

ACCESS FOR ALL?

EQUALITY IMPACT ASSESSMENT AND STRATHCLYDE PARTNERSHIP FOR TRANSPORT'S REGIONAL TRANSPORT STRATEGY

Hilary Howatt and Bruce Kiloh
Strathclyde Partnership for Transport
Dr Dory Reeves
Reeves Associates

1. Introduction

Equality impact assessment has never before been undertaken on a Scottish statutory regional transport strategy (RTS) nor have there been RTSs for Scotland. Both processes are new territory with by implication undefined geographies. The timescale to produce both a RTS and a parallel equality impact assessment have been extremely challenging – a period of just over 12 months from start to finish. The purpose and governance framework for both processes are detailed below.

Strathclyde Partnership for Transport's RTS for the west of Scotland will guide transport developments from 2007 to 2021, a time horizon of 15 years. SPT is one of seven regional transport partnerships spanning the country. It has the largest population, 2.14m (42% of Scotland's population), and has more powers on account of its former role as a passenger transport authority and executive for over thirty years. Most powers were transferred to the RTP on 1 April 2006 so the organisation is less than a year old. SPT has over 700 staff of which over 50% are employed on the Subway, delivering over 13m journeys annually to the people who live, work and visit the west of Scotland.

The RTS strategy is statutory - required by the Transport (Scotland) Act 2005, and lays out a regional perspective and broad implementation plan for transport interventions to improve the daily lives of millions of people living, working and visiting the SPT area. The RTSs are required to be submitted to Scottish Ministers by 31 March 2007. Although each strategy will follow the same general approach as laid out in the guidance to regional transport strategies¹ and also by Scottish Transport Appraisal Guidance (STAG)², each RTS must take full account of the particular needs of its region and this includes an equality impact assessment – how will the strategy affect the transport and travel needs of millions of people and their own diverse travel requirements?

¹ Scottish Executive: Scotland's Transport Future: Guidance on Regional Transport Strategies. March 2006.

² Scottish Executive: Scottish Transport Appraisal Guidance. September 2003.

2. Equalities and transport legislative context

The Scotland Act 1998 defines equal opportunities as:

the prevention, elimination or regulation of discrimination between persons on grounds of sex or marital status, on racial grounds, or on grounds of disability, age, sexual orientation, language or social origin, or of other personal attributes, including beliefs or opinions, such as religious beliefs or political opinions.

Section 5 (2)(d) of the Transport (Scotland) Act 2005 places a duty on RTPs when preparing their Regional Transport Strategies, to *'include provision about ... how transport in the region will be provided, developed, improved, and operated so as ... (v) to encourage equal opportunities and, in particular, the observance of the equal opportunities requirements.'*

In March 2006, the Scottish Executive published *Scotland's Transport Future: Guidance on Regional Transport Strategies*. Section B (I) of the guidance noted:

a number of guiding principles, based on the national aims and objectives for transport and on the Executive's overall policy goals, should underpin the content of the regional transport strategies.

The fifth principle requires:

addressing transport inequalities, including provision of and access to transport for disabled people and putting into action the (proposed) statutory duty to promote equal opportunities.

Paragraphs 33 and 34 of the guidance explained further how the Executive envisaged the RTPs fulfilling the requirement under Section 5 (2) (d) of the Transport (Scotland) Act:

33. Strategies should consider how to address particular social inclusion/equality issues, including meeting the particular travel needs of older people, disabled people and their carers, children and young people, women, and people from minority ethnic communities. This is particularly important in the case of disabled people and minority ethnic communities given that Transport Partnerships will be made subject to a statutory general duty to promote race and disability equality (and in due course gender).³

34. RTPs should consider the transport needs of those groups of people who experience inequality and exclusion (an equality impact assessment can assist in this), involve specific groups in consultation on the strategy, in the option appraisal and selection stage, take into

³ Gender equality duty comes into force from 6 April 2007.

account the likely impacts on meeting these transport needs, and monitor the impacts of the strategy on those groups.

