TRANSPORT
SCOTLAND
CÒMHDHAIL ALBA

National Transport Strategy 2
Equality Impact Assessment Record

Title of policy/ practice/ strategy/ legislation etc.	National Transport Strategy (NTS2)
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Lead official	Heather Cowan, Head of Strategy and Integration
Officials involved in the EQIA	External technical support: Stantec UK Duncan Smart MRTPI, Associate Planner Dr Michael O'Sullivan MRTPI, Senior Planner Liam Gleeson, Economist Transport Scotland Heather Cowan, Head of Strategy and Integration Laurence Kenney, Transport Strategy Manager Jonathan Inglis, Transport Strategy Officer
Directorate: Division: Team	Transport Strategy and Analysis
Is this new policy or revision to an existing policy?	New strategy developed following review of existing National Transport Strategy (2006)

Screening

Policy Aim

The National Transport Strategy (referred to in this document as 'the Strategy') has been prepared by Transport Scotland to establish a new transport vision for Scotland and an associated set of strategic transport objectives. This will enable a subsequent update to the Strategic Transport Projects Review 2 (STPR2) to take place to set out Scottish Ministers' transport infrastructure priorities in alignment with the development of National Planning Framework 4 (NPF4).

The Strategy was published for public consultation between 31 July 2019 and 23 October 2019, accompanied by a suite of four templates, through which all equalities impacts of the Strategy were assessed. This enabled a fully informed consultation on the proposed substantive components of the document. An independent consultant was commissioned to analyse and report on the consultation responses. Transport Scotland subsequently took account of the consultation report findings in redrafting the Strategy. Assessing for equalities impacts has thus been an iterative process. This template captures and summarises how equalities assessment, in relation to the Public Sector Equalities Duty, has influenced the final Strategy.

The finalised Strategy comprises:

- a Vision that is underpinned by four Priorities, each with three associated Outcomes. The Vision, Priorities and Outcomes are at the heart of the Strategy and will be the basis for decisions and the evaluation of the success of Scotland's transport policies going forward

- four interconnected Priorities to deliver the Vision: reduces inequalities; takes climate action; helps deliver inclusive economic growth; and improves health and wellbeing

- under the four interconnected Priorities, a series of current and emerging challenges which must be tackled in order to deliver the Vision, Priorities, and Outcomes are set out

- finally, a series of policies that will act as the drivers of change and help address the challenges, achieve the Priorities and Outcomes and deliver the Vision are set out. The Policies are presented under the four Priorities but cut across these

The Strategy together with the ongoing STPR2 and the emerging NPF4 will together provide an integrated spatial and strategic framework to underpin planning and development decisions and to guide transport infrastructure investment across Scotland up to 2040 and beyond.

Recognising that transport is a critical enabler of sustainable and inclusive economic growth, the Strategy will provide a visionary platform and the strategic context necessary to address key economic, social and environmental challenges through action within the transport system. The Strategy's vision for Scotland's transport system relates directly to creating an inclusive and accessible transport system contributing to a more equitable society. 'Reduces Inequality' is one of the four priorities underpinning the vision.

Who will it affect?

Transport affects access to services, amenities, economic opportunities and social activities for all people across all parts of Scotland. The Strategy will therefore affect any person in Scotland who:

- travels for any purpose and by any mode

- interacts with, or faces barriers to accessing, the transport system, e.g. as a resident, worker or visitor

Reflecting the high level and strategic purpose of the document, all components of the Strategy have been designed to apply universally rather than to target specific demographic groups. Improvements to the transport system and the resulting *reductions in inequality*, climate sustainability, inclusive growth, and health and well-being can be expected to impact all people in Scotland.

What might prevent the desired outcomes being achieved?

The intended role of the Strategy is one of setting a visionary strategic framework to underpin future decision making. Achieving the desired outcomes will therefore be dependent on the scope and future implementation of individual proposed components of the Strategy, which are inherently high-level.

It has therefore been necessary to adopt an iterative approach to this EqIA, focusing on relevant strategic issues raised within the Strategy. In this regard the Strategy provides a

strong and positive framework for future action to tackle inequalities and deliver a more inclusive society, with equalities issuing being afforded high importance throughout the document. The findings of the EqIA will however require to be reviewed and updated throughout the implementation of the Strategy to account for the design and delivery specific interventions and to ensure continued compliance with Section 149 of the Equality Act 2010.

Stage 1: Framing

Results of framing exercise

Transport Scotland officials engaged relevant stakeholders through discussions, events, and workshops to support both the development of the Strategy and the implementation of applicable statutory equalities duties, including the public sector equality duty, from the outset. This exercise identified a variety of perceived inequalities and potential impacts of the strategy on persons relating to protected characteristics.

Stakeholder engagement highlighted specific issues relating to protected characteristics and transport which should be addressed in the Strategy, whilst recognising the presence of a range of other inequalities in society. Key identified issues include:

- transport costs (fuel, tickets, etc.) influence access to and use of the transport system by different demographic groups, with cost increases disproportionality impacting on socio-economically disadvantaged groups. This contributes to wider societal inequalities of both opportunity and outcome in society, including in terms of access to employment and overall quality of life

- there is a need to ensure the transport system reduces and minimises barriers to travel for all people, in particular for disabled people who face physical barriers yet are more reliant on public transport than the rest of Scotland's population

- employment deprivation disproportionally impacts groups who face existing structural disadvantages, including disabled people, women and ethnic minorities. Additionally, access to employment is more limited for individuals with limited resources or in deprived areas

- to deliver sustainable and inclusive economic growth there is a need to reduce child and adult poverty levels in both relative and absolute terms. National trends indicate that income poverty disproportionally impacts groups who face existing structural disadvantages, including disabled people, women and specific ethnic groups

- whilst socio-economic background and other measures of socio-economic disadvantage (income, wealth, area deprivation, etc.) have an easily identifiable impact on the health of an individual, the impact of gender and ethnicity is more unclear

- there has been an increase in crime rates across Scotland, in part driven by increased awareness and reporting of sexual crimes, the majority of which are experienced by women. National trends indicate that certain demographic groups and communities facing structural disadvantages are at greater risk of experiencing crime, including disabled people, women, and ethnic minorities

Extent/Level of EQIA required

Requirements

Following the findings of the framing exercise which indicate the presence of likely equalities impacts, the development of the Strategy was underpinned by an iterative EqIA

process carried out in accordance with the 'public sector equality duty' set out in section 149 of the Equality Act 2010. This requires public authorities in exercising their functions to "*have due regard to the need to:*

- *eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act*

- *advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it*

- *foster good relations between persons who share a relevant protected characteristic and persons who do not share it"*

The protected characteristics referenced within this duty are specified within Section 4 of the Act, namely:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

Approach

All persons have at least one, and often multiple, protected characteristics, and structural inequalities affecting one characteristic may relate to inequalities affecting others. This EqIA has therefore considered likely impacts from the Strategy (insofar as can be determined at this stage) on both individual protected characteristics and on likely interactions between relevant characteristics.

