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The New Regional Transport Strategy for Strathclyde

Equalities Impact Assessment Scoping Document

On behalf of **Strathclyde Partnership for Transport**



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Executive Summary

Peter Brett Associates, now part of Stantec (PBA) has been commissioned by Strathclyde Partnership for Transport (SPT), the Regional Transport Partnership for the west of Scotland, to undertake an Equalities Impact Assessment (EqIA) of the emerging new Regional Transport Strategy for Strathclyde ('the emerging RTS'). This report has been prepared to outline the proposed scope and approach to undertaking the EqIA in accordance with relevant legislative and policy requirements. Further EqIA reports will follow to provide the results of this assessment in tandem with each stage in the development of the emerging RTS.

This report sets out and seeks views from interested stakeholders on:

- The scope of the EqIA required to demonstrate compliance with relevant statutory requirements, policy expectations and guidance. This includes the public sector equality duty as well as arising from the Equality Act 2010 regarding likely different or disproportionate impacts on persons with protected characteristics as well as considers how wider equalities issues regarding island communities, children and young people, and socio-economic disadvantage will be assessed. A high level review of relevant statutory and policy requirements is provided in **Appendix A**;
- Key equalities issues (and the associated equalities evidence base) which should be considered in the emerging RTS and taken account of in the EqIA process. To inform the identification of key equalities issues, a high level thematic review of socio-economic conditions relating to transport in the SPT region is provided in **Appendix B**; and,
- The Equalities Assessment Framework and methodology which it is proposed to use to assess likely equalities impacts of the emerging RTS as it develops. It is proposed that each RTS consultation document will be accompanied by a standalone EqIA report which will provide an assessment of likely equalities impacts. Each RTS consultation document and associated EqIA report will be consulted on in tandem, with comments received informing the emerging RTS.

This EqIA Scoping Document has been published for comment on SPT's RTS website and issued to equalities stakeholder groups as listed in **Appendix D**. Comments can be provided by email to Strathclyde_RTS@peterbrett.com or by post to: Peter Brett Associates LLP, 2nd Floor, 160 West George Street, Glasgow, G2 2HG. To enable responses to inform the development of the RTS Issues & Objectives Report and the wider emerging RTS, all comments should be provided by **Friday 15th March 2019**.

All comments are welcome particularly those focusing on the following: , Does the evidence base provided in this report adequately address all relevant equalities and socio-economic issues related to transport and the emerging RTS?

- i. Whether the evidence base included in this EqIA Scoping Document (**Section 3** and **Appendices A** and **B**) identifies all relevant equalities and socio-economic issues which should be taken account of in the emerging RTS Issues & Objectives Report and the associated EqIA, or whether additional issues need to be considered;
- ii. Is there additional relevant evidence relating to inequalities and socio-economic conditions which should be taken account of in the emerging RTS and in subsequent stages of the EqIA process? If yes, please provide further details to enable this.
- iii. Does the proposed Equalities Assessment Framework (**Section 4**) provide an appropriate basis to undertake the EqIA of the emerging RTS as it develops?

1 Introduction

1.1 Background

1.1.1 Peter Brett Associates, now part of Stantec (PBA) has been commissioned by Strathclyde Partnership for Transport (SPT), the Regional Transport Partnership (RTP) for the West of Scotland, to assist with the preparation of the new RTS for Strathclyde including undertaking an Equalities Impact Assessment (EqIA).

1.2 Purpose

1.2.1 This report has been prepared to outline the proposed scope and approach to undertaking the EqIA of the emerging RTS in accordance with relevant legislative and policy requirements, including but not limited to the 'public sector equality duty' under section 149 of the Equality Act 2010. Further EqIA reports will follow to provide the results of this assessment in tandem with each stage in the development of the emerging RTS.

1.2.2 The report is being published in advance of any substantive proposals being developed for the emerging RTS to facilitate early engagement by interested stakeholders (including groups representing specific equalities interests) in the EqIA process and the development of the emerging RTS. This report is therefore focused around a suite of evidence based 'key equalities issues' listed in **Section 3** which should be addressed in the emerging RTS and taken account of throughout the EqIA process.

1.2.3 This report is the first stage of the EqIA process being undertaken for the emerging RTS. EqIA reports will be prepared to accompany the RTS consultation documents setting out substantive proposals, namely the RTS Issues and Objectives Report, RTS Transport Options Report and finally the Draft RTS. Subject to any changes resulting from consultation on this EqIA Scoping Document, the approach outlined here will be used in each EqIA report to assess likely equalities impacts, including on people with protected characteristics, from the emerging RTS as it develops.

1.3 Objectives

1.3.1 In accordance with statutory requirements and to support sound policy development, an EqIA process is being undertaken to identify likely equalities impacts from the emerging RTS, including any likely different or disproportionate impacts on people with protected characteristics as defined by the Equality Act 2010. The EqIA is being undertaken in tandem with the development of the emerging RTS to allow EqIA findings to influence the content of the RTS on an iterative basis, rather than being undertaken retrospectively at the final Draft RTS consultation stage only (expected to be consulted on in Winter 2020 – Spring 2021). This approach aims to maximise transparency and allow the emerging RTS to respond to key equalities issues at the earliest opportunity, thereby maximising the potential for positive equalities outcomes to result from the new RTS.

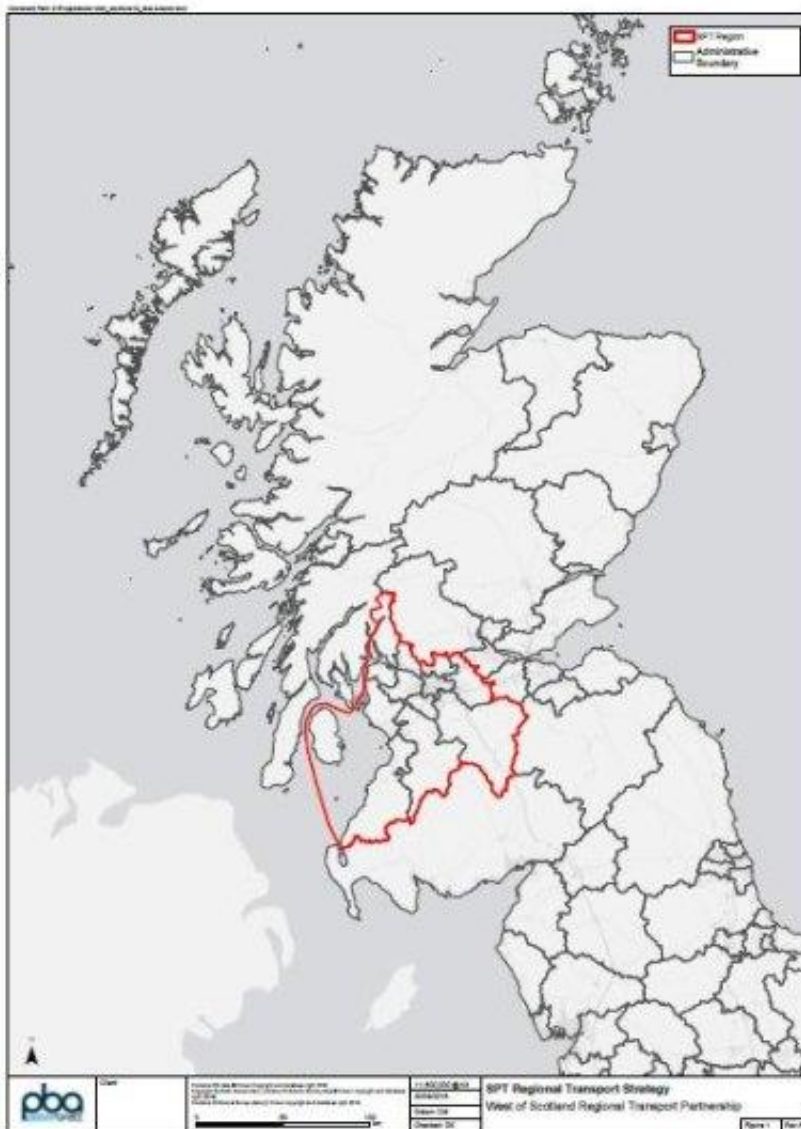
1.3.2 The objectives of the EqIA of the emerging RTS are to demonstrate compliance with relevant statutory requirements and to integrate the consideration of equalities issues and impacts into its development. The objectives of this EqIA Scoping Document are to:

- Set out and seek views on the scope of the EqIA process for the new RTS to demonstrate compliance with statutory requirements, policy expectations and guidance. This extends beyond addressing the public sector equality duty regarding likely different or disproportionate impacts on people with protected characteristics, to also consider how wider equalities issues regarding island communities, children and young people, and socio-economic disadvantage will be assessed;

- Identify and seek views on key equalities issues (and the associated equalities evidence base) which should be considered in the emerging RTS and taken account of in the EqIA process; and,
- Outline and seek views on a proposed evidence-based assessment framework and methodology to assess likely equalities impacts of the emerging RTS as it develops.