Annex D of the guidance provides more detail about how the Scottish Executive expects RTPs to address the needs of *'those groups who experience more difficulties than most.'* The Executive suggested undertaking an Equality Impact Assessment (EqIA); involving equality groups in consultation on the strategy; take into account the likely impacts on these groups of options considered at the appraisal and selection stage; monitor the impacts on equality groups of outcomes from the strategy.

Annex K of the guidance provides further advice on undertaking an EqIA. The Scottish Executive acknowledges that *'there is not currently a set format for this.'*

3. Scottish Transport Appraisal Guidance (STAG) and equalities

Section 10.7.1 of the Scottish Executive's STAG highlights the duty to assess the impact of the proposals contained within the RTS on equalities groups:

10.7.1 The need to consider the distribution of impacts is emphasised by the challenges faced in delivering transport investment. Most objections to transport change are from people who feel that they are not being treated fairly or that their needs are not being met in some way. Accessibility measures describe transport provision as it is viewed by users, so measures of the distribution of impacts by people group are helpful in demonstrating that planned transport changes impact fairly on all sections in society by: age group, socio-economic status, gender, ethnicity, and mobility status.

4. SPT's approach to equalities requirements and outputs from the RTS

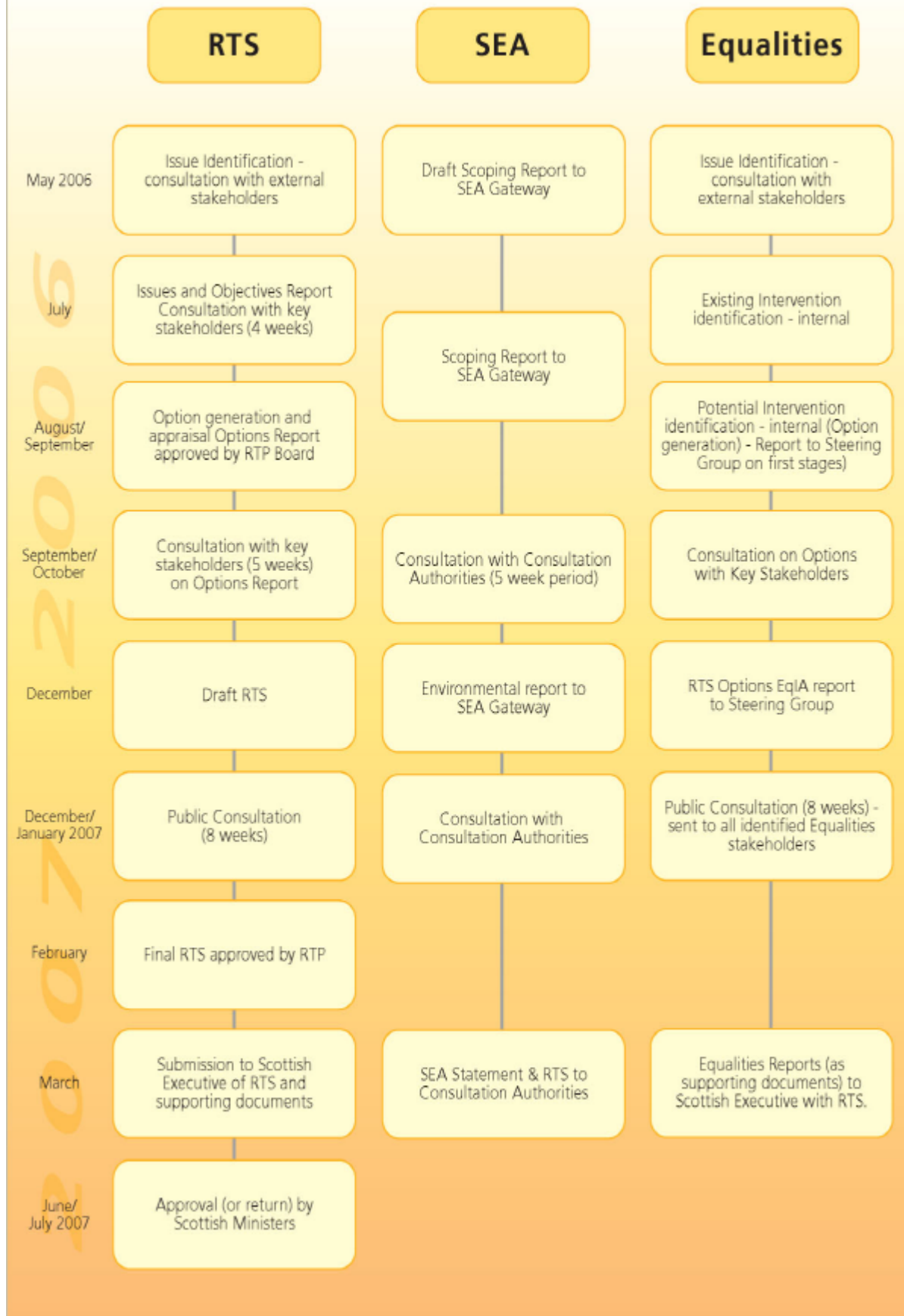
SPT's approach in framing the issues took two paths:

- the building of an equalities sub-strategy
- the carrying out of equality impact assessment

The equalities sub-strategy sits beside the extensive range of issues identified as part of the RTS development and takes onboard the inclusivity of that process of extensive consultation, of over more than a year. The sub strategy has fed into the overall RTS interventions prioritisation process leading to some specific equalities-focused actions, plans and projects. The equalities sub-strategy will continue to be progressed after submission of the RTS and will be published at a later date.

In terms of the equality impact assessment, never performed before on a SPT strategy and projects, the need to ensure that consideration of equalities issues should be taken throughout the RTS preparation process was identified. The following diagram, Figure 1, shows the EqIA process in context with the main RTS development, and the Strategic Environmental Assessment (SEA) process.

Figure 1



A SPT RTS Equalities Working Group (EWG) was established in spring 2006 to consider and monitor progress on addressing equalities issues throughout the RTS preparation process. The EWG comprised members of staff from the Policy and Strategy department.

4.1 Stage 1: Issue Identification – Internal

This stage of the process involved EWG members identifying issues which they felt may have an impact on equalities groups. Any issues were then inserted into the relevant section of a equalities transport matrix (ETM), a short example of which is contained in Appendix 1.

The matrix was created as a means of clearly noting the various issues which equalities groups may have with aspects of the transport system for example interchange between services and modes, accessibility of transport services and the network, fare levels, knowledge/information, and safety/personal security issues.

SPT's senior management team, along with EWG members, were then asked for their comments on the matrix, in order to identify any gaps. Comments received were then inserted into the matrix. A literature review was also undertaken at this stage to identify any gaps in issue identification, and these were again entered into the matrix. Documents consulted included:

- Department for Transport, *Transport Requirements of Minority Ethnic and Faith Communities: Good Practice* (2003)
- Scottish Executive Central Research Unit, *Women and Transport: Moving Forward* (2000)
- Scottish Executive Central Research Unit, *Transport Provision for Disabled People in Scotland: Progress since 1998* (2006)
- Social Exclusion Unit/ODPM, *A Sure Start to Later Life: Ending Inequalities for Older People* (2006)
- Scottish Executive Central Research Unit, *Young People and Transport* (2002)

4.2 Stage 2: Issue identification – external

Concurrent to the consultation with SPT senior management was a list of potential relevant equalities groups' consultees. It was decided that in order to make best use of time and resources, and taking onboard experience from elsewhere and best practice, a targeted consultation of specific key stakeholders would be advisable.

The groups contacted were:

- Glasgow Anti-Racist Alliance (GARA)*

- West of Scotland Lesbian Gay Bisexual and Transgender Centre (GLGBT)*
- Glasgow Council for Voluntary Services (GCVS)**
- Mobility and Access Committee for Scotland (MACS)
- Wise Women
- Glasgow Women's Library (GWL) ***
- Re:Gender

* GARA focuses its main activities on Glasgow, but also has representatives on its board from regional and national organisations.

** GCVS were consulted not because of their remit, but because SPT were advised that a member of their staff, Martha Wardrop, had good knowledge of issues relating to older people

*** Glasgow Women's Library is not specifically Glasgow focussed, and is co-sponsored by North Lanarkshire and South Lanarkshire councils, and some national organisations.

Comments from external consultees were then inserted into the matrix.