To account for linkages between different types of inequalities (e.g. inequalities of opportunity or outcome and geographical or socio-economic inequalities), this EqIA has been undertaken alongside other relevant statutory impact assessment duties (as detailed in separate reporting) in an integrated manner. This involved gathering further information of relevance to the statutory duties to build on the PSED framing exercise described above through a desk-based review of literature and national statistics.

Implementing the PSED in co-ordination with other statutory equalities duties allowed for the development of a holistic Equalities Assessment Framework (provided in Appendix A). This tool is intended to help guide the future design and delivery of specific interventions to implement the objectives and high-level policies set out within the Strategy in a way which

responds to and seek to tackle identified inequalities. The EAF lists a series of Guide Questions under seven Equalities Objectives related to applicable statutory equalities duty; it includes one specific Equalities Objective relating directly to each of the four statutory duties and three cross-cutting Equalities Objectives relevant to multiple duties. The *Inclusion Equalities Objective* has been designed specifically to allow for the continued implementation of the Public Sector Equality Duty, as it considers the extent to which the implementation of the Strategy promotes equality in society, communities and the workplace so that everyone (including in relation to each protected characteristic), has the opportunity to fulfil their potential.

As a tool for future use, the EAF does not however replace relevant individual statutory equalities duties including the PSED and this Record Sheet solely considers how the PSED has been implemented in the preparation of the Strategy.

Methodology

The central question which underpins any EqIA is to identify (and where appropriate work to resolve) any likely different or disproportionate impacts on persons with protected characteristics (one or more) resulting from actions undertaken by public bodies. In this case, the question was whether the publication and subsequent implementation of the Strategy by the Scottish Ministers (via Transport Scotland) would be likely to result in any likely different or disproportionate impacts on persons with protected characteristics. This was addressed by:

- developing an evidence base regarding inequalities in Scotland related to or resulting from transport

- reviewing stakeholder engagement inputs to identify evidence of inequalities and transport issues raised of relevance to the protected characteristics (one or more)

- undertaking early reviews of substantive components of the draft and final Strategy documents, to identify potential impacts on or points relevant to each protected characteristic. This resulted in a suite of recommendations being devised at draft Strategy stage to enhance the effectiveness of the document and, in doing so, to deliver better outcomes for people with protected characteristics

Reporting

This Record Sheet describes how the Public Sector Equality Duty has been discharged and discusses any identified likely impacts of the Strategy on persons with one or more protected characteristic.

Stage 2: Data and evidence gathering, involvement and consultation

Introduction

The gathering and reporting of current relationships between transport and individual protected characteristics is constrained by the availability of relevant and up to date baseline data, in particular data with national coverage or which demonstrates known linkages between socio-economic and wider societal inequalities. However, relevant trends and statistics regarding persons with protected characteristics and other relevant demographic groups are reported below where possible. This focuses on three key themes of relevance to the PSED:

- **Connectivity and Accessibility:** how do people with protected characteristics (one or more) and different demographic groups access, use and benefit from the transport system?

- **Security and Safety:** what is the relationship between transport, crime, safety and security across Scotland, specifically in relation to impacts on people with one or more protected characteristics?

- **Transport Poverty:** what is the relationship between transport and income and wealth distribution across Scotland, again in relation to people with one or more protected characteristics?

Sources of Literature and Evidence

With reference to each protected characteristics, the table below summarises the main literature and evidence sources which have informed this EqIA and Strategy preparation, as well as identifying any key evidence gaps.

Protected characteristic	Evidence gathered and strength/quality of evidence	Sources of Evidence	Data gaps identified and action taken
Age	The evidence collected relating to this protected characteristic is largely qualitative and collected by consultation.	Consultation with key stakeholders such as regional Age Scotland groups and workshops with young people conducted by Young Scot.	Due to a lack of quantitative data with national coverage, extensive consultation was undertaken during the development process. The Age Scotland Consultation Summary Report summarises much of the findings.
Disability	Data that evidences the intersection of multiple sources of disadvantage to disabled people such as transport poverty is	Structural disadvantage faced across society generally is evidenced by key	Due to the relative lack of national publications evidencing disadvantage on the

Protected characteristic	Evidence gathered and strength/quality of evidence	Sources of Evidence	Data gaps identified and action taken
	evidenced by widely accepted national data sources. While the inaccessibility of the transport system to disabled persons is generally accepted, there exists a limited quantitative evidence base underpinning this.	national statistical sources. This was supplemented by qualitative information from the consultation process and from third-sector publications.	transport system, we have undertaken extensive consultation.
Sex	An extensive evidence base has been collated during the process of this EqIA. There exists ample data related to gendered differentials across both the transport system and Scotland generally.	The data collected is robust and widely accepted, often from the Office for National Statistics.

This has been supplemented by qualitative information published in a series of reports from established third sector organisations and the Scottish Government. | While evidence is widely available regarding gendered inequalities across income, employment, health, and safety and security, limited data exists to demonstrate how these are experienced across the transport system specifically. Where appropriate the analysis has therefore considered information relating to wider inequalities of opportunity and outcome which could also indicate inequalities affecting this protected characteristic. |
| **Pregnancy and maternity** | Evidence related to this protected characteristic is robust and draws from peer reviewed academic literature. Findings relating to complex travel patterns and how this relates to the transport system is evidenced by quantitative data | Academic literature and reports published by third-sector organisations drawing on national statistics. | Some information relied upon relates to England, or to the UK as a whole. The Strategy consultation process was used to validate much of the information presented in the draft Strategy. |

Protected characteristic	Evidence gathered and strength/quality of evidence	Sources of Evidence	Data gaps identified and action taken
	published through national bodies.		
Gender reassignment	Evidence relating to this protected characteristic is relatively limited, particularly in how disadvantages relate to the transport system. National statistics are often limited by binary reporting categories.	Due to data limitations, the primary evidence base presented here draws from reports published by third sector organisations.	As the evidence base is limited with respect to disadvantages faced on the transport system specifically, we have included wider commentaries on disadvantage faced across society.
Sexual orientation	Discrimination and disadvantage faced by persons related to this protected characteristic is well documented in terms of safety and security, however there is a gap in what other barriers members of the LGBT+ community may face to the transport system, such as affordability. The evidence base therefore draws on literature related to inequalities experienced across society as a whole.	As sexual orientation data is seldom captured by national labour force and household statistics, this evidence base has largely been compiled using the work of third-sector organisations.	The consultation process has been used to address data gaps relating to barriers to access and use of the transport system.
Race	The evidence base details barriers to the access and use of the transport system by those from an ethnic minority background. The relative vulnerability to transport poverty and risk of exposure to crime faced by this group is evidence by widely accepted publications.	The data collected is robust and widely accepted, often from the Office for National Statistics.

