL

Author(s): The person completing the EIA template.	James Quintrell-Harris	Department and service:	Strategic Planning and Infrastructure, Sustainable Transport	Date of assessment:	09/12/2024
Lead Officer: Head of Service, Service Director, or Strategic Director.	Paul Barnard – Service Director, Strategic Planning & Infrastructure	Signature:		Approval date:	10.12.2024
Overview:	<p>This assessment relates to the award of a number of contracts which will form part of 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> <p>As a result of the recommended decision within the Procurement Decision Record and Executive Decision by Officer the frequency on a number of bus services will be reduced from every hour to every other hour, these services are as follows:</p> <p>4A – City Centre to Hooe via Saltram Meadow and Broadway</p> <p>4B – City Centre to Elburton via Saltram Meadow and Broadway</p> <p>30 – City Centre to City Centre via Mannamead, Hartley Vale and Peverell</p> <p>31 – City Centre to City Centre via Peverell, Hartley Vale and Mannamead</p>				

Decision required:	<p>The Service Director for Strategic Planning and Infrastructure to approve the award of the Council’s 2025 Non-Commercial Routes, as per the Procurement Decision Record and the Briefing Note appended to this decision. The total net annual value for all Lots awarded is £1,061,742. (circa £2,957,370 for the initial contract periods)</p> <ul style="list-style-type: none"> • Lot 1 – 26392/A – Service 13/S – Stagecoach Southwest - £103,912.81 Net Annual Cost (circa £311,738.43 for the initial contract period) • Lot 2 – 26392/B – Service 14 – Stagecoach Southwest - £135,754.95 Net Annual Cost (circa £407,264.85 for the initial contract period) • Lot 3 – 26392/C – Service 27 – Stagecoach Southwest - £10,845.09 Net Annual Cost (circa £32,535.27 for the initial contract period) • Lot 4 – 26392/D – Service 30/31 – Stagecoach Southwest - £79,392.51 Net Annual Cost (circa £238,177.53 for the initial contract period) • Lot 5 – 26392/E – Service 41 – Plymouth Citybus - £48,000 Net Annual Cost (circa £144,000 for the initial contract period) • Lot 6 – 26392/F – Service 54 – Stagecoach Southwest - £22,045.95 Net Annual Cost (circa £66,137.85 for the initial contract period) • Lot 7 – 26392/G – Service 200 – Stagecoach Southwest - £125,372.98 Net Annual Cost (circa £376,118.94 for the initial contract period) • Lot 8 – 26392/H – No award due to Lot 9 & 10 being awarded. • Lot 9 – 26392/I – Service 4 – Stagecoach Southwest - £340,388.34 Net Annual Cost (circa £1,021,165.02 for the initial contract period) • Lot 10 – 26392/J – Service 4A & 4B – Stagecoach Southwest - £82,101.55 Net Annual Cost (circa £246,304.65 for the initial contract period) • Lot 11 – 26392/K – Service 19 – Stagecoach Southwest - £113,927.81 Net Annual Cost (circa £113,927.81 for the initial contract period)
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SECTION TWO: EQUALITY IMPACT ASSESSMENT SCREENING TOOL