4.3 Stage 3: Existing intervention identification – internal

This stage involved examining the issues raised in Stages 1 and 2, and identifying whether these were currently being addressed by any existing interventions. SPT senior management were asked at Stage 1 for any existing interventions undertaken by their departments which address equalities issues, and these were inserted at Stage 3. EWG members were again consulted on identifying existing interventions, and a literature and web review assisted in identifying gaps.

4.4 Stage 4: Potential intervention identification – internal

This stage involved attempting to identify potential interventions which could:

- a) address issues raised in the ETM
- b) add to any existing interventions in addressing issues raised in the ETM.

Potential interventions were identified through a literature and web review of best practice, and internal SPT discussion. This stage ran concurrently with the overall RTS Option Generation and Appraisal stage, and was fed into the RTS prioritisation process as part of a dedicated equalities sub-strategy.

4.5 Stage 5: Consultation with key equalities stakeholders

As part of the full public consultation on the consultative draft RTS, a range of equalities groups and organisations were consulted to obtain their views.

4.6 Stage 6: Submission of RTS to Scottish Ministers

In addition to submitting the final RTS, SPT are submitting this EqIA as a supporting document.

5. Evidence base

A proportionate response to an identified need. This is the approach adopted.

5.1 The Regional Transport Strategy area

The SPT area includes 12 councils - East Ayrshire, East Dunbartonshire, East Renfrewshire, Glasgow City, Inverclyde, North Ayrshire, North Lanarkshire, Renfrewshire, South Ayrshire, South Lanarkshire, West Dunbartonshire, and the Helensburgh and Lomond areas of Argyll and Bute.

- Size: 6,969 square kilometres⁴
- Population: 2.14 million⁵
- Density: 307 persons per square kilometre⁶
- Each year in the SPT area

220m bus trips
50m train trips
13m subway trips
700m car trips
86m goods vehicle trips



5.2 Disabled people

The 2001 Census states that 22.5%⁷ (500,000) of people in the west of Scotland⁸ have a limiting longterm illness⁹ which impacts on their daily activities.

5.3 Older people

The 2001 Census states that 21% (460,000) of the people living in the west of Scotland are aged 60 or over.¹⁰

5.4 People aged under 16

⁴ SPT GIS

⁵ GRO(S) mid-year estimates 2004

⁶ GRO(S) mid-year estimates 2004 / SPT GIS

⁷ GRO(S) Census 2001 Table UV22

⁸ For statistical analysis purposes, the west of Scotland is defined as being the following council areas: Argyll & Bute, East Ayrshire, East Dunbartonshire, East Renfrewshire, Glasgow City, Inverclyde, North Ayrshire, North Lanarkshire, Renfrewshire, South Ayrshire, South Lanarkshire, West Dunbartonshire

⁹ The 2001 Census defines Limiting long-term illness as covering "any long-term illness, health problem or disability which limits daily activities or work".

¹⁰ GRO(S) Census 2001 Table KS02

The 2001 Census states that 19% (430,000) of the people living in the west of Scotland are aged under 16.¹¹

5.5 Young adults or students aged 16 –24

The 2001 Census states that 11% (250,000) of the people living in the west of Scotland are aged between 16 and 24.¹²

5.6 Gender

The 2001 Census states that women make up 52% of the population of the west of Scotland, and men 48%¹³.

5.7 Black and minority ethnic communities, and asylum seekers

The 2001 Census states that 2.38% (52,000 people) of the population of the west of Scotland are from the following ethnic groups: Indian, Pakistani, Bangladeshi, Other South Asian, Chinese, Caribbean, African, Black Scottish or Other Black, Any Mixed Background, Other Ethnic Group¹⁴. Within Glasgow City Council area, as of February 2004, there were estimated to be 5,587 asylum seekers living in Glasgow.¹²

5.8 People who are lesbian, gay, bisexual or transgender

Quantitative data for this group is difficult to resource. Glasgow City Council, however, estimate that around between 4-10% of the population falls within this group.¹⁵

5.9 People whose first language is not English, including tourists

There are two distinct communities within this group: residents and tourists. Those who are resident in the west of Scotland but whose first language is not English, meaning they may have difficulties understanding or conveying information in written or verbal form. Data relating to this group is relatively scarce, however Glasgow City Council estimate that there more than 70 nationalities living in Glasgow, and therefore the number of languages spoken is relative to this.