This was supplemented by qualitative information published in a series of reports from established third sector organisations and | There is a limited evidence base that details how indirect barriers to transport manifest on the Scottish transport system directly. The consultation process has sought to address this. |

Protected characteristic	Evidence gathered and strength/quality of evidence	Sources of Evidence	Data gaps identified and action taken
		the Scottish Government.	
Religion or belief	There is a limited evidence base detailing how this protected characteristic relates to inequalities on the transport system. Evidence that details the disproportionate presence of such groups within wider inequalities, such as income deprivation, utilises widely accepted sources.	Primarily national statistics and Scottish Government Reports.	There is a limited evidence base that details how wider inequalities relate to the transport system. The consultation process and wider evidence base detailing transport poverty and safety and security has sought to address this.

Summary of Existing Inequalities in the Transport System

The available evidence base indicates that discrimination and disadvantage experienced by persons related to each protected characteristic on the transport system frequently intersect with each other. A holistic and intersectional understanding of inequality has therefore informed the EqIA process and the preparation of the Strategy. This section provides an overview of these key inequalities and how they interact with one and other.

Connectivity and Accessibility

Scotland's transport system is accessed in uneven ways by different groups in society and often different barriers to access will be intersectional. An extensive evidence base shows that women are constrained by several barriers that shape how they travel and their experiences of those journeys. The gendered division of labour means that women tend to take on a disproportionate level of care and domestic tasks, compared to men, in addition to full or part-time work[1]. Due to this, women are more likely to make multi-stop and multi-purpose trips, known as 'trip-chaining', combining travel to work with trips for other purposes such as taking children to school, looking after family members or shopping[2].

In England in 2014, 14% of women travelling to work during the morning peak did not go directly from home to work, compared to 7% of men. Women were more likely than men to go to work via school. Women who work part-time were more likely to have a multi-stop journey than women that work full-time or men, whatever their working status[3]. Further to this, public transport systems tend to be designed to serve the needs of commuters with traditional 'nine-to-five' working patterns, hence based on a travel pattern that is primarily

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[1] ONS (2016) Women shoulder the responsibility of 'unpaid work'
[2] Department for Transport (2014) National Travel Survey: Trip Chaining: 2002-2014
[3] ibid

male[4]. Public transport timetables and routes are, as a result, not designed to fit travel behaviour that is shaped by unpaid care work and part-time employment.[5] Women are also more likely to travel by bus and less likely to travel by rail than men[6].

Understanding these points about women's travel behaviour is key to recognising how, for example, cuts to subsidised bus services have had a disproportionate impact on women, as well as how women are less likely to benefit from discounted rail fares and season tickets.[7] A lack of adequate public transport provision creates further barriers to women accessing employment and educational opportunities[8], so developing an understanding of women's travel behaviour and needs and applying this in the design of services must be a priority.

Further, women are not a homogenous group. Their experiences of the transport system must be considered in terms of age, disability, ethnicity, sexuality, and class, dimensions which may exacerbate some of the issues and challenges faced.

Consultation undertaken during the development of the Strategy suggested that factors impacting on older people were inaccessible vehicles (including taxis, buses and trains), journey comfort, frequency of bus services and poor integration between different transport services. Young people also face barriers to transport, include the availability and cost of public transport, particularly to further and higher education.

Key challenges faced by disabled people on the transport system identified through consultation include:

- being able to access accurate and relevant travel information both before and during the journey

- being able to access public transport interchanges, especially at night when these may be poorly lit

- being able to access public transport vehicles

- being able to interchange between all modes

- concerns regarding safety and comfort on the public transport network

These factors above form barriers to transport for disabled and older people, compounding existing health inequalities. Recent evidence suggests that 98% of disabled people have had a problem either booking or getting transport to medical and healthcare appointments[9].

Safety and Security

Our transport system needs to be safe and secure and give users trust and confidence that they will reach their destinations without threat. A person's risk of exposure to crime is

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[4] UK Women's Budget Group (2018) Briefing on Public Transport and Gender
[5] Greed (2019) Are we still not there yet? Moving along the gender highway, chapter in Scholten and Joelsson (eds) Integrating gender into transport planning: from one to many tracks; Transport Innovation Gender Observatory Project
[6] Transport and Travel in Scotland 2019
[7] UK Women's Budget Group (2018) Briefing on Public Transport and Gender
[8] Department for Transport (2019) Transport and Inequality
[9] Mobility and Access Committee for Scotland, Report: Transport to Health and Social Care, January 2019

disproportionately higher for many of the protected characteristics. Crime can intersect with other forms of abuse such as sexual harassment, racism, homophobia, transphobia, and disability-related harassment[10], and it is therefore crucial to consider how fears and risks of violence associated with public transport disproportionately affect people from ethnic minorities, the LGBT community, and those with a disability.

Limited information is available which details crime on the transport system specifically. As such, much of the evidence presented below focuses on that inequalities in safety and security across society as a whole. We can expect that these are also manifest on our transport system.

Women are more likely than men to feel very or fairly worried about being sexually assaulted and are also less likely to report feeling very or fairly safe walking alone at night compared to men (66% compared to 89%)[11]. Gendered abuse and sexual harassment are particularly associated with public transport[12] with concerns around personal safety when travelling[13]. One-in-five women in Scotland will experience domestic violence in their lifetime[14]. The annual instances of all sexual crimes in Scotland, the victims of which are overwhelmingly women, has risen by 90% since 2007/8[15].

Amongst recorded crimes in 2016-17, there is no significant difference in the proportion of men and women who were victims of crimes (13.9% and 13% respectively)[16]. However, a large number of crimes perpetrated against women reported to the police often remain unrecorded or unreported. A report published in 2014 found that 26% of all sexual offences, including rape, reported to the police in England and Wales went unrecorded[17]. No comparable data exists for Police Scotland.

Young adults (aged 16-24) are 46% more likely to be victims of crime (19.5%) than the Scottish average (13.4%)[18].

Disabled people were more likely to experience domestic violence and abuse (4.1%) than non-disabled people (2.8%) in 2014/15[19]. Only 42% of disabled people were confident that the criminal justice system dealt with cases promptly and efficiently compared to 48% of non-disabled people[20].

The latest available data suggests that, over 5,000 racist incidents were recorded every year between 2007/8 and 2013/14 across Scotland[21]. In 2013/14, 95.3% perpetrators of racist incidents were from a white ethnic background. Those of an ethnic minority

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[10] House of Commons Women and Equalities Committee (2018) Sexual Harassment of women and girls in public places
[11] Scottish Crime and Justice Survey 2018
[12] House of Commons Women and Equalities Committee (2018) Sexual Harassment of women and girls in public places
[13] Government Office for Science (2018) Inequalities in Mobility and Access in the UK
[14] Scottish Government Equally Safe: Scotland's strategy to prevent and eradicate violence against women and girls, 2018.
[15] Recorded crime in Scotland: 2017-2018; Recorded crime in Scotland: 2016-2017
[16] Scottish Crime and Justice Survey 2016/17.
[17] Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services. Crime-recording: making the victim count, 2014.
[18] Scottish Crime & Justice Survey 2016/17
[19] EHRC, Is Scotland Fairer?, 2018. p.88.
[20] EHRC, Is Scotland Fairer?, 2018. p.92.
[21] Scottish Crime & Justice Survey 2016/17

background were more likely to self-report a hate incident (0.6%) in 2014/15 than White people (0.1%)[22].