1.4 Overview of SPT and the New Regional Transport Strategy

Figure 1.1: The SPT Region



1.4.1 SPT is the statutory RTP for the west of Scotland region, as designated under the Transport (Scotland) Act 2005 and the Regional Transport Partnerships (Establishment, Constitution and Membership) (Scotland) Order 2005. Schedule 1 of this Order defines the extent of the west of Scotland region (hereafter 'the SPT region') by local authority and council ward boundaries. The region encompasses 11 entire local authorities from South Ayrshire in the south west to North Lanarkshire in the north east. It also includes two wards within the Argyll and Bute Council area (Helensburgh and Lomond). The extent of the SPT region is shown in **Figure 1.1**.

1.4.2 In accordance with Sections 5 and 6 of the Transport (Scotland) Act 2005, a RTS was prepared and approved in 2008 for the SPT region. *A Catalyst for Change, The Regional Transport Strategy (RTS) for the west of Scotland 2008-2021* establishes a vision for transport for the region and shared goals of SPT and partners.

1.4.3 The current RTS, in line with Scottish Government guidance, is underpinned by a high-level strategic framework (Figure 1.2) and implemented through delivery plans and monitoring reports prepared at regular intervals.

Figure 1.2: The Regional Transport Strategy for the West of Scotland 2008 – 2021 Strategy Framework



1.4.4 The emerging RTS will replace the current RTS once it expires in 2021 and set out a new long-term transport vision and strategic objectives for the SPT region. This vision and its outcomes and strategic objectives will be implemented through a suite of policies and proposals (i.e. proposed transport interventions and schemes), which will be included within the emerging RTS and detailed further in subsequent delivery and monitoring reports.

1.4.5 A collaborative approach is being adopted to prepare the emerging RTS involving the following stages (all timescales are indicative):

- **Issues and Objectives Consultation** (Spring - Summer 2019): SMART and evidenced-based Transport Planning Objectives (TPOs) are of central importance, as they provide the robust basis necessary to underpin the development and assessment of sound candidate

policies, proposals and transport interventions. The initial stage of RTS preparation will therefore involve detailed baseline analysis to identify key transport problems and issues which should be addressed. This will build upon the initial equalities focused baseline analysis provided in **Appendix B** of this EqlA Scoping Document and similar high-level environmental baseline analysis provided in **Appendix A** of a SEA Scoping Report prepared by PBA for the emerging RTS. The collation and analysis of all relevant baseline data will enable a corresponding suite of proposed Transport Planning Objectives (to be referred to as strategic outcomes and objectives) and vision to be defined in order to provide a strategic framework under which candidate policies, proposals and interventions can be developed. The identified key transport issues and proposed Transport Planning Objectives (TPOs) will be subject to formal consultation through an RTS Issues and Objectives Report at this stage;

- **Transport Options Consultation** (Winter 2019) and **Appraisal** (2020): Candidate transport policies, proposals and interventions (together referred to as ‘options’) will be developed which aim to address identified issues, take advantage of opportunities and implement the strategic framework (vision and TPOs) previously identified. Initially a long-list of potential options will be prepared and subject to consultation through a Transport Options Report, before more detailed assessment and consultation in accordance with Transport Scotland’s Scottish Transport Appraisal Guidance (STAG);
- **Draft RTS Consultation** (Winter 2020 - Spring 2021): The outcome of the appraisal (STAG) stage will be the identification of recommended options (policies, proposals and transport interventions) for inclusion in the Draft RTS alongside the proposed strategic framework. All selected components will be drawn together to create a visionary and engaging Draft RTS, which will be subject to consultation;
- **Submission of Finalised RTS** (Summer 2021): Following modifications as necessary to respond to representations submitted regarding the Draft RTS, SPT will submit the Finalised RTS to the Scottish Ministers for their approval in accordance with the Transport (Scotland) Act 2005; and,
- **Approval of Finalised RTS** (Winter 2021): Subject to ministerial approval, SPT will proceed to adopt the finalised RTS before the expiry of the current RTS at the end of 2021.

1.4.6 At this stage it is envisaged that the Draft and Finalised RTS will have the following substantive components:

- Vision;
- Outcomes;
- Strategic Objectives;
- Policies;
- Transport Interventions and Schemes;
- Monitoring framework; and
- Outline Implementation Plan.

1.4.7 The proposed RTS vision, outcomes and strategic objectives will be defined to reflect relevant transport issues, problems and opportunities as identified through extensive baseline analysis and consultation with key stakeholders. These strategic components will be delivered and achieved through the implementation of a strategy comprising a suite of thematic policies (strategic, modal and/or area specific) and associated transport interventions or schemes. As with the proposed vision, outcomes and strategic objectives, all proposed thematic policies and

interventions will respond to specific problems, constraints, opportunities and mitigation requirements identified through baseline analysis and stakeholder engagement.

1.5 Report Structure

1.5.1 The remainder of this report is structured as follows:

- **Section 2 – Legislative and Policy Context:** summarises statutory, policy and guidance requirements which must be addressed within this EqlA. These requirements are addressed within an Equalities Assessment Framework (**Section 4**) to underpin a legally compliant assessment of likely equalities impacts from the emerging RTS. Further details regarding applicable statutory and policy requirements is provided in **Appendix A**;
- **Section 3 – Baseline Review:** identifies the key baseline equalities issues which should be addressed in the emerging RTS. As with statutory and policy requirements, identified issues need to be addressed within an Equalities Assessment Framework to allow a sufficient and effective assessment of likely equalities impacts from the emerging RTS to be undertaken. A high level review of pertinent equalities issues and socio-economic conditions relating to transport in the SPT region is provided in **Appendix B**, with associated mapping of geographical inequalities provided in **Appendix C**;
- **Section 4 – Equalities Assessment Framework:** sets out a proposed framework to assess the likely equalities impacts of the emerging RTS and to consider how emerging RTS policies and proposals could help to address identified equalities issues. The framework comprises a suite of linked Equalities Objectives and associated criteria to assess differential or disproportionate impacts on specific demographic groups and geographical communities; and,
- **Section 5 - Next Steps:** outlines proposed engagement and consultation arrangements for the EqlA . An initial list of stakeholders are listed in **Appendix D**.

2 Legislative and Policy Context

2.1 Introduction

2.1.1 This section identifies relevant statutory and policy requirements and associated guidance which need to be addressed in the EqIA process. These requirements should be addressed within the Equalities Assessment Framework presented in **Section 4** to underpin a legally compliant and robust assessment of likely equalities impacts from the emerging RTS.

2.2 Statutory and Policy Requirements

2.2.1 At the outset it should be noted that this EqIA process for the emerging RTS extends beyond the implementation of the public sector equality duty under Section 149 of the Equality Act 2010 (regarding the assessment of likely differential or disproportionate effects on people with protected characteristics) to also address relevant statutory requirements regarding impacts on island communities, children and young people, and socio-economic disadvantage. 2.2.2 **Table 2.1** below provides an overview of relevant statutory duties and other legislative requirements relating to the assessment of equalities impacts and the consideration of equalities issues in policy development. The implications of these duties and requirements for this EqIA process and the emerging RTS are detailed in **Appendix A**.