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

Does the proposal have the potential to negatively impact Plymouth City Council employees?				
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	x	No	
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
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<p>Age</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>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 per cent) were concessionary trips. • In 2020/2021 6,881,673 bus trips were made, of which 1,722,313 (25 per cent) were concessionary trips. 	<ul style="list-style-type: none"> - Service 4A & 4B will be reduced from an hourly service to a service every other hour. Current first 4A departs the City Centre at 0900 & 4B departs the City Centre 0930, as a result of this it is unlikely that these services are used by young people going to school or adults going to work, therefore the reduction in frequency would have limited impact. - Service 30/31 will be reduced from an hourly service to a service every other hour. Currently first 30 departs Mannamead at 1008 & 31 departs Hartley Vale at 0930, as a result of this it is unlikely that these services are used by young people going to school or adults going to work, therefore the reduction in frequency would have limited impact. 	<ul style="list-style-type: none"> - None – residents will still have access to a bus service. - None – residents will still have access to a bus service. 	<p>N/A</p> <p>Sustainable Transport Team (January 2025)</p>
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	<ul style="list-style-type: none"> • In 2021/2022 12,481,802 bus trips were made, of which 2,870,138 (23 per cent) were concessionary trips • This data shows that overall patronage and concessionary patronage has not returned to pre-pandemic levels. • There are currently 50,304 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 45,780 active age related passes. 	<ul style="list-style-type: none"> - Reduction in frequency on these services may result in passengers being unable to get to medical appointments on time. 	<ul style="list-style-type: none"> - Press release will be put out in good time to allow passengers time to book appointments accordingly 	
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<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 potential impact has been identified</p>	<p>None</p>	<p>N/A</p>
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<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 per cent) were concessionary trips. • In 2020/2021 6,881,673 bus trips were made, of which 1,722,313 (25 per cent) were concessionary trips. • In 2021/2022 12,481,802 bus trips were made, of which 2,870,138 (23 per cent) were concessionary trips • In 2022/2023 14,430,064 bus trips were made, of which 3,232,668 (22%) were concessionary trips. • In 2023/2024 15,556,201 bus trips were made, of which 3,446,257 (22%) were concessionary trips. • This data shows that overall patronage and concessionary patronage has not returned to pre-pandemic levels. • There are currently 50,304 people living within Plymouth that hold a concessionary bus pass. The passes are issued either to residents who 	<ul style="list-style-type: none"> - Service 4A & 4B will be reduced from an hourly service to a service every other hour. - Reduction in frequency on the 4A & 4B would result in less wheelchair capacity over the period of the day. - Service 30/31 will be reduced from an hourly service to a service every other hour. - Reduction in frequency on the 30/31 would result in less wheelchair capacity over the period of the day. - Reduction in frequency on these services may result in passengers being unable to get to medical appointments on time. 	<ul style="list-style-type: none"> - None – residents will still have access to a bus service. - None – service was at this frequency between January 2021 until January 2023 & no issues were raised. - None – residents will still have access to a bus service. - Sustainable Transport Team will ask successful operator on regular occasions if any issues regarding lack of wheelchair spaces has been raised. - Press release will be put out in good time to allow passengers time to book appointments accordingly 	<p>N/A</p> <p>N/A</p> <p>N/A</p> <p>Sustainable Transport Team (Ongoing)</p> <p>Sustainable Transport Team (January 2025)</p>
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	are over state pension age or have a disability that entitles them to a pass. There are currently 4,524 active disabled related passes.			
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 potential impact has been identified	None	N/A
Marriage and civil partnership	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

<p>Pregnancy and maternity</p>	<p>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.</p>	<ul style="list-style-type: none"> - Service 4A & 4B will be reduced from an hourly service to a service every other hour. - Reduction in frequency on the 4A & 4B would result in less pushchair capacity over the period of the day. - Service 30/31 will be reduced from an hourly service to a service every other hour. - Reduction in frequency on the 30/31 would result in less pushchair capacity over the period of the day. - Reduction in frequency on these services may result in passengers being unable to get to medical appointments on time. 	<ul style="list-style-type: none"> - None – residents will still have access to a bus service. - None – service was at this frequency between January 2021 until January 2023 & no issues were raised. - None – residents will still have access to a bus service. - Sustainable Transport Team will ask successful operator on regular occasions if any issues regarding lack of pushchair spaces has been raised. - Press release will be put out in good time to allow passengers time to book appointments accordingly 	<p>N/A</p> <p>Sustainable Transport Team (January 2025)</p>
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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 (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
Religion or belief	<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
Sex	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
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 potential impact has been identified	None	N/A

SECTION FOUR: HUMAN RIGHTS IMPLICATIONS

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

SECTION FIVE: OUR EQUALITY OBJECTIVES

Equality objectives	Implications	Mitigation Actions	Timescale and responsible department
Work together in partnership to: <ul style="list-style-type: none"> ▪ promote equality, diversity and inclusion ▪ facilitate community cohesion ▪ support people with different backgrounds and lived experiences to get on well together 	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
Give specific consideration to care experienced people to improve their life outcomes, including access to training, employment and housing.	None	N/A	N/A
Build and develop a diverse workforce that represents the community and citizens it serves.	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
Support diverse communities to feel confident to report crime and anti-social behaviour, including hate crime and hate incidents, and work with partners to	None	N/A	N/A

ensure Plymouth is a city where everybody feels safe and welcome.			
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