Stonewall Scotland have estimated that nearly half of transgender people experienced a hate crime in the twelve months prior to 2017[23]. Hate crimes towards transgender people accounted for 0.8% of all hate crimes in 2016/17[24].

Stonewall Scotland have estimated that one in five LGBT people, and one in four disabled LGBT people, experienced a hate crime in the twelve months prior to 2017[25].

According to the Equality Network, LGBT people in Scotland have personally faced prejudice or discrimination, including 79% within the last year and 49% within the last month alone[26]. One in four respondents have suffered discriminatory treatment when accessing services.

Hate crimes motivated by religion or belief accounted for 13% of the total committed in 2016/17[27]. This is an increase of 13.7% from 2015/16 and the highest number since 2012/13.

Transport Poverty

In many cases, those on low incomes are excluded from maintaining social connections or accessing employment or training opportunities due to the affordability and availability of transport options. The single most important factor cited by those on low incomes as the greatest transport-related barrier is cost.

Average weekly household expenditure in Scotland on transport and vehicles in 2016-18 was £68.20, representing around a seventh of total household expenditure. The figure has fallen slightly from a peak of over 15% in 2012-14 but it still represents a significant proportion of people's income[28].

People in low income households are more likely to travel by bus, while those in higher income households are more likely to use a car. 41% of people living in a household with less income than £10,000 use a bus at least once per week, compared to 15% for those with an income greater than £50,000[29]. In addition, 41% of households with less than £10,000 have access to one or more cars. This rises to 96% for those with an annual household income of £50,000 or above[30].

There are links between poverty and ability to cycle. Household access to bikes increases with household income. 62% of households with an income of £50,000 or more have

[22] EHRC, Is Scotland Fairer?, 2018. p.83.
[23] Stonewall Scotland, LGBT in Scotland: Hate Crime and Discrimination, 2017.
[24] EHRC, Is Scotland Fairer?, 2018. p.83.
[25] Stonewall Scotland, LGBT in Scotland: Hate Crime and Discrimination, 2017.
[26] Equality Network, The Scottish LGBT Equality Report, 2015.
[27] EHRC, Is Scotland Fairer?, 2018. p.83.
[28] ONS weekly household spend on transport and vehicles relative to weekly household income
[29] Transport and Travel in Scotland, 2018, Table 28
[30] Transport and Travel in Scotland, 2018, Table 18

access to one or more bikes, compared to 20% of households with an income up to £10,000[31]. Bicycle access is higher in rural areas than urban areas.

There are also links between household income and people walking just for pleasure or to keep fit. For those living in households with annual income up to £10,000, 58% walk one or more days per week[32]. For those in households with more than £50,000 annual income the figure rises to 71%.

As people relating to the protected characteristics are likely to possess lower income and wealth, transport poverty intersects with other forms of disadvantage:

- women in Scotland are much more likely than men to be part-time workers (44% compared to 15%) with over 75% of Scotland's part-time workforce being female[33]. Women are also more likely to be in low-paid work, with 64% of people paid below the Living Wage being female[34]. In particular, lone parents, the vast majority of whom are women, are more likely to be living in poverty than other single working-age adults in Scotland[35]. Over the period 2014-16, 38.4% of lone households in Scotland were in relative poverty before housing costs. Further, a lone-parents' ability to work is structured by the availability of childcare. The UK has the second most expensive childcare in terms of proportion of income spent in the OECD[36]

- while there is a National Concessionary Travel Scheme for those eligible, disabled people are more likely to experience affordability barriers to transport relative to people without disabilities. Individuals who live in households with a disabled person are more likely to experience income poverty (24%) than those without (17%)[37]. In 2011 households which contained at least one person with a long-term illness or a disability were identified as 50% more likely to be "not coping" with their finances than those that did not[38]. This finding is reinforced by UK-wide data from the Life Opportunities Survey which indicates that 42.4% of people who lived in households with a disabled member reported difficulty in "making ends meet" compared to 28.1% of households without[39]

- ethnic minorities also face a disproportionately higher rate of relative poverty. All ethnic minority groups have higher rates of poverty than White British households. Those in the Mixed, Black, and Other ethnicity group face a rate of relative poverty after housing costs more than double that of White British households[40]

- people who are Muslim are more likely than all other religious groups and those with no religion to be living in relative poverty both before and after housing costs[41]. People who are Roman Catholic (23%) or Muslim (18%) are more likely to live in

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[31] Transport and Travel in Scotland 2018, Table 18
[32] Transport and Travel in Scotland 2018, Table 25
[33] House of Commons Library (2019) Briefing paper: Women and the Economy
[34] SPICe (2016) The Living Wage: Facts and Figures
[35] Poverty and Income Inequality in Scotland 2015-18
[36] Institute for Public Policy Research, Making the case for universal childcare, 2011. p.5
[37] Households Below Average Income 2014/15-2016/17, DWP.
[38] Scottish Government, The Position of Scotland's Equality Groups. Revisiting Resilience in 2011, 2011.
[39] Life Opportunities Survey. 2012-14
[40] Family Resources Survey 2012-17, 2018.
[41] Scottish Government, Poverty and Income Inequality in Scotland 2014-17, 2018.

Scotland's 15% most deprived areas when compared to other religious groups and those with no religion[42]

- there is a lack of data which evidences a direct relationship between being transgender and income inequality. however, it is reasonable to suggest that such persons have lower income and wealth and are therefore at a higher risk of transport poverty.[43] Transgender people face widespread discrimination and targeted hostility; unequal access to services, and workplace discrimination.[44] Upwards of 39% of transgender employees have faced discrimination in the workplace. Further, a reported 20% of transgender employees do not feel able to wear work attire representing their gender identity; and 18% aren't open with anyone in their workplace regarding their gender identity. Almost one in fifteen (6%) of transgender employees have been physically attacked by customers or colleagues in the last year because of their sexual orientation and/or gender identity.[45].Difficulties accessing employment and services which increase disposable income (including healthcare free at the point of use and housing) suggest lower income and associated affordability barriers to transport

Conclusions

As a key Scottish Government strategy which will influence both transport and wider policy development and implementation over the next 20 years, it is clear that the Strategy should set out appropriate policies and proposals to directly address the identified key equalities issues through Scotland's transport system. This means that action should be taken by government and other stakeholders through transport policy, planning and the operation of Scotland's transport system to tackle identified geographical, socio-economic and other societal inequalities which persist throughout Scotland.