In terms of tourists visiting the west of Scotland, Glasgow City Council state that in 2003, 0.4 million people from outside the UK visited Glasgow.¹⁶

5.10 People with religious or political beliefs

¹¹ GRO(S) Census 2001 Table KS02

¹² GRO(S) Census 2001 Table KS02

¹³ GRO(S) Census 2001 Table KS01

¹⁴ GRO(S) Census 2001, Table KS06 Ethnic Group and Language

¹⁵ Glasgow City Council, Cultural and Leisure Services "Equality Policy 2005-2007", May 2006

¹⁶ <http://www.glasgow.gov.uk/en/Business/Tourism/glasgowstourismindustry.htm>

The 2001 Census notes the following population by religion in the west of Scotland:

- Church of Scotland: 40% (892,000 people)
- Roman Catholic: 25% (545,000 people)
- Other Christian: 5% (107,000 people)
- Muslim: 1.1% (25,000 people)
- Jewish: 0.2% (4,800 people)
- Sikh: 0.2% (4,800 people)
- Hindu: 0.1% (2,700 people)
- Buddhist: 0.1% (2,500 people)
- Another religion: 0.4% (8,800 people)
- No religion: 22% (477,000 people)
- Not answered: 6% (140,000 people).

5.11 Parents / guardians and carers

According to the 2001 Census, of the 616,000 families in the west of Scotland, 45% have dependent children or 477,000. There are 79,000 lone parent households in the west of Scotland.

225,000 people (10% of the total population) in the west of Scotland provide at least one hour of care a week for someone on an unpaid basis. The type of care provided also varies widely e.g. adult carer, single parent, carer of person with different types of disability.

6. Qualitative data

6.1 Issues affecting most groups/ service gaps

Below is a list of issues which affect most of the equalities groups, followed by individual lists of issues we identified particular to each of the groups.

- Distance between transport hub e.g. bus stop, rail station, and home/work /place of visit/ educational facility/ healthcare facility
- Cost of travel – multi-journey and multi-modal tickets
- Attitude and approach of staff or passengers
- Reluctance to travel on public transport – “unsure of what to do”, “don’t know which bus/train goes where”
- Fear of travelling alone at night
- Anxiety about using car parks if alone, particularly multi-storey car parks
- Heavier reliance on public transport or taxis
- Getting public transport information
- Complaints procedures may be inadequate for needs of equalities groups
- Lack of toilet and waiting facilities.

6.2 Issues affecting older people/ service gaps

- Distinct travel patterns compared to other groupings, mostly focused on shopping, personal business, attending community learning, cultural or leisure facility, and healthcare facilities. However, many people are still working over 60, so travel to work is still required.
- Degree of frailty may mean more susceptible to intimidation on transport system or while travelling to or from transport hub
- Increased need for door-to-door demand responsive transport.

6.3 Issues affecting disabled people/service gaps

- Accessing infrastructure and vehicles can be highly problematic for some within this group (e.g. raised kerbs, taxis, buses, trains)
- Journey times – some within this group encounter problems if they wish to visit more than one place in a day (e.g. having to phone ahead 24hours in advance to book assistance at a station)
- Uncertainty about consistency of access throughout journey, particularly where a transfer between services is required
- Comfort during journey – concerns about this can make some within this group reluctant to travel
- Ability of carer (especially if informal) to pay for travel
- Availability of assistance at transport hub or on vehicle
- Degree of confidence when embarking on journey, especially if alone, and fear of “something going wrong” during journey. Members of this group often have to plan ahead in detail for even the most simple journey, making it very difficult to undertake a “spontaneous” journey.

6.3 Issues affecting women/service gaps

- Trip purposes and patterns differ for women compared to men e.g. working part-time or shifts, or in relation to caring responsibilities
- More dependent on public transport than men, and this increases with age (Older women have significantly less access to a car than men according to the 2001 Census)
- Higher rates of walking and taxi use, and as car passengers
- Affordability of transport – women’s earnings lower than men’s.