2.2.2 The third column in **Table 2.1** identifies statutory duties and requirements which must be addressed in this EqIA process to demonstrate compliance with statutory requirements directly applicable to SPT as a Regional Transport Partnership. Other duties and statutory requirements identified in the fourth column are not specifically applicable to SPT but are nonetheless of relevance (in particular due to links between SPT and constituent local authorities) and thus should also be taken account of in the EqIA.

Table 2.1: Overview of Relevant Equalities Legislation

Topic	Legislation	Directly Relevant Duties and Requirements	Indirectly Relevant Duties and Requirements
Tackling Discrimination and Disadvantage	EU Directives 2000/78/EC, 2000/43/EC, 2006/54/EC (all enacted) and proposed Directive COM/2008/0426. The Equality Act 2010 as amended.	<ul style="list-style-type: none"> Public Sector Equality Duty (Section 149). 	<ul style="list-style-type: none"> Public sector duty regarding socio-economic inequalities ('Fairer Scotland Duty') (Section 1).
	The Equality Act 2010 (Authorities subject to the Socio-economic Inequality Duty) (Scotland) Regulations 2018.		<ul style="list-style-type: none"> Amendment of Section 1 of the Equality Act 2010 (implementation of Fairer Scotland duty) (Section 2).
	The Equality Act 2010 (Specific Duties). (Scotland) Regulations 2012 as amended	<ul style="list-style-type: none"> Duty to assess and review policies and practices (Regulation 5). 	

Topic	Legislation	Directly Relevant Duties and Requirements	Indirectly Relevant Duties and Requirements
Child Rights	The United Nations Convention on the Rights of the Child (UNCRC). Children and Young People (Scotland) Act 2014.	<ul style="list-style-type: none"> International: Best interests of the child to be a primary consideration in relevant decisions (Article 3). International: Implementation of the UNCRC (Article 4). 	<ul style="list-style-type: none"> Scottish Ministers: Duty of consideration of steps to secure better or further effect in Scotland of UNCRC requirements (Section 1). Public Bodies: Duty of reporting of steps taken to secure better or further effect of UNCRC requirements (Section 2).
Island Communities	The Islands (Scotland) Act 2018	<ul style="list-style-type: none"> Duty to have regard to island communities (Section 7). Duty to prepare island communities impact assessments (Section 8). 	
Environmental Effects	Environmental Assessment (Scotland) Act 2005	<ul style="list-style-type: none"> Assessment of likely significant effects on the environment, including upon 'population', 'human health' and 'material assets' (Sections 14 and 16 and Schedule 3). 	

2.2.3 In addition to demonstrating compliance with relevant statutory requirements, the emerging RTS and the associated EqIA process must address relevant national policy requirements. These are most clearly set out in Scotland's Economic Strategy (Scottish Government, March 2015), which outlines the approach of the current Scottish Government to delivering its stated purpose of "creating a more successful country, with opportunities for all of Scotland to flourish, through increasing sustainable economic growth".

2.2.4 Scotland's Economic Strategy (2015) identifies four priorities to achieve sustainable economic growth, the third of which is "promoting inclusive growth and creating opportunity through a fair and inclusive jobs market and regional cohesion". This priority has been adopted by the Scottish Government as the overarching 'inclusive growth' policy agenda, drawing upon the findings of the RSA Inclusive Growth Commission Final Report (2017). The inclusive growth policy agenda is being implemented through mechanisms including the Public sector duty regarding socio-economic inequalities (the 'Fairer Scotland Duty') under Section 1 of the Equality Act 2010 and the application of the associated Fairer Scotland Duty - Interim Guidance for Public Bodies (Scottish Government, 2018). The implications of the inclusive growth policy agenda for the EqIA of the emerging RTS are considered further in **Appendix A**.

2.3 Impact Assessment Requirements

2.3.1 Before statutory assessments are undertaken the expectation is that public bodies will firstly undertake screening and scoping to identify the need for and level of detail required for the assessment. The need for pre-assessment screening and scoping is set out in the:

- Environmental Assessment (Scotland) Act 2005;
- Islands (Scotland) Act 2018;
- Fairer Scotland Duty - Interim Guidance for Public Bodies (Scottish Government, 2018); and,
- Scottish Government Child Rights and Wellbeing Impact Assessment (2015) Guidance.

2.3.2 In tandem with undertaking the EqIA process as detailed in this Scoping Report, PBA has been commissioned by SPT to prepare a Strategic Environmental Assessment of the emerging RTS in accordance with the Environmental Assessment (Scotland) Act 2005. A SEA Scoping Report was submitted to the SEA Consultation Authorities¹ via the Scottish Government's SEA Gateway. This SEA Scoping Report confirms that:

- A statutory SEA is being undertaken in respect of the emerging RTS as the strategy is considered to fall under Section 5(3) of the Environmental Assessment (Scotland) Act 2005; and,
- All SEA topics prescribed within Schedule 3 of the Act, including 'population', 'health' (specifically including noise and vibration) and 'material assets', need to be scoped into the SEA owing to the potential for likely significant effects to occur from the emerging RTS in relation to these.

2.3.3 The SEA Consultation Authorities duly responded to the SEA Scoping Report within the statutory timescale, with their responses provided by the Scottish Government's SEA Gateway to PBA on 16th November 2018. The responses supported the proposed scope of the SEA and the proposed SEA Framework and methodology to underpin the SEA process. Detailed comments were also received in relation to further baseline and policy analysis, as well as suggestions for how to maximise the value of the SEA process for the development of the emerging RTS. These matters will be addressed through iterative Environmental Reports prepared to accompany each substantive RTS consultation document.

2.3.4 Building upon the SEA conclusion that there is the potential for the emerging RTS to have likely significant effects on 'population', 'health' and 'material assets', it is considered that:

- Whilst the **Fairer Scotland Duty** under Section 1 of the Equalities Act 2010 does not specifically apply to SPT as a Regional Transport Partnership, it is of indirect relevance given that the development of the emerging RTS constitutes the making of decisions of a strategic nature by the SPT (a public body) regarding their functions. This is the case as SPT is required under the Transport (Scotland) Act 2005 to prepare and implement a RTS for their area, and as the emerging RTS is likely to affect strategic decisions made by constituent local authorities and NHS Health Boards (for which the Fairer Scotland Duty is directly applicable) across the SPT region. Furthermore, the development of the emerging RTS is likely to contribute to and impact on efforts to reduce the inequalities of outcome which result from socio-economic disadvantage. As transport is a critical enabler of socio-economic activity and opportunities, the emerging RTS and this EqIA should also directly respond to the Scottish Government's inclusive growth policy agenda;
- Insofar as transport affects access to services, amenities, economic opportunities and social activities across all parts of Scotland, the content and implementation of the emerging RTS is likely to result in different impacts on:
 - Different demographic groups and persons with protected characteristics. It may also impact on other policies, organisations or work which could affect equality across the

region. The public sector equality duty under **Section 149 of the Equalities Act 2010** is therefore applicable and needs to be addressed within this EqlA process;

- Island communities within the SPT region, particularly in terms of economic prosperity and the dependency of island residents for both on and off-island transport. The islands duties under **Sections 7 and 8 of the Islands Act (Scotland) 2018** are therefore applicable and need to be addressed within this EqlA process; and,
- Children and young people, and to be of relevance to the promotion and protection of children's rights. Whilst the specific child rights impact assessment requirements under Sections 1 and 2 of the Children and Young People (Scotland) Act 2014 do not apply to SPT as a Regional Transport Partnership, this legislation does apply to constituent local authorities within the SPT region. **Articles 3 and 4 of the UNCRC** also apply to both SPT and constituent local authorities. It is therefore considered appropriate to include an assessment of likely impacts on young people and child rights from the emerging RTS within this EqlA process.