The evidence base presented above supports the undertaking of the PSED by identifying existing inequalities resulting to or resulting from transport which affect people with one or more protected characteristic as defined under the Equality Act 2010. These findings have been considered directly in the preparation of the Strategy itself, within this PSED reporting and also in the development of the EAF (Appendix 1) to guide the design of future implementation mechanisms for the Strategy.

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[42] Scottish Government, Poverty and Income Inequality in Scotland 2014-17, 2018.
[43] Limited data does exist, for example, a 2007 survey of 71 Transgender people in Scotland found that 30% of respondents had an income of over £20,000, and 48% of respondents had an income under £10,001. Scottish Transgender Alliance (2008). Transgender Experiences in Scotland Research Summary
[44] EHRC, Significant inequalities in Scotland: Identifying significant inequalities and priorities for action, 2010, p.22
[45] Stonewall Scotland, LGBT in Scotland – Work Report, 2018. p.5.

Stage 3: Assessing the impacts and identifying opportunities to promote equality

Having considered the data and evidence gathered; this section considers the potential impacts – negative and positive – that the Strategy might have on each of the protected characteristics defined . It is important to remember the PSED is also a positive one – it explores whether the Strategy offers the opportunity to promote equality and/or foster good relations, rather than simply to reduce inequalities.

Taken as a whole, the final Strategy provides a positive framework to, within the context of the transport system, eliminate discrimination, harassment, victimisation, advance equality of opportunity and foster good relations between people with or within individual protected characteristics. However, the strategic nature of the Strategy and its universal focus precludes at this stage the identification of specific impacts on persons with individual protected characteristics.

The Strategy's vision for Scotland's transport system relates directly to creating an inclusive and accessible transport system contributing to a more equitable society, whilst 'Reduces Inequality' is one of the four themes underpinning the vision. A commitment to advancing equality of opportunities across protected characteristics is embedded in the strategic framework of the Strategy, referenced directly in the Outcomes underpinning the Vision. The Strategy's Outcomes have been designed to address challenges specifically including the need to eliminate discrimination on the basis of gender and disability and to foster strong community relations. The Strategy also establishes a positive framework which will allow interventions to be designed around targeting existing inequalities experienced by persons related to each of the nine protected characteristics on the transport network and in society more widely.

Notwithstanding the identification of individual uncertainties in their wording, the inclusion of the following policies within the Strategy demonstrates that the PSED has been appropriately discharged by providing a positive framework to, within the context of the transport system, eliminate discrimination, harassment, victimisation, advance equality of opportunity and foster good relations between people with or within individual protected characteristics.

Relevant Policies:

- minimise the connectivity and cost disadvantages faced by island communities and those in remote rural and rural areas, including safeguarding of lifeline services

- ensure transport in Scotland is accessible for all by supporting the implementation and development of Scotland's Accessible Travel Framework

- remove barriers to public transport connectivity and accessibility within Scotland

- improve sustainable access to healthcare facilities for staff, patients and visitors

- ensure sustainable, public and active travel access to employment, education and training locations

- implement measures that will improve perceived and actual security of Scotland's transport system

Do you think that the policy impacts on people because of their age?

Age	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination, harassment and victimisation	✓			The high-level nature of the strategy and all associated policies and policy measures precludes the identification of any specific impacts on unlawful discrimination, harassment and victimisation on the basis of age. It is however noted that the Strategy identifies the need to address the impacts of Scotland's ageing population and the changing transport needs of young people as key challenges. This provides a positive framework which will allow interventions to be designed around eliminating such unlawful discrimination, harassment and victimisation.
Advancing equality of opportunity	✓			The high-level nature of the strategy and all associated policies and policy measures precludes the identification of any specific impacts on advancing equality of opportunity of people in relation to their age characteristics. Nevertheless, the strategy will establish a positive framework which will allow interventions to be designed around advancing the equality of opportunity for all, i.e. across different age groups.
Promoting good relations among and between different age groups	✓			The high-level nature of the strategy and all associated policies and policy measures precludes the identification of any specific impacts promoting good relations among and between different age groups. Nevertheless, the strategy will establish a positive framework which will allow interventions to be designed around promoting such positive relations.

Do you think that the policy impacts disabled people?

Disability	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination, harassment and victimisation	✓			The high-level nature of the strategy and all associated policies and policy measures precludes the identification of any specific impacts on unlawful discrimination, harassment and victimisation towards disabled persons. However, it is noted that the Strategy identifies the need to tackle inequalities faced by disabled people on the transport system as a key challenge. This provides a positive framework which will allow interventions to be designed around eliminating such unlawful discrimination, harassment and victimisation.
Advancing equality of opportunity	✓			The high-level nature of the strategy and all associated policies and policy measures precludes the identification of any specific impacts on advancing equality of opportunity of disabled persons. Nevertheless, the strategy will establish a positive framework which will allow interventions to be designed around advancing the equality of opportunity of disabled persons.
Promoting good relations among and between disabled and non-disabled people	✓			The high-level nature of the strategy and all associated policies and policy measures precludes the identification of any specific impacts promoting good relations among and between disabled and non-disabled people. Nevertheless, the strategy will establish a positive framework which will allow interventions to be designed around promoting such positive relations.

Do you think that the policy impacts on men and women in different ways?

Sex	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination	✓			The high-level nature of the strategy and all associated policies and policy measures precludes the identification of any specific impacts on unlawful discrimination, harassment and victimisation towards women. However, it is noted that the Strategy identifies the need to tackle gender inequalities as a key challenge. This provides a positive framework which will allow interventions to be designed around eliminating such unlawful discrimination, harassment and victimisation.
Advancing equality of opportunity	✓			The high-level nature of the strategy and all associated policies and policy measures precludes the identification of any specific impacts on advancing equality of opportunity of women. Nevertheless, the strategy will establish a positive framework which will allow interventions to be designed around advancing the equality of opportunity of women.
Promoting good relations between men and women	✓			The high-level nature of the strategy and all associated policies and policy measures precludes the identification of any specific impacts promoting good relations among and between men and women. Nevertheless, the strategy will establish a positive framework which will allow interventions to be designed around promoting such positive relations.

Do you think that the policy impacts on women because of pregnancy and maternity?

Pregnancy and Maternity	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination	✓			The high-level nature of the strategy and all associated policies and policy measures precludes the identification of any specific impacts on unlawful discrimination, harassment and victimisation towards pregnant persons and mothers. Nevertheless, the strategy will establish a positive framework which will allow interventions to be designed around eliminating such unlawful discrimination, harassment and victimisation.
Advancing equality of opportunity	✓			The high-level nature of the strategy and all associated policies and policy measures precludes the identification of any specific impacts on advancing equality of opportunity of pregnant persons and mothers. However, it is noted that the Strategy identifies the need to tackle inequalities faced by lone parents as a key challenge. This provides a positive framework which will allow interventions to be designed around eliminating such unlawful discrimination, harassment and victimisation.
Promoting good relations	✓			The high-level nature of the strategy and all associated policies and policy measures precludes the identification of any specific impacts promoting good relations among pregnant persons and mothers and the wider public. Nevertheless, the strategy will establish a positive framework which will allow interventions to be designed around promoting such positive relations.