6.4 Issues affecting black and minority ethnic (BME) communities, asylum seekers, and migrant workers/students/service gaps

- Accessing community and religious facilities at particular times of day
- Exclusion through lack of imaging in transport marketing
- Affordability of transport due to current situation e.g. asylum seeker
- Asylum seekers resident in unfamiliar society, unsure of how to use transport system.

6.5 People whose first language is not English, including tourists/service gaps

- Difficulty understanding timetables, signs, documents, instructions
- Problems communicating with driver, ticket inspector or other staff, may lead to errors being INCURRED
- Particularly for elderly BME people, there is an issue of being able to speak the language, but can't read it
- Tourists - problems accessing attractions through inadequate transport provision – this is equally applicable to sports tourists in getting to venues (this issue may grow in importance if Glasgow is host to the Commonwealth Games in 2014).

6.6 People aged under 16/service gaps

- Getting to school – may be problems if no school bus, or problems accessing school bus due to parent/guardian's work responsibilities. May be problems because outside eligibility boundary for free school bus
- Difficulty accessing social activities (clubs etc) after school or at weekends due to lack of transport
- Poor image among young people of school buses – rowdy, dirty, petty crime etc- can lead them to be reluctant to use public transport in later life

6.7 Young adults or students aged 16 – 25/service gaps

- Significant amount of travel in evenings (lack of late night buses), and at weekends (Friday/Saturday nights socialising)
- Affordability of transport - If low paid or in "first job"
- Many young people get driving license as soon as they turn 17 – very difficult to tempt them back to public transport

6.8 People who are lesbian, gay, bisexual or transgender /service gaps

- Attitudes of staff or other passengers due to being LGBT
- Imaging in marketing – generally emphasis is on heterosexual "family"-style.

6.9 People with religious or political beliefs/service gaps

- Availability of place for worship throughout journey e.g. airport or rail station
- Attitude of staff or other passengers due to religious/ political belief.

6.10 Parents/ guardians/ carers/service gaps

- More travel to education (including escorting children – the “School run”
- Travel between home, work, nursery, group, club.
- May have buggy and shopping, or more than one child, and so may be problems accessing vehicles /infrastructure, and also difficulties onboard vehicle
- Availability of toilet/ baby changing facilities.

7. Consultation

The Scottish Executive’s RTS guidance emphasises the importance of consultation and Section D, paragraph 98 states:

Meaningful and effective engagement with regional stakeholders and the wider public should have a significant bearing on the overall direction of the RTS.

Targeted consultation with equalities groups was undertaken.

7.1 Issue identification

The organisations shown under paragraph 4.2 were contacted to provide their views on the issues facing the people and communities they represent:

7.2 Public Consultation

At the full public consultation stage of the RTS, between 18 December 2006 and 23 February 2007, copies of the draft document were sent to equalities organisations. The draft RTS was also available in more accessible formats, e.g. large print, community languages. Through the Equality Network Forum¹⁷, an announcement was made in their weekly e-mail newsletter that the consultation was underway. This email was circulated to over 4,000 people with interests in the equalities agenda across the west of Scotland and beyond.

7.3 Specific Events

On 2 February 2007, SPT staff attended the Senior Issues Working Group (SIWG) of Glasgow City Council to give a presentation on the RTS, with specific emphasis on issues for older people. The SIWG has representatives from Glasgow City Council, Glasgow Old People’s Welfare Association, Greater Glasgow and Clyde NHS, North Glasgow Community Health and Care

¹⁷ Glasgow’s Equality Networks Forum (ENF) is made up of representatives from Glasgow’s four Equality Networks – Glasgow Black and Minority Ethnic Voluntary Sector Network, Women’s Voluntary Sector Network, Glasgow Disability Alliance, and West of Scotland Lesbian, Gay, Bisexual and Transgender Forum - and from Glasgow City Council.

Partnership, West of Scotland Seniors Forum and Age Concern. Gender breakdown of the attendance at this event was 76% women, 24 % men.

On 6 February 2007, SPT with assistance from Real Inclusion, a division of Inclusion Scotland, organised an event for disabled people to discuss the RTS and issues relating to transport in general. In accordance with earlier responses to consultation from the Mobility and Access Committee for Scotland, and the Scottish Accessible Transport Alliance, both users and current non-users of transport were invited to this event.