2.3.5 The baseline analysis provided in **Section 3** and **Appendices B and C** identifies the key issues, including socio-economic inequalities and disadvantage within communities of place (i.e. geographical inequalities) and communities of interest (i.e. demographic inequalities), which should be addressed within the EqlA of the emerging RTS. These issues, together with the provision of other information as necessary to satisfy relevant statutory reporting requirements, define the scope of this EqlA. The proposed Equalities Assessment Framework set out in **Section 4** provides further detail on the level of detail and proposed approach to undertaking this EqlA.

2.4 Legislation and Policy Implications

2.4.1 The emerging RTS will need to include appropriate transport policies and proposals to address issues relating to the above statutory and policy requirements and of relevance to transport in the SPT region. From this legislative and policy review alone, it is clear that the emerging RTS should set out an integrated vision, outcomes, strategic objectives, policies and proposals to:

- Underpin a safe, secure, accessible and integrated transport system across the SPT region;
- Encourage measures that reduce the need to travel and allow communities in different locations and persons with different protected characteristics to flourish;
- Ensure the conditions are in place to allow a widespread uptake of active and sustainable modes of transport for all demographic groups and communities;
- Support improvements in journey times and connectivity to and from key destinations within the region, without disadvantaging particular demographic groups or communities (including in urban, rural and island locations);
- Improve the accessibility of the transport system and of amenities, key services, economic opportunities and social activities for people with disabilities;
- Ensure that transport does not contribute to social exclusion or disadvantage, whether through severance or unaffordability;
- Enable the efficient, effective and sustainable movement of people and freight across the region to increase economic productivity, competitiveness and opportunities for all; and,
- Ensure the avoidance of unacceptable social and environmental impacts from transport, including impacts on air quality, noise, vibration and human health.

- 2.4.2 Having regard to identified statutory impact assessment requirements and key policy issues, as well as all identified key baseline equalities issues (**Section 3** and **Appendices B and C**), an Equalities Impact Framework is detailed in **Section 4** to underpin the EqIA. This Equalities Assessment Framework incorporates all relevant statutory impact assessment requirements and will therefore allow the EqIA to be undertaken in accordance with such requirements. In addition, the Equalities Assessment Framework provides a clear mechanism to consider likely impacts from the emerging RTS on different demographic groups and therefore to consider how the emerging RTS could help to address identified equalities issues.

3 Key Equalities Issues

3.1 Introduction

3.1.1 This section presents an overview of key baseline equalities issues which should be addressed in the emerging RTS and taken account of in the associated EqIA. The identified issues are drawn from a high level review of pertinent equalities issues and socio-economic conditions relating to transport in the SPT Region provided in **Appendix B**, with associated mapping of geographical inequalities provided in **Appendix C**. Further baseline analysis will be undertaken during the development of the emerging RTS to define all of the key transport problems and issues which should be addressed, as will be detailed in the RTS Issues and Objectives Report (expected to be published for consultation in Spring 2019).

3.1.2 The high level baseline review presented in **Appendix B** has focused on the following themes of relevance to transport and to the statutory and policy requirements identified in **Section 2**:

- Demographics;
- Income and Wealth;
- Employment and Earnings;
- Education and Public Services;
- Health;
- Infrastructure and Connectivity; and,
- Security and Safety.

3.1.3 These cross-cutting themes cover a range of topics which relate to, interact with or are impacted by transport and thus require to be considered in the emerging RTS. For each of these themes, **Appendix B** sets out relevant headline trends, geographic variations and socio-economic differences (both between the SPT region and Scotland and within the SPT region) to allow key equalities issues to be identified. Except in relation to demographics (where protected characteristics are inherently taken account of and cannot be separated out), a dedicated subsection is included under each theme to consider impacts from transport on persons with protected characteristics as defined by the Equality Act 2010, namely in relation to:

- Age;
- Disability;
- Gender reassignment;
- Marriage and civil partnership;
- Pregnancy and maternity;
- Race;
- Religion or belief;
- Sex; and,
- Sexual orientation.

- 3.1.4 The reporting of current relationships between transport and individual protected characteristics is constrained by the availability of relevant baseline data. However, relevant trends and statistics regarding the protected characteristics are reported in **Appendix B** where possible. Importantly, the limited availability of relevant baseline data will not restrict the future consideration of potential impacts from the emerging RTS on persons with protected characteristics; all such impacts will be assessed within iterative EqIA Reports which will accompany the substantive RTS consultation documents. The Equalities Assessment Framework detailed in **Section 4** includes specific Guide Questions under each of the defined 7 Equalities Objectives to enable likely impacts on each protected characteristic from all emerging RTS policies and proposals to be assessed in a holistic manner. This will allow EqIA reporting to demonstrate compliance with the Public Sector Equality Duty prescribed by Section 149 of the Equalities Act 2010 as well as with other relevant statutory and policy requirements.

3.2 Key Equalities Issues

- 3.2.1 From the baseline review presented in **Appendix B**, it is clear that the following suite of interconnected issues should be addressed in the emerging RTS and need to be considered within the EqIA. These key issues therefore need to be addressed within the Equalities Assessment Framework proposed in **Section 4** to underpin the EqIA of the emerging RTS:

Demographics

- **Population Growth:** Whilst the overall population of the SPT region is projected to grow by 2033, the rate of growth is expected to be slower than across Scotland overall and several constituent local authorities are expected to experience significant population decline. To deliver sustainable and inclusive economic growth within the SPT region there is a need to accelerate and support more geographically widespread population growth. As transport affects access to services, amenities, economic opportunities and social activities, it must play a key role in facilitating balanced population growth;
- **Population Ageing:** The SPT region is expected to experience significant population ageing, and at a faster rate than for Scotland overall. The changing age structure cannot easily be altered (without substantial in-migration of young working age people) and will have wide-ranging implications for public policy, demand and provision of public services, labour market characteristics and tax revenues. Population ageing will also have substantial transport impacts due to changes in connectivity and accessibility needs; and,
- **Multiple Deprivation:** The SPT region is disproportionately deprived and, whilst there are geographical variations within the region, a large section of the resident population lives within Scotland's most deprived areas. To deliver sustainable and inclusive economic growth within the SPT region there is a need to tackle all aspects which contribute to multiple deprivation and to reduce the percentage of the resident population living within deprived areas.

Income and Wealth

- **Overall Child and Adult Poverty:** The rate of child poverty within the SPT region is higher than for Scotland as whole, with overall income poverty also higher. To deliver sustainable and inclusive economic growth within the SPT region there is a need to reduce both child and total poverty levels and to enhance economic prosperity for all; and,
- **Structural Socio-economic Disadvantages:** National trends, which are likely to apply within the SPT region, illustrate income poverty disproportionately impacts groups who face existing structural disadvantages, including disabled people, women and specific ethnic groups.

Employment and Earnings

- **Overall Lower Employment and Wages:** The employment rate and level of economic activity rate is lower in the SPT region than for Scotland as whole, with wages levels also lower and structural differences in employment across different sectors. To deliver sustainable and inclusive economic growth within the SPT region there is a need to increase overall levels of employment and economic activity and to increase employment in higher skilled and higher value sectors. The provision of and access to high value employment opportunities is significantly influenced by transport infrastructure and provision, meaning that the emerging RTS has an important role to play in improving employment and economic activity levels across the SPT region; and,
- **Socio-economic and Demographic Inequalities in Employment:** Employment deprivation within the SPT region disproportionately impacts groups who face existing structural disadvantages, including disabled people, women and ethnic minorities.

Education

- **Educational Attainment and Opportunities:** There are significant socio-economic and geographic disparities in educational attainment and opportunities within the SPT region. Insofar as access to educational opportunities depends upon transport, this should be addressed within the emerging RTS.