Do you think your policy impacts on transsexual people?

Gender reassignment	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination	✓			The high-level nature of the strategy and all associated policies and policy measures precludes the identification of any specific impacts on unlawful discrimination, harassment and victimisation towards transsexual persons. However, it is noted that the Strategy identifies the need to ensure fair access of persons related to the gender reassignment protected characteristic to services we need as a key challenge. This provides a positive framework which will allow interventions to be designed around eliminating such unlawful discrimination, harassment and victimisation.
Advancing equality of opportunity	✓			The high-level nature of the strategy and all associated policies and policy measures precludes the identification of any specific impacts on advancing equality of opportunity of transsexual persons. Nevertheless, the strategy will establish a positive framework which will allow interventions to be designed around advancing the equality of opportunity of transsexual persons.
Promoting good relations	✓			The high-level nature of the strategy and all associated policies and policy measures precludes the identification of any specific impacts promoting good relations among and between cisgender and transsexual people. Nevertheless, the strategy will establish a positive framework which will allow interventions to be designed around promoting such positive relations.

Do you think that the policy impacts on people because of their sexual orientation?

Sexual orientation	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination	✓			The high-level nature of the strategy and all associated policies and policy measures precludes the identification of any specific impacts on unlawful discrimination, harassment and victimisation on the basis of sexual orientation. However, it is noted that the Strategy identifies the need to ensure fair access of persons related to the sexual orientation protected characteristic to services we need as a key challenge. This provides a positive framework which will allow interventions to be designed around eliminating such unlawful discrimination, harassment and victimisation.
Advancing equality of opportunity	✓			The high-level nature of the strategy and all associated policies and policy measures precludes the identification of any specific impacts on advancing equality of opportunity across different sexual orientations. Nevertheless, the strategy will establish a positive framework which will allow interventions to be designed around advancing the equality of opportunity across different sexual orientations.
Promoting good relations	✓			The high-level nature of the strategy and all associated policies and policy measures precludes the identification of any specific impacts promoting good relations among groups of people with different sexual orientations and towards the LGBT+ community. Nevertheless, the strategy will establish a positive framework which will allow interventions to be designed around promoting such positive relations.

Do you think the policy impacts on people on the grounds of their race?

Race	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination	✓			The high-level nature of the strategy and all associated policies and policy measures precludes the identification of any specific impacts on unlawful discrimination, harassment and victimisation towards those from an ethnic minority background. However, it is noted that the Strategy identifies the need to ensure fair access of those from an ethnic minority background to services we need as a key challenge. This provides a positive framework which will allow interventions to be designed around eliminating such unlawful discrimination, harassment and victimisation.
Advancing equality of opportunity	✓			The high-level nature of the strategy and all associated policies and policy measures precludes the identification of any specific impacts on advancing equality of opportunity of those from an ethnic minority background. Nevertheless, the strategy will establish a positive framework which will allow interventions to be designed around advancing the equality of opportunity of those from an ethnic minority background.
Promoting good race relations	✓			The high-level nature of the strategy and all associated policies and policy measures precludes the identification of any specific impacts promoting good relations among and between different ethnic backgrounds. Nevertheless, the strategy will establish a positive framework which will allow interventions to be designed around promoting such positive relations.

Do you think the policy impacts on people because of their religion or belief?

Religion or belief	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination	✓			The high-level nature of the strategy and all associated policies and policy measures precludes the identification of any specific impacts on unlawful discrimination, harassment and victimisation on the basis of sexual orientation. However, it is noted that the Strategy identifies the need to ensure fair access of persons related to the religion or belief protected characteristic to services we need as a key challenge. This provides a positive framework which will allow interventions to be designed around eliminating such unlawful discrimination, harassment and victimisation.
Advancing equality of opportunity	✓			The high-level nature of the strategy and all associated policies and policy measures precludes the identification of any specific impacts on advancing equality of opportunity of people belonging to all faith and belief groups. Nevertheless, the strategy will establish a positive framework which will allow interventions to be designed around advancing the equality of opportunity of such persons.
Promoting good relations	✓			The high-level nature of the strategy and all associated policies and policy measures precludes the identification of any specific impacts promoting good relations among and between those of different faiths and beliefs. Nevertheless, the strategy will establish a positive framework which will allow interventions to be designed around promoting such positive relations.

Do you think the policy impacts on people because of their marriage or civil partnership?

Marriage and Civil Partnership[46]	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination			N/A	The focus on transport and high-level nature of the strategy means that no different impacts are likely to occur on people because of their marriage or civil partnership.

[46] In respect of protected characteristic, a body subject to the Public Sector Equality Duty (w hich includes Scottish Government) only needs to comply w ith the first need of the duty (to eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010) and only in relation to w ork. This is because the parts of the Act covering services and public functions, premises, education etc. do not apply to that protected characteristic. Equality impact assessment w ithin the Scottish Government does not require assessment against the protected characteristic of Marriage and Civil Partnership unless the policy or practice relates to w ork, for example HR policies and practices.

Stage 4: Decision making and monitoring

<u>Identifying and establishing any required mitigating action</u>

Have positive or negative impacts been identified for any of the equality groups?	Yes
Is the policy directly or indirectly discriminatory under the Equality Act 2010[47]?	No
If the policy is indirectly discriminatory, how is it justified under the relevant legislation?	n/a
If not justified, what mitigating action will be undertaken?	n/a

<u>Describing how Equality Impact analysis has shaped the policy making process</u>

The implementation of the PSED was undertaken on an iterative basis throughout the development of the Strategy in order to embed the consideration of likely equalities impacts within the document. This was achieved in two ways:

- recognising and taking steps to address key equalities issues (as identified from reviewing available evidence sources and stakeholder engagement – see above) within the Strategy itself, in particular through orientating the strategic framework section around tackling a number of key challenges

- testing the relationship of the Strategy's proposed policies with key equalities issues and proposing changes to clarify or improve their contribution to tackling identified inequalities

As detailed below, key inequalities of relevance to transport and as identified through the implementation of the PSED have been addressed in the development of the Strategy by framing the document around relevant outcomes, priorities and key challenges.

<u>Key Priority: Reduces inequality</u>

'Reduces Inequality' is identified within the Strategy as one of four priorities which the whole document is framed around, and within this priority three constituent outcomes are identified. The first of these now explicitly addresses all of the protected characteristics covered by the public sector equality duty under the Equality Act 2010:

Everyone in Scotland will share in the benefits of a modern and accessible transport system. *Transport plays an important part in delivering the fully inclusive society we want. While we tackle inequalities, our actions will simultaneously reduce poverty, in particular child poverty. Our transport system:*

- ***Will provide fair access to services we need***: *we have a duty to reduce inequalities and advance equality of opportunity and outcome, including the*

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[47] See EQIA – Setting the Scene for further information on the legislation.

protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. We will ensure that our disadvantaged communities and individuals have fair access to the transport services they need. The transport system will enable everyone to access a wide range of services and to realise their human rights.