7.4 How did we deal with responses to consultation?

At each stage of the RTS development process, responses, be they verbal, written, or comments at workshops, have been gathered together, considered and analysed. The results of this has then fed into the ongoing development of the RTS. A full RTS Report on Consultation will be made publicly available after submission of the RTS to Scottish Ministers.

8. Assessment of Impacts

The diagram below illustrates the RTS “Strategy Path”, and provides the framework for assessing the differential impacts on equalities groups of the RTS.



8.1 What is the Vision?

The Vision for the RTS is:

A world-class, sustainable transport system that acts as a catalyst for an improved quality of life for all.

8.2 What are the shared goals?

The Shared Goals of the RTS are:

- A** develop the economy
- B** promote social inclusion and equality, by providing a transport system that is safe, accessible, and affordable to all sections of the community; and
- C** improve health and protect the environment.

8.3 What are the strategy objectives?

The strategy objectives steer the appraisal and prioritisation of transport interventions. (RTS guidance para 81). The RTS objectives provide a means of showing how SPT will try to support the three shared goals and achieve the vision. The strategy objectives of the RTS are:

Safety and Security	To improve safety and personal security on the transport system
Modal Shift	To increase the proportion of trips undertaken by walking, cycling and public transport
Excellent Transport System	To enhance the attractiveness, reliability and integration of the transport network
Effectiveness and Efficiency	To ensure the provision of effective and efficient transport infrastructure and services to improve connectivity for people and freight
Access for All	To promote and facilitate access that recognises the transport requirements of all
Environment and Health	To improve health and protect the environment by minimising emissions and consumption of resources and energy by the transport system
Economy, Transport and Land-use Planning	To support land-use planning strategies, regeneration and development by integrating transport provision

Note: The term "quality of life" embodies a range of economic, social and environmental issues that affect people's lives.

The interventions are a series of actions, plans, or projects which aim to effect positive change, and therefore achieve the strategy objectives of the RTS.

8.4 SPT's approach to Equality Impact Assessment (EqIA) Appendix 2

- *The RTS guidance acknowledges that “there is not currently a set format for this” – undertaking an EqIA. There are a variety of methods currently in use.*

Because of the time constraint, it is not possible at this stage to undertake an EqIA of each action, plan or project. Some are near to completion, while others are conceptual stage. The RTS, by its nature, is a high-level strategy document. Individual EqIA's for the actions, plans or projects contained in the RTS will be completed as they are implemented.

The following table contain SPT's EqIA's for Equality Impact Assessment

8.5 Equality Impact Assessment – RTS Strategy Objectives

Stages	Description
Title	RTS Strategy Objectives
Aims	<p><i>(Note: The Strategy Objectives are numbered for ease of reference and not in terms of priority)</i></p> <p>A Safety and Security: To improve safety and personal security on the transport system</p> <p>B Modal Shift: To increase the proportion of trips undertaken by walking, cycling and public transport</p> <p>C Excellent Transport System: To enhance the attractiveness, reliability and integration of the transport network</p> <p>D Effectiveness and Efficiency: To ensure the provision of effective and efficient transport infrastructure and services to improve connectivity for people and freight</p> <p>E Access for All: To promote and facilitate access that recognises the transport requirements of all</p> <p>F Environment and Health: To improve health and protect the environment by minimising emissions and consumption of resources and energy by the transport system</p> <p>G Economy, Transport and Land-use Planning: To support land-use planning, regeneration and development by integrating transport provision.</p>
Outcomes	The RTS Strategy Objectives provide a means of achieving the RTS Vision and Shared Goals
Performance indicators	A series of performance indicators have been created for the sub-objectives of the Strategy Objectives.
Evidence of likely impact on:	
All groups	Each of the Strategy Objectives will have a positive impact on all groups, but e in particular has relevance due to the inclusion of “recognises the transport requirements of all”. The commitment shown in “to promote and facilitate” provides the opportunity for those organisations involved in implementing the RTS to take the lead in developing solutions for those sections of society