Health

- **Overall Poor Health Outcomes:** The health of residents in the SPT region is relatively poor compared with the Scottish population. Transport is a critical enabler of good health and wellbeing as it influences access to healthcare and provides opportunities to enhance physical and mental health, in particular through active travel. Poor air quality resulting from transport emissions is also a key determinant of physical health outcomes and inequalities; and,
- **Geographic and Socio-economic Health Inequalities:** Instances of particularly poor and good health are geographically concentrated in urban areas. While socio-economic background has an easily identifiable impact on the health of an individual, the impact of gender and ethnicity is more unclear.

Infrastructure and Connectivity

- **Urban/Rural Connectivity:** As with Scotland overall, urban areas in the SPT region are more connected than rural areas. This affects access to amenities, public services, employment and economic opportunities; and,
- **Transport Affordability:** Increases in transport costs, whether for fuel or public transport tickets, disproportionality impacts on socio-economically disadvantaged groups. Economic barriers to accessing transport contribute to wider inequalities of both opportunity and outcome in society, including in terms of access to employment and overall quality of life.

Safety and Security

- **Rising Crime Rates:** Crime rates have risen across Scotland for the first time in ten years, whilst there has been a sharp rise in sexual crimes over the past decade. Crime is disproportionately concentrated within the SPT region and in urban areas within the region; and,
- **Demographic and Socio-economic Inequalities:** Whilst there is limited data available for the SPT region, national trends indicate that demographic groups and deprived communities facing existing structural disadvantages, including disabled people, women

and ethnic minorities, are more likely to experience crime. It is reasonable to assume these disadvantages are felt within the SPT region to a similar degree.

4 Assessment Framework

4.1 Introduction

4.1.1 This section sets out a proposed Equalities Assessment Framework that will be used to assess the likely equalities impacts of the emerging RTS, and allow identification of ways that the emerging RTS could help to address any identified equalities issues. Establishing an appropriate assessment framework is critical to preparation of an effective and legally compliant impact assessment to robustly identify and assess equalities effects of the emerging RTS.

4.2 Proposed Equalities Objectives

4.2.1 Broadly, the RTS Equalities Assessment Framework should comprise a suite of related Equalities Objectives which, when applied together:

- Respond to relevant statutory and policy requirements and associated guidance, including but not limited to the Public Sector Equality Duty prescribed by Section 149 of the Equalities Act 2010 (**Section 2** and **Appendix A**);
- Address equalities and socio-economic issues of relevance to transport (**Section 3** and **Appendix B**); and,
- Define in objective terms the direction of travel and outcomes needed for the emerging RTS to support the Scottish Government's stated purpose of delivering sustainable and inclusive economic growth.

4.2.2 These Equalities Objectives are separate to the vision and objectives which will be developed for the emerging RTS itself. The proposed RTS vision and objectives will themselves be tested for conformity with the identified Equalities Objectives through the EqIA process.

4.2.3 To be effective and proportionate tools for assessment, the Equalities Objectives need to be targeted towards addressing key identified issues of relevance to both the regional context of the SPT region (i.e. not concerned with localised issues more appropriately tackled within Local Transport Strategies) and the content of the emerging RTS (refer to **Section 1.4**). The proposed Equalities Objectives are designed to complement each other, avoid assessment duplication, support other impact assessments (in particular SEA), and relate to the content of the emerging RTS.

4.2.4 Having regard to the proposed spatial scale and content of the emerging RTS, relevant statutory requirements (**Section 2**) and identified key baseline issues (**Section 3**), the proposed Equalities Objectives for use in this EqIA are:

- i. **Socio-Economic Disadvantage:** Reduce inequalities of outcome resulting from low income, low wealth, material deprivation and area deprivation;
- ii. **Fair Work and Inclusion:** Enhance access to well-paid employment and promote equality in society, communities and the workplace so that everyone has the opportunity to fulfil their potential;
- iii. **Accessibility:** Ensure appropriate and affordable access for all to facilities, services, economic opportunities and social activities;
- iv. **Productivity, Competitiveness and Innovation:** Deliver an effective and integrated transport system which facilitates the efficient and sustainable movement of people and freight to increase economic prosperity for all and support innovation;

- v. **Human Health:** Maintain, or provide opportunities to improve, human health for all demographic groups and communities across the region;
- vi. **Children and Young People:** Safeguard the rights of children and allow young people to reach their full potential; and,
- vii. **Island Communities:** Increase the economic prosperity of and address the unique challenges faced by island communities within and connected to the SPT region.

4.3 Equalities Assessment Framework

4.3.1 To enable the EqIA to inform the emerging RTS and to be undertaken in a proportionate and targeted manner, the seven Equalities Objectives defined above will be applied through an Equalities Assessment Framework, detailed in **Table 4.1** below. This Equalities Assessment Framework comprises:

- The proposed 7 Equalities Objectives (listed in **Section 4.2**); and,
- A suite of relevant Guide Questions relating to each Equalities Objective. Specific Guide Questions have been defined under each of the 7 Equalities Objectives to enable likely impacts on each protected characteristic from all emerging RTS policies and proposals to be assessed in a holistic manner. This will allow EqIA reporting to demonstrate compliance with the Public Sector Equality Duty prescribed by Section 149 of the Equalities Act 2010, as well as with other relevant statutory and policy requirements.

4.3.2 Subject to any views expressed by interested stakeholders, this Equalities Assessment Framework detailed in **Table 4.1** will be used to undertake a qualitative assessment of each substantive component of the emerging RTS, and any identified reasonable alternatives, to proportionately identify their likely effects in relation to equalities considerations. During the assessment stage of the EqIA a further suite of indicators will be developed, if required, to provide a framework for monitoring the likely significant effects of the emerging RTS on equalities considerations, taking account of all relevant statutory and policy requirements. Any such monitoring framework would also be used by SPT to monitor the effectiveness of the new RTS (e.g. to assess whether key targets are being met).

Table 4.1: SPT RTS Equalities Assessment Framework

Equalities Objective	Guide Questions – <i>Will the Emerging RTS...</i>
<p>1. Socio-economic Disadvantage: Reduce inequalities of outcome resulting from low income, low wealth, material deprivation and area deprivation.</p>	<ul style="list-style-type: none"> ▪ 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 the 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? ▪ With regard to this Equalities Objective and the associated Guide Questions, result in any likely different or disproportionate effects on persons with protected characteristics as specified in the Equality Act 2010?
<p>2. Fair Work and Inclusion: Enhance access to well-paid employment and promote equality of opportunity for all people and communities so that everyone has the opportunity to fulfil their potential.</p>	<ul style="list-style-type: none"> ▪ Promote social cohesion and integration, and help to reduce social exclusion? ▪ Support increased opportunities for education and lifelong learning? ▪ Support increased provision of higher skilled and higher value employment? ▪ Improve physical access to employment for all? ▪ With regard to this Equalities Objective and the associated Guide Questions, result in any likely different or disproportionate effects

Equalities Objective	Guide Questions – <i>Will the Emerging RTS...</i>
<p>3. Accessibility: Ensure appropriate and affordable access for all to facilities, services, economic opportunities and social activities.</p>	<p>on persons with protected characteristics as specified in the Equality Act 2010?</p> <ul style="list-style-type: none"> ▪ Reduce the need to travel? ▪ Protect and enhance access to high quality community facilities, public services, key amenities and social and cultural activities? ▪ Facilitate affordable access to social and cultural activities? ▪ Improve access using active travel and public transport options to employment opportunities? ▪ Protect and enhance the accessibility of economic opportunities and markets? ▪ Improve the accessibility and safety of the transport network? ▪ Enhance the quality and integration of public transport? ▪ Support changing demographics by providing appropriate transport facilities to meet the diverse needs of different communities? ▪ Support equal access to the transport network including physical access, information access and inter-personal interactions ▪ With regard to this Equalities Objective and the associated Guide Questions, result in any likely different or disproportionate effects on persons with protected characteristics as specified in the Equality Act 2010?
<p>4. Productivity, Competitiveness and Innovation: Deliver an effective and integrated transport system which facilitates the efficient and sustainable movement of people and freight to increase economic prosperity for all and support innovation.</p>	<ul style="list-style-type: none"> ▪ Support the delivery of sustainable and inclusive economic growth in line with the Scottish Government’s inclusive growth policy agenda? ▪ Enhance regional cohesion and capitalise on the economic strengths of the SPT region?