- ***Will be easy to use for all:*** *people have different needs and capabilities. Our transport system will recognise these and work to ensure that everyone can use the system with as few barriers as possible.*

- ***Will be affordable for all:*** *people have different incomes and our transport system will not exclude people from mobility by making it unaffordable. We will target actions to deliver the Strategy towards those needing most help, including those living in poverty.*

The inclusion of the *Reduces Inequality* priority and the specific identification of each protected characteristic within it means that the need to tackle inequalities affecting people with one or more protected characteristic is afforded very high importance in both the Strategy's strategic framework (the Vision, Priorities, Outcomes) and in subsequent Policies. The implementation of the public sector equality duty from the outset of the preparation of the Strategy has therefore allowed the need to promote equality to play a central role in the document.

Key Challenges

The Strategy presents 'Key Challenges' of relevance to the transport system and identifies the need for each to be tackled in order to deliver its holistic Strategy Vision, Priorities and Outcomes. Identified challenges which directly seek to tackle issues impacting on people with one or more protected characteristics, as identified through the implementation of the PSED, are:

- poverty and child poverty

- social isolation

- gender inequalities (including complex travel behaviour; poverty and gender; and feelings of safety and fear of violence and sexual harassment)

- ageing population

- changing transport needs of young people disabled people

As with the *Reduces Inequality* priority, the inclusion of these Key Challenges within the Strategy demonstrates the high level of importance afforded to tackling inequalities within the document. Their inclusion also provides a suitable hook for high-level policies to address these challenges.

Policies within the Strategy

The assessment of policies was initially undertaken on a pre-mitigation basis at draft Strategy stage as part of the implementation of statutory equalities duties. This

allowed any ambiguities and other weaknesses to be identified and appropriate mitigation and enhancement recommendations to be devised independently by the project team. A schedule of 47 recommendations was issued to Transport Scotland in May 2019, at which point drafting of the draft Strategy was still ongoing. Following this, the project team held discussions with the Strategy preparation team to agree how each of the recommendations could best be implemented, namely by:

- amending the relevant component of the Strategy to directly clarify the wording or scope of the component

- providing further explanatory detail within the Strategy's supporting documents, e.g. to define key terms and explain how the Strategy is proposed to be implemented

- for recommendations relating to policy implementation rather than the high-level content of the Strategy itself, identifying key considerations which should be taken account of in the future development of related transport interventions (i.e. through STPR2 and or through developing a Delivery Plan) in order to continue the implementation of all relevant statutory duties, including the PSED

Summary and Next Steps

The evidence provided in this Record Sheet demonstrates that the implementation of the PSED to date has directly informed and improved the final Strategy.

A holistic Equalities Assessment Framework (Appendix 1) has been prepared as a tool to support the continued implementation of the PSED and other applicable statutory equalities duties in the design and delivery of future transport interventions (funding streams, policy programmes, physical infrastructure development, etc.) to implement the Strategy. The EAF includes one 'Equalities Objective' and a series of associated Guide Questions related specifically to the PSED.

Monitoring and Review

The Strategy includes a strong focus on monitoring progress in tackling identified Key Challenges and achieving the Strategy's proposed Outcomes, many of which relate to promoting equality. In this regard, the document commits the Scottish Ministers, through Transport Scotland, to designing a robust monitoring and evaluation framework to measure and annually report on performance at a national, regional and local level. This will include assessment against the National Performance Framework Outcomes and headline indicators.

The Strategy also confirms that the Scottish Government will continue to ensure equality of opportunity and outcome and minimising environment effects are at the forefront of decision making for Scotland's transport system, with all decisions taken in accordance with statutory equalities requirements and strategic environmental assessment duties.

Stage 5 - Authorisation of EQIA

Please confirm that:

- this Equality Impact Assessment has informed the development of this policy:

  Yes   ☒   No   ☐

- opportunities to promote equality in respect of age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation have been considered, i.e:
  - eliminating unlawful discrimination, harassment, victimisation
  - removing or minimising any barriers and/or disadvantages
  - taking steps which assist with promoting equality and meeting people's different needs
  - encouraging participation (e.g. in public life)
  - fostering good relations, tackling prejudice and promoting understanding

    Yes   ☒   No   ☐

- if the Marriage and Civil Partnership protected characteristic applies to this policy, the Equality Impact Assessment has also assessed against the duty to eliminate unlawful discrimination, harassment and victimisation in respect of this protected characteristic:

  Yes   ☐   No   ☐   Not applicable   ☒

Declaration

I am satisfied with the equality impact assessment that has been undertaken for the National Transport Strategy and give my authorisation for the results of this assessment to be published on the Scottish Government's website.

Name: Alison Irvine
Position: Director, Transport Strategy and Analysis, Transport Scotland
Authorisation date: 28 January 2020

Appendix 1: Equalities Assessment Framework

In accordance with statutory requirements and to support sound policy development, the development of the Strategy has been underpinned by a suite of iterative impact assessments covering the following suite of statutory 'equalities' duties:

- Public Sector Equalities Duty – Section 149 of the Equality Act 2010 (PSED)

- Fairer Scotland Duty – Section 1 of the Equality Act 2010 (FSD)

- Child Rights and Wellbeing Impact Assessment – Section 1 of the Children and Young People (Scotland) Act 2014 (CRW); and,

- Island Communities Impact Assessment – Sections 7, 8 and 13 of the Islands (Scotland) Act 2018 (ICA)

The Equalities Assessment Framework below defines a suite of Equalities Objectives and associated Guide Questions related directly to the applicable statutory equalities duties in order to support the design and assessment of future transport interventions in order to implement the Strategy (e.g. through the ongoing STPR2 and a future Delivery Plan).

