


EQUALITY IMPACT ASSESSMENT –

PLYMOUTH ENHANCED PARTNERSHIP PLAN; SPRING 2025 VARIATION

SECTION ONE: INFORMATION ABOUT THE PROPOSAL

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Lead Officer: Head of Service, Service Director, or Strategic Director.	Paul Barnard, Service Director, Strategic Planning and Infrastructure	Signature:		Approval date:	19.03.2025
Overview:	<p>The Plymouth Enhanced Partnership Plan (EP Plan) was originally made on 1 April 2023, following the development of the first Plymouth Bus Service Improvement Plan (BSIP), as part of the formation of the statutory Enhanced Partnership.</p> <p>The Plymouth BSIP sets out the vision for bus services in Plymouth and the EP Plan reflects the objectives and commitments of the BSIP. It also outlines specific interventions to allow the delivery of the BSIP over the coming years.</p> <p>Following the publication of the latest Plymouth BSIP in 2024, the EP needs to be updated so that it remains aligned with the BSIP.</p>				
Decision required:	<p>This Equality Impact Assessment (EIA) assesses the impact of the recommendation that the Service Director for Strategic Planning and Infrastructure:-</p> <ol style="list-style-type: none"> I. Approves the variation to, and subsequent publication of, the refreshed Plymouth Enhanced Partnership Plan, thereby updating the statutory Plan from April 2025. 				

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
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Age	<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> <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>No adverse impacts are anticipated from the proposed update to the Plymouth Enhanced Partnership Plan as the Plan sets out the plans outlined in the Bus Service Improvement Plan (BSIP), which seeks to improve bus service provision for all, and provide the context for the proposed local bus service improvements.</p>	<p>Not applicable</p>	<p>Not applicable</p>
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	<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 and</p> <p>In 2023/24 15,556,201 bus trips were made, of which 3,446,205 (22%) were concessionary trips.</p> <p>There are currently circa 50,000 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 circa 46,000 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>			
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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 adverse impacts are anticipated from the proposed update to the Plymouth Enhanced Partnership Plan as the Plan sets out the plans outlined in the Bus Service Improvement Plan (BSIP), which seeks to improve bus service provision for all, and provide the context for the proposed local bus service improvements.</p>	<p>Not applicable</p>	<p>Not applicable</p>
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Disability	<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. • In 2023/24 15,556,201 bus trips were made, of which 3,446,205 (22%) were concessionary trips. <p>There are currently circa 50,000 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 circa 4,500 active disabled bus passes.</p>	<p>No adverse impacts are anticipated from the proposed update to the Plymouth Enhanced Partnership Plan as the Plan sets out the plans outlined in the Bus Service Improvement Plan (BSIP), which seeks to improve bus service provision for all, and provide the context for the proposed local bus service improvements.</p>	<p>Not applicable</p>	<p>Not applicable</p>
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	<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	<p>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).</p>	<p>No adverse impacts are anticipated from the proposed update to the Plymouth Enhanced Partnership Plan as the Plan sets out the plans outlined in the Bus Service Improvement Plan (BSIP), which seeks to improve bus service provision for all, and provide the context for the proposed local bus service improvements.</p>	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 percent 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 partnerships with the opposite sex (2021 Census).</p>	<p>No adverse impacts are anticipated from the proposed update to the Plymouth Enhanced Partnership Plan as the Plan sets out the plans outlined in the Bus Service Improvement Plan (BSIP), which seeks to improve bus service provision for all, and provide the context for the proposed local bus service improvements.</p>	Not applicable	Not applicable
Pregnancy and maternity	<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>	<p>No adverse impacts are anticipated from the proposed update to the Plymouth Enhanced Partnership Plan as the Plan sets out the plans outlined in the Bus Service Improvement Plan (BSIP), which seeks to improve bus service provision for all, and provide the context for the proposed local bus service improvements.</p>	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 (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>	<p>No adverse impacts are anticipated from the proposed update to the Plymouth Enhanced Partnership Plan as the Plan sets out the plans outlined in the Bus Service Improvement Plan (BSIP), which seeks to improve bus service provision for all, and provide the context for the proposed local bus service improvements.</p>	Not applicable	Not applicable
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>	<p>No adverse impacts are anticipated from the proposed update to the Plymouth Enhanced Partnership Plan as the Plan sets out the plans outlined in the Bus Service Improvement Plan (BSIP), which seeks to improve bus service provision for all, and provide the context for the proposed local bus service improvements.</p>	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 proposed update to the Plymouth Enhanced Partnership Plan as the Plan sets out the plans outlined in the Bus Service Improvement Plan (BSIP), which seeks to improve bus service provision for all, and provide the context for the proposed local bus service improvements.	Not applicable	Not applicable
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 proposed update to the Plymouth Enhanced Partnership Plan as the Plan sets out the plans outlined in the Bus Service Improvement Plan (BSIP), which seeks to improve bus service provision for all, and provide the context for the proposed local bus service improvements. .	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
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 Vision of the Enhanced Partnership (EP) 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. The delivery of the Enhanced Partnership Plan, through the Bus Service Improvement Plan, should therefore facilitate community cohesion and inclusion by enabling communities to be connected.	Not applicable; no adverse impacts are anticipated	Not applicable
Give specific consideration to care experienced people to improve their life outcomes, including access to training, employment and housing.	The EP Plan is not expected to have any direct impact on care experienced people. However, by delivering measures which support the EP vision, through the BSIP, focussed on nine passenger priorities, as prioritised by	Not applicable; no adverse impacts are anticipated	Not applicable

	the public, care experienced people should have improved access to training and employment opportunities.		
Build and develop a diverse workforce that represents the community and citizens it serves.	The EP Plan is not expected to have any direct impact helping to build and develop a diverse workforce.	Not applicable; no adverse impacts are anticipated	Not applicable
Support diverse communities to feel confident to report crime and anti-social behaviour, including hate crime and hate incidents, and work with partners to ensure Plymouth is a city where everybody feels safe and welcome.	The EP Plan is not expected to have any direct impact in supporting communities to feel confident to report crime and anti-social behaviour. However, one of the passenger priorities of the Partnership is 'more measures to help people feel safe , such as CCTV on buses, emergency help points in bus shelters and improved lighting. Also a commitment to make better use of real time passenger information, QR codes and apps to notify passengers about service disruptions and cancellations while they wait at stops' therefore delivery of measures which support this priority will help to ensure that Plymouth is a city where everybody feels safe and welcome.	Not applicable; no adverse impacts are anticipated	Not applicable