Equalities Objective	Guide Questions – <i>Will the Emerging RTS...</i>
	<ul style="list-style-type: none"> ▪ Promote the co-location of synergistic economic activities, industries and land uses in order to promote inclusive growth? ▪ Reduce congestion and allow for greater journey time reliability? ▪ Support the efficient and sustainable movement of freight in order to deliver enhanced prosperity for all? ▪ Facilitate transport improvements and innovations which enable all to make informed travel choices? ▪ Support the growth of Scotland's key economic sectors and sectors with high GVA generation per worker in the SPT region? ▪ 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? ▪ With regard to this Equalities Objective and the associated Guide Questions, result in any likely different or disproportionate effects on persons with protected characteristics as specified in the Equality Act 2010?
<p>5. Human Health: Maintain, or provide opportunities to improve, human health for all demographic groups and communities across the region.</p>	<ul style="list-style-type: none"> ▪ Facilitate and encourage the use of public transport and active travel? ▪ Promote the provision of safe pedestrian and cycle access links? ▪ Improve accessibility to open spaces and sports facilities for physical recreation? ▪ Enhance current levels of air quality? ▪ Decrease noise and vibration levels at sensitive locations? ▪ Reduce the likelihood of transport-related road accidents and casualties?

Equalities Objective	Guide Questions – <i>Will the Emerging RTS...</i>
	<ul style="list-style-type: none"> ▪ Improve access to healthcare facilities? ▪ 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 and reduce community severance? ▪ Reduce social isolation and loneliness, and improve mental health for all? ▪ With regard to this Equalities Objective and the associated Guide Questions, result in any likely different or disproportionate effects on persons with protected characteristics as specified in the Equality Act 2010?
<p>6. Children and Young People: Safeguard the rights of children and allow young people to reach their full potential.</p>	<ul style="list-style-type: none"> ▪ Improve access to educational and economic opportunities, public services and community facilities for young people? ▪ Result in likely impacts on children and young people, taking account of the different interests of groups of children? ▪ Support the implementation of the UNCRC and related relevant legislative requirements, including with respect to the involvement of children and young people in policy development? ▪ Take account of children’s rights when seeking to deliver its objectives? ▪ With regard to this Equalities Objective and the associated Guide Questions, result in any likely different or disproportionate effects on persons with protected characteristics as specified in the Equality Act 2010?
<p>7. Island Communities: Increase the economic prosperity of and address the unique challenges faced by island communities within and connected to the SPT region.</p>	<ul style="list-style-type: none"> ▪ Protect and increase the economic prosperity of island communities?

Equalities Objective	Guide Questions – <i>Will the Emerging RTS...</i>
	<ul style="list-style-type: none"> ▪ 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? ▪ Protect and enhance quality of life for island residents? ▪ With regard to this Equalities Objective and the associated Guide Questions, result in any likely different or disproportionate effects on persons with protected characteristics as specified in the Equality Act 2010?

4.4 EqlA Methodology

- 4.4.1 The Equalities Assessment Framework detailed in **Table 4.1** will be used to assess the likely performance and equalities impacts of the emerging RTS as it develops. The iterative approach being adopted for the EqlA means that each of the RTS consultation documents, namely the RTS Issues & Objectives Report, RTS Transport Options Report and Draft RTS, will be supported by a standalone EqlA report that will provide a proportionate assessment of likely equalities impacts from the substantive components being proposed at the time. The EqlA report and associated RTS consultation document will be consulted on in tandem, with all comments received in respect of both documents being used to inform the emerging RTS.
- 4.4.2 The EqlA reports prepared to accompany the RTS Issues & Objectives and Transport Options Reports will comprise succinct technical notes, which will provide a commentary regarding the performance and likely impacts of the proposed RTS components against the Equalities Assessment Framework. More detailed EqlA reporting will be provided to accompany the Draft RTS, where a matrix approach will be adopted to undertake and record the EqlA through assessing all substantive proposals within the Draft RTS (i.e. the RTS vision, outcomes, strategic objectives, policies and proposals/transport interventions) against each Equalities Objective. Where appropriate, GIS outputs will be used to inform the assessment of likely equalities impacts from individual proposed transport interventions.
- 4.4.3 The scoring system and definitions of impact which will be adopted in this EqlA are shown in **Table 4.2** below.

Table 4.2: Proposed Scoring System to Assess Equalities Impacts

Score	Description	Symbol
Significant (Major) Positive Effect	The proposed RTS component would contribute significantly to the achievement of the Equalities Objective.	++
Minor Positive Effect	The proposed RTS component would contribute to the achievement of the Equalities Objective but not significantly.	+
Neutral Effect	The proposed RTS component relates to but is not likely to have any effect on the achievement of the Equalities Objective	0
Minor Negative Effect	The proposed RTS component would detract from the achievement of the Equalities Objective, albeit not significantly	-
Significant (Major) Negative Effect	The proposed RTS component would detract significantly from the achievement of the Equalities Objective. Mitigation is therefore required if the component is to be included within the emerging RTS.	--
Uncertain Effect	The proposed RTS component has an uncertain relationship to the Equalities Objective or the relationship would be dependent on the way in which the aspect is managed through policy implementation. Additionally, insufficient information may be available to enable an assessment to be made.	?
No Clear Relationship	There is no clear relationship between the proposed RTS component and the achievement of the Equalities Objective, or the relationship is negligible.	~

- 4.4.4 Each EqIA report accompanying the substantive RTS consultation documents will include a commentary to:
- Justify the assessment scoring for each assessed component of the emerging RTS in relation to each of the 7 Equalities Objectives and associated Guide Questions;
 - Identify any likely different or disproportionate effects on persons with protected characteristics or those vulnerable to social exclusion or poverty; and,
 - Identify any mitigation or enhancement measures considered necessary to either avoid significant adverse effects (which would otherwise be expected to occur) or to enhance the performance of the assessed RTS component.

4.5 Uncertainties, Assumptions, Mitigation and Enhancement

- 4.5.1 The identification of any assumptions and uncertainties will be an important element of the EqIA process, as to be effective, the content of the emerging RTS needs to be unambiguous. Each EqIA report will therefore seek to identify and address any uncertainties, inconsistencies and other issues which could undermine the implementation of the emerging RTS in relation to equalities and socio-economic issues.
- 4.5.2 The integration of the EqIA into the RTS development process, rather than only undertaking EqIA retrospectively at Draft RTS stage, will allow the iterative development and implementation of recommendations to address identified uncertainties and to improve the performance and clarity of the emerging RTS. It will also help to demonstrate how the EqIA has informed the development of the emerging RTS.

5 Next Steps

5.1 Proposed Stakeholder Engagement and Consultation

- 5.1.1 A Consultation and Engagement Plan has been developed to integrate stakeholder engagement with the development of the emerging RTS itself, and to allow this engagement to inform the associated impact assessments including the EqlA. The stakeholders listed in **Appendix D** have been identified initially as representing equalities interests within the SPT region of relevance to the emerging RTS. Other relevant stakeholder groups and interested individuals are also encouraged to engage with PBA and SPT in the development of the emerging RTS.
- 5.1.2 This EqlA Scoping Document has been prepared to outline the proposed scope and approach to undertaking the EqlA of the emerging RTS in accordance with relevant legislative and policy requirements, including but not limited to the 'public sector equality duty' under section 149 of the Equality Act 2010. The report has been published for comment on SPT's dedicated RTS mini-site and issued to all identified relevant equalities stakeholder groups as listed in **Appendix D**. Comments can be provided by email to Strathclyde_RTS@peterbrett.com or by post to: Peter Brett Associates LLP, 2nd Floor, 160 West George Street, Glasgow, G2 2HG. To enable responses to inform the development of the RTS Issues & Objectives Report and the wider emerging RTS as well as the EqlA process, all comments should be provided by **Friday 15th March 2019**.
- 5.1.3 All feedback will be used to inform the EqlA of the emerging RTS, as well as the content of the emerging RTS itself. All comments are welcome, particularly those focusing on:
- ii. Whether the evidence base included in this EqlA Scoping Document (**Section 3** and **Appendices A** and **B**) identifies all relevant equalities and socio-economic issues which should be taken account of in the emerging RTS Issues & Objectives Report and the associated EqlA, or whether additional issues need to be considered;
 - iv. Is there additional relevant evidence relating to inequalities and socio-economic conditions which should be taken account of in the emerging RTS and in subsequent stages of the EqlA process? If yes, please provide further details to enable this.
 - v. Does the proposed Equalities Assessment Framework (**Section 4**) provide an appropriate basis to undertake the EqlA of the emerging RTS as it develops?