Equalities objective	Guide questions – *Will the NTS2…*	Links to Statutory Equalities Duties			
		PSED	FSD	CRW	ICA
1. **Socio-economic Disadvantage:** Reduce inequalities of outcome resulting from low income, low wealth, material deprivation and area deprivation.	Reduce cost related barriers to accessing and use of all transport modes?	✔	✔		
	Low income: help to reduce levels of absolute and relative income poverty?	✔	✔		
	Low wealth: help to reduce inequality in the distribution of household wealth?		✔		
	Material deprivation: support individuals and households to access basic goods and services?		✔		
	Area deprivation: help to reduce level of multiple deprivation affecting communities?		✔		
	Socio-economic background: address structural inequalities resulting from differences in social class?		✔		
	Support the regeneration of disadvantaged or deprived areas?		✔		

Equalities objective	Guide questions – *Will the NTS2…*	Links to Statutory Equalities Duties			
		PSED	FSD	CRW	ICA
2. **Inclusion:** Promote equality in society, communities and the workplace so that everyone has the opportunity to fulfil their potential.	Result in any likely different or disproportionate effects on persons with protected characteristics as specified in the Equality Act 2010: - age - disability - gender reassignment - marriage and civil partnership - pregnancy and maternity - race - religion or belief - sex - sexual orientation.	✔			
	Promote public realm and design choices that provide a safe, secure, and accessible environment for all?	✔			
	Promote social cohesion and integration between people with different protected characteristics and different demographic groups?	✔			
	Support all individuals and households in accessing basic goods and services?	✔	✔		
	Improve access to employment and economic opportunities for all?	✔	✔		
	Provide affordable access to social and cultural activities for all?	✔	✔		
	Improve access to public services and key amenities for all?	✔	✔		
	Support changing demographics by providing appropriate transport facilities to meet the diverse needs of different communities?	✔			✔
	Support the removal of barriers to travel and the improvement of access to travel for disabled people?	✔			

Equalities objective	Guide questions – *Will the NTS2...*	Links to Statutory Equalities Duties			
		PSED	FSD	CRW	ICA
	Improve disabled people's ability to make seamless door to door journeys?	✔			
	Reduce the likelihood of transport-related road accidents and casualties?	✔			
	Improve access to healthcare, in particular for those with protected characteristics and demographic groups facing structural inequalities?	✔			
3. **Accessibility:** Ensure appropriate and affordable access for all to facilities, services, economic opportunities and social activities, including through the removal of physical and cultural barriers and making travel accessible?	Help to reduce levels of absolute and relative income poverty?	✔	✔		
	Help to reduce inequality in the distribution of household wealth?		✔		
	Help to reduce level of multiple deprivation affecting communities?		✔		
	Address structural inequalities resulting from differences in social class?		✔		
	Support the regeneration of disadvantaged or deprived areas?		✔		
	Enhance access to and opportunities for education and lifelong learning, particularly for those facing socio-economic disadvantage?	✔	✔		
	Support increased provision of higher skilled and higher value employment, particularly for those facing socio-economic disadvantage?	✔	✔		
	Improve access to healthcare, in particular for those experiencing socio-economic disadvantage?	✔	✔		
	Reduce the need to travel?		✔		

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Equalities objective	Guide questions – *Will the NTS2…*	Links to Statutory Equalities Duties			
		PSED	FSD	CRW	ICA
	Protect and enhance access to high quality community facilities, public services and key amenities?		✔		
	Improve access using active travel and public transport options to employment opportunities?		✔		
	Promote the co-location of synergistic economic activities, industries and land uses, particularly in areas of multiple deprivation?		✔		
	Reduce cost related barriers to accessing and use of all transport modes?	✔	✔		
	Support economic development through facilitating the growth of Scotland's key economic sectors?		✔		
	Improve connectivity between major population centres and other key destinations?		✔		✔
	Support the provision of adequate transport infrastructure, services and facilities to meet identified population and economic needs, in particular those facing socio-economic disadvantage?		✔		
	Facilitate and encourage use of public transport and active travel, in particular for those facing socio-economic disadvantage?		✔		
	Promote the provision of safe pedestrian and cycle access links, in particular for those facing socio-economic disadvantage?		✔		
	Improve accessibility to open spaces, and sports facilities for physical recreation, in		✔		

Equalities objective	Guide questions – *Will the NTS2...*	Links to Statutory Equalities Duties			
		PSED	FSD	CRW	ICA
	particular for those facing socio-economic disadvantage?				
	Promote good local access to existing facilities, services and employment, in particular for those facing socio-economic disadvantage?		✔		
4. Productivity, Competitiveness and Innovation: Deliver an effective and integrated transport system which facilitates the efficient movement of people and freight to increase economic prosperity and support innovation.	Promote the co-location of synergistic economic activities, industries and land uses, particularly in areas of multiple deprivation?		✔		
	Reduce congestion and allow for greater journey time reliability?		✔		
	Support the efficient movement of freight?		✔		
	Support economic development through facilitating the growth of Scotland's key economic sectors?		✔		
	Improve connectivity between major population centres and other key destinations?		✔		✔
	Support the provision of adequate transport infrastructure, services and facilities to meet identified population and economic needs, in particular those facing socio-economic disadvantage?		✔		
5. Human Health: Maintain, or provide opportunities to improve, human health for all demographic groups and communities across Scotland.	Facilitate and encourage use of public transport and active travel, in particular for those facing socio-economic disadvantage?		✔		
	Promote the provision of safe pedestrian and cycle access links. in particular for those facing socio-economic disadvantage?		✔		

Equalities objective	Guide questions – *Will the NTS2…*	Links to Statutory Equalities Duties			
		PSED	FSD	CRW	ICA
	Improve accessibility to open spaces, and sports facilities for physical recreation, in particular for those facing socio-economic disadvantage?		✔		
	Maintain or enhance current levels of air quality?		✔		
	Minimise transport induced noise and vibration levels at sensitive locations?		✔		
	Reduce the likelihood of transport-related road accidents and casualties?		✔		
	Improve access to healthcare facilities, in particular for those experiencing socio-economic disadvantage or other groups facing structural inequalities?		✔		
	Reduce car dependencies and encourage a shift to more sustainable forms of travel, including for people and freight?		✔		
	Promote good local access to existing facilities, services and employment, in particular for those facing socio-economic disadvantage?		✔		
6. **Children and Young People:** Safeguard the rights of children and allow young people to reach their full potential.	How does the intervention relate to, promote, or inhibit the provisions of the UNCRC, other relevant international treaties and standards, or domestic law?				✔
	Have children and young people been consulted on the intervention?				✔
	What impact will or might the intervention have on the rights of children and young people?	✔			✔

Equalities objective	Guide questions – *Will the NTS2…*	Links to Statutory Equalities Duties			
		PSED	FSD	CRW	ICA
	Will the rights of one group of children in particular be affected, and to what extent?				✔
	Are there competing interests between the groups of children, or between children and other groups, who would be affected by the intervention?				✔
	Is the intervention the best way of achieving its aims, taking into account children's rights?				✔
	Will the intervention contribute to the implementation of Transport Scotland's corporate parent duties under Section 58 of the Children and Young People (Scotland) Act 2014?				✔
	Will the intervention protect and enhance access to high quality community facilities, public services and key amenities for children and young people?				✔
	Will the intervention improve access using active travel and public transport to educational, social and economic opportunities for children and young people?				✔
7. **Island Communities:** Increase the economic prosperity of and address the unique challenges faced by island communities.	Protect and increase the economic prosperity of island communities?		✔		✔
	Effectively address the unique transport challenges faced by island communities?				✔
	Effectively address the unique economic challenges faced by island communities?		✔		✔
	Effectively address the unique social challenges faced by island communities?				✔

Equalities objective	Guide questions – *Will the NTS2…*	Links to Statutory Equalities Duties			
		PSED	FSD	CRW	ICA
	Protect and enhance quality of life for island residents?				✔

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