	experiencing difficulties in engaging with the transport system.
Disabled people	Safety and security, accessibility (to infrastructure and services and to economic and social hubs), good customer care, access to economic and social hubs and integration between modes are important for this group. A, C, D and E are therefore of particular relevance.
Women	Safety and security, reliability and attractiveness of services, access to economic and social hubs and protecting the environment are important for this group. A, C, D, E and F are therefore of particular relevance .
BME and asylum seekers	Safety and security, good customer care, and access to economic and social hubs are important for this group. A, C, D and E are therefore of particular relevance.
Students / young adults aged 16-25	Safety and security, access to economic and social hubs, reliability and attractiveness of services are important for this group. A, C, D and E are therefore of particular relevance.
People aged under 16	Safety and security, reliability, access to economic and social hubs and the effects of pollution are important for this group. A, C, D, E and F are therefore of particular relevance.
Older people	Safety and security, accessibility (to infrastructure and services and to economic and social hubs), good customer care and integration between modes are important for this group. A, C, D and E are therefore of particular relevance.

9. Mitigation of differential impacts

Each action, plan or project (including their method implementation) emanating from the RTS will, where practical and possible, be subject to Equality Impact Assessment in line with the process for the RTS. If adverse impacts are identified at this stage, appropriate measures will be taken to alleviate these. This will involve consultation with equalities groups, and identification of best practice. The outcome of each EqIA undertaken will be made public and an appropriate stage in the project development process.

It should be emphasised however, that the responsibility for undertaking the EqIA will lie with the lead organisation for that action, plan or project. SPT will, where practical and possible, provide advice in this regard, and will encourage RTS stakeholders and partners to embed the EqIA process into their project development process.

Our Approach to EqIA has been to ensure that the needs of equalities groups have been taken into account throughout the development of the RTS. At an early stage, it became apparent that the range of groups and issues were wide and varied in their scope. The outputs from the equalities sub-strategy were a series of principles, actions and projects which were then fed into the overall RTS prioritisation process. This in turn led to a series of interventions in the RTS which are targeted at assisting equalities groups. See Appendix 1.

10. Budgeting for Equalities

There is still a new path within SPT to tread in terms of explicitly budgeting for equalities (as there is for undertaking the STAG process). The equalities duties of race, disability and gender have already influenced the expenditure profile of SPT, in particular disability where the former SPT designed the Dial-a-Bus service for the west of Scotland, accessing thousands of people with disabilities to get out and about. In terms of the implementation plan for SPT's capital programme, equalities requirements needs to be driven into that process.

11. Monitoring arrangements, and monitoring recommendations to be discussed with partners

The RTS contains information on the monitoring—through targets and indicators—of its outcomes in order to ensure that interventions are achieving its vision, goals and objectives. Where practical and data is available, the monitoring will take account of impacts on equality groups through statistical analysis, qualitative research and consultation. This will involve the breakdown of statistics into relevant equality groups

SPT will seek to identify with partners and stakeholders, the best means of monitoring, and where deficiencies are identified regarding statistics or evidence bases, work towards improving the data available. SPT will look to the Scottish Executive to assist in this regard.

12. Publication of Equality Impact Assessment

This EqIA will be made available in hard copy at SPT offices, on the SPT website, and will be sent to those equality group stakeholders contacted throughout the RTS development process.

13. Conclusions

As this has been the first time that SPT and indeed a regional transport body has undertaken an equality impact assessment on a transport strategy, let alone an area the size and scope of the west of Scotland, there have been a number of lessons learnt undertaking the process, and issues which SPT wishes to develop in greater depth.

- What difference has the EQIA made to the strategy in terms of process and outputs?
- What issues have been highlighted that would not have otherwise?
- What information gaps need to be filled?
- Who should undertake these information gaps?
- How does the RTS approach and indeed SPT's approach differ from the Scottish Executive's EQIA toolkit?

- What are the limitations to date?
- What are the issues to set right e.g. stakeholder meetings, customer research?
- How do we engage best with users and non-users?

With the development of the equalities sub-strategy over the months ahead and the drawing together of SPT's equality schemes, there is a rich source of information to work with. It will be vital for other business partners to buy into this process.

2 March 2007