EqlA Consultation Arrangements

- 5.1.4 Each RTS consultation document will be accompanied by a standalone EqlA report which will provide an assessment of likely equalities impacts from all substantive components proposed at the time. The Equalities Assessment Framework and methodology set out in **Section 4** of this EqlA Scoping Document, amended on the basis of consultation responses where appropriate, will be used to undertake and report this assessment in a series of iterative EqlA reports.
- 5.1.5 Each RTS consultation document and associated EqlA report will be consulted on in tandem, with comments received informing the next iteration of the emerging RTS. Consultation is proposed to take place for the following periods:
- RTS Issues and Objectives Report – 12 weeks, expected Spring - Summer 2019;
 - RTS Transport Options Report – 8 weeks, expected Winter 2019; and,

- Draft RTS – 12 weeks, expected Winter 2020 – Spring 2021.
- 5.1.6 An online consultation hub will be used to facilitate consultation regarding the emerging RTS and the associated EqIA. However, comments can also be made in writing to email and postal addresses which will be confirmed prior to the consultation period commencing for the RTS Issues & Objectives Report.
- 5.1.7 All comments received in respect of the RTS consultation documents and associated EqIA reports will be reviewed and taken account of in the development of the emerging RTS and in the associated EqIA as appropriate.

Appendix A Legislative and Policy Review

A.1 Introduction

- A.1.1 This appendix supports **Section 2** by providing a detailed review of relevant statutory and policy requirements which should be addressed within the EqIA process being undertaken in respect of the emerging RTS. These requirements need to be addressed within the Equalities Assessment Framework presented in **Section 4** of this EqIA Scoping Document to underpin a legally compliant and robust assessment of likely equalities impacts from the emerging RTS.
- A.1.2 **Table A.1** below provides an overview of relevant statutory duties and other legislative requirements relating to the assessment of equalities impacts and the consideration of equalities issues in policy development, each of which is considered further in turn. The third column in **Table A.1** identifies statutory duties and requirements which must be addressed in this EqIA process to demonstrate compliance with statutory requirements directly applicable to SPT as a Regional Transport Partnership. Other duties and statutory requirements identified in the fourth column are not specifically applicable to SPT but are nonetheless of relevance (in particular due to links between SPT and constituent local authorities) and thus should also be taken account of in the EqIA.

Table A.1: Overview of Relevant Equalities Legislation

Topic	Legislation	Directly Relevant Duties and Requirements	Indirectly Relevant Duties and Requirements
Tackling Discrimination and Disadvantage	EU Directives 2000/78/EC, 2000/43/EC, 2006/54/EC (all enacted) and proposed Directive COM/2008/0426 The Equality Act 2010 as amended	<ul style="list-style-type: none"> Public Sector Equality Duty (Section 149). 	<ul style="list-style-type: none"> Public sector duty regarding socio-economic inequalities ('Fairer Scotland Duty') (Section 1).
	The Equality Act 2010 (Authorities subject to the Socio-economic Inequality Duty) (Scotland) Regulations 2018		<ul style="list-style-type: none"> Amendment of section 1 of the Equality Act 2010 (implementation of Fairer Scotland duty) (Section 2).
	The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 as amended	<ul style="list-style-type: none"> Duty to assess and review policies and practices (Regulation 5). 	
Child Rights	The United Nations Convention on the Rights of the Child (UNCRC)	<ul style="list-style-type: none"> International: Best interests of the child to be a primary consideration in relevant decisions (Article 3) 	<ul style="list-style-type: none"> Scottish Ministers: Duty of consideration of steps to secure better or further effect in Scotland of UNCRC

Topic	Legislation	Directly Relevant Duties and Requirements	Indirectly Relevant Duties and Requirements
	Children and Young People (Scotland) Act 2014	<ul style="list-style-type: none"> International: Implementation of the UNCRC (Article 4) 	<ul style="list-style-type: none"> requirements (Section 1). Public Bodies: Duty of reporting of steps taken to secure better or further effect of UNCRC requirements (Section 2).
Island Communities	The Islands (Scotland) Act 2018	<ul style="list-style-type: none"> Duty to have regard to island communities (Section 7). Duty to prepare island communities impact assessments (Section 8). 	
Environmental Effects	Environmental Assessment (Scotland) Act 2005	<ul style="list-style-type: none"> Assessment of likely significant effects on the environment, including upon 'population', 'human health' and 'material assets' (Sections 14 and 16 and Schedule 3). 	

A.2 Tackling Discrimination and Disadvantage

Public Sector Equality Duty

- A.2.1 Statutory requirements to avoid discrimination and to assess the likely equalities impacts of emerging policies, programmes and projects are largely derived from the Equalities Act 2010 as amended. This legislation was originally enacted by the UK Parliament to consolidate previous anti-discrimination legislation and to implement the four major European Union (EU) Equal Treatment Directives², and it has subsequently been amended to address wider socio-economic equalities.
- A.2.2 Section 149 of the Equality Act 2010 sets out a 'public sector equality duty'. 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;*

² EU Directives 2000/78/EC, 2000/43/EC, 2006/54/EC (all enacted) and proposed Directive COM/2008/0426 final - CNS 2008/0140

C. *Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.*"

A.2.3 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; and,
- Sexual orientation.

Fairer Scotland Duty

A.2.4 Section 1 of the Equalities Act 2010 sets out a 'public sector duty regarding socio-economic inequalities'. This duty, known as the Fairer Scotland duty, came into force in April 2018 and only applies in Scotland, as the power to implement it was devolved to the Scottish Ministers under the Scotland Act 2016.

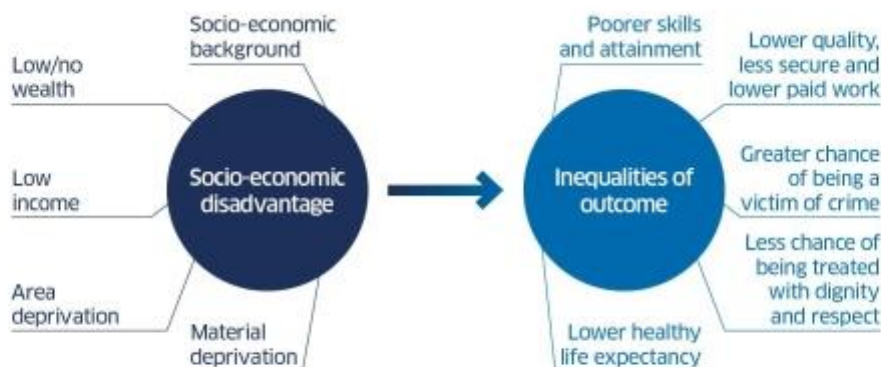
A.2.5 The Fairer Scotland duty places a legal responsibility on particular public bodies to actively consider how they can reduce inequalities of outcome caused by socioeconomic disadvantage. SPT is not listed in the Equality Act 2010 (Authorities subject to the Socio-economic Inequality Duty) (Scotland) Regulations 2018 as a public body to which the Fairer Scotland duty statutorily applies. However, the duty is still considered to be of indirect relevance as:

- The development of the emerging RTS is likely to contribute to and impact on efforts to reduce the inequalities of outcome which result from socio-economic disadvantage. As transport is a critical enabler of socio-economic activity and opportunities, the emerging RTS and this EqIA process should also directly respond to the Scottish Government's inclusive growth policy agenda;
- The development of the emerging RTS constitutes the making of decisions of a strategic nature by SPT regarding their functions, such that if SPT was listed in the above regulations the Fairer Scotland duty would apply. This is the case as SPT is required under the Transport (Scotland) Act 2005 to prepare and implement a RTS for their area; and,
- The emerging RTS is likely to affect strategic decisions made by constituent local authorities and NHS Health Boards, which are listed in the above regulations as being subject to the Fairer Scotland duty. Voluntary consideration by SPT of the Fairer Scotland Duty in this EqIA process will therefore assist with the implementation of the Duty by other public bodies.

A.2.6 To satisfy the Fairer Scotland Duty, public bodies must actively consider, at an appropriate level, what more they can do to reduce the inequalities of outcome caused by socioeconomic disadvantage, in any strategic decision-making or policy development context, and publish a

written assessment, showing how they have done this. Interim guidance published in March 2018 by the Scottish Government to support the implementation of the Fairer Scotland Duty by public bodies identifies the relationship between socio-economic disadvantage and inequalities of outcome, as summarised in **Figure A.1** below.

Figure A.1: Components of the Fairer Scotland Duty



A.2.7 The Fairer Scotland Duty - Interim Guidance for Public Bodies (Scottish Government, 2018) makes clear that public bodies should discharge this duty by considering how their strategic decisions impact on and could help to address socio-economic disadvantage, which is defined as low income, low wealth, material deprivation and area deprivation. The guidance identifies a need to consider both 'communities of place', in terms of places and geographical communities which are impacted by socio-economic disadvantage, and 'communities of interest' in terms of people who share an experience and are particularly impacted by socio-economic disadvantage.

A.2.8 Demographic groups who share one or more of the protected characteristics listed in Section 4 of the Equality Act 2010 (see above) can be considered 'communities of interest', meaning there is a direct link between the Fairer Scotland Duty and the public sector equality duty. To demonstrate legal compliance, an EqIA should therefore assess the likely impacts of new or revised policies, practices or services against the requirements of both duties. In doing so, there is also a need to demonstrate compliance with other relevant statutory provisions, as detailed below.

A.3 Child Rights

A.3.1 The Children and Young People (Scotland) Act 2014 seeks to reflect in domestic law the role of the United Nations Convention on the Rights of the Child (UNCRC) in influencing the design and delivery of policies and services by placing duties on the Scottish Ministers and the wider public sector. Whilst the specific child rights impact assessment and reporting requirements under sections 1 and 2 of the Children and Young People (Scotland) Act 2014³ do not statutorily apply to SPT as a Regional Transport Partnership, this legislation does apply to constituent local authorities and NHS Health Boards within the SPT region. Articles 3 and 4 of the UNCRC

³ Section 1 of the Act sets out a duty for the Scottish Ministers to consider whether existing and emerging legislation, policy and guidance have a direct or indirect impact on children and young people, and to assess what further action is required to ensure compliance with the UNCRC. Section 2 of the Act sets out related duties for prescribed public authorities (not including SPT) to report every 3 years on what steps they have taken to further the implementation of UNCRC requirements.

also apply to both SPT and constituent local authorities. It is therefore considered appropriate to include an assessment of likely impacts on young people and child rights from the emerging RTS within this EqlA process.

- A.3.2 To assist with the implementation of impact assessment duties under the Children and Young People (Scotland) Act 2014, in 2015 the Scottish Government published *When and how to best use the CRWIA: Guidance for Scottish Government Officials* ('the Scottish Government CRWIA guidance'). This recommends that a multi-stage Child Rights and Wellbeing Impact Assessment (CRWIA) process should be used to identify, research, analyse and record the anticipated impact of emerging legislation and policy on children's human rights and wellbeing. The guidance confirms that CRWIA can be undertaken as part of a joint impact assessment for example alongside an EqlA, providing that differential impacts on children and young people are assessed and clearly reported.

A.4 Island Communities

- A.4.1 The Islands (Scotland) Act 2018 provides a legal basis for greater decision making at a local level within Scottish Islands and seeks to increase economic prosperity for island communities. This is to be achieved through 'island proofing' legislation, policy and strategic decisions by taking account of the special circumstances of island communities and ensuring no disadvantage to people living and working on islands (as defined by Section 1 of the Act).
- A.4.2 Section 7 of the Act sets out a specific duty for relevant public bodies (including Regional Transport Partnerships) to "*have regard to island communities*" in carrying out their functions. A related duty in Section 8 of the Act requires relevant public bodies to undertake an island communities impact assessment "*in relation to a policy, strategy, or service which, in the authority's opinion, is likely to have an effect on an island community which is significantly different from its effect on other communities (including other island communities) in the area in which the authority exercises its functions*".

A.5 Environmental Effects

- A.5.1 The Environmental Assessment (Scotland) Act 2005 requires 'responsible authorities', including Regional Transport Partnerships, to assess the likely significant effects on the environment of implementing relevant plans, programmes or strategies (as defined within the Act). This assessment must also examine the likely significant effects of implementing reasonable alternatives to the plan, programme or strategy under consideration. The assessment is carried out by following a staged process of reporting known as Strategic Environmental Assessment (SEA).
- A.5.2 Section 14 and Schedule 3 of the Environmental Assessment (Scotland) Act 2005 require the likely significant environmental effects of an emerging plan, programme or strategy to be assessed and reported, including in terms of any likely significant effects on 'population', 'human health' and 'material assets'. The inclusion of these environmental topics within the Act establishes a link between SEA and an EqlA undertaken to demonstrate compliance with the Equalities Act 2010 (including the Fairer Scotland and public-sector equality duties), although separate reporting is needed to satisfy each legislative requirement.
- A.5.3 PBA has been commissioned by SPT to undertake a SEA of the emerging RTS and to date has submitted a **SEA Scoping Report** to the SEA Consultation Authorities⁴ via the Scottish Government's SEA Gateway in accordance with Section 15 of the Environmental Assessment (Scotland) Act 2005. This set out the proposed scope, level of detail and consultation arrangements for a series of Environmental Reports (ER) which will be prepared to "*identify,*

⁴ Scottish Natural Heritage, Scottish Environment Protection Agency and Historic Environment Scotland

describe and evaluate the likely significant effects on the environment of implementing” the emerging RTS and its reasonable alternatives.

- A.5.4 As with the EqIA, the SEA will be undertaken through the application of an assessment framework (‘the SEA Framework’) to test the likely significant effects of emerging RTS components. The Equalities Assessment Framework set out in **Section 4** of this EqIA Scoping Document and the SEA Framework set out in Section 4 of the SEA Scoping Report have been developed in tandem to ensure close alignment and to allow the findings of each assessment to inform the other, without resulting in assessment duplication.

A.6 Inclusive Growth Policy Agenda

- A.6.1 In addition to demonstrating compliance with statutory requirements, the emerging RTS and its EqIA must address relevant national policy requirements. These are most clearly set out within Scotland’s Economic Strategy (Scottish Government, March 2015), which outlines the approach of the current Scottish Government to delivering its stated purpose of “*creating a more successful country, with opportunities for all of Scotland to flourish, through increasing sustainable economic growth*”. Scotland’s Economic Strategy (2015) identifies four priorities to achieve sustainable economic growth, namely:

- Investing in people and infrastructure in a sustainable way;
- Fostering a culture of innovation and research and development;
- Promoting inclusive growth and creating opportunity through a fair and inclusive jobs market and regional cohesion; and,
- Promoting Scotland on the international stage to boost our trade and investment, influence and networks.

- A.6.2 The third of these priorities has since been adopted by the Scottish Government as the overarching ‘inclusive growth’ policy agenda, drawing upon the findings of the RSA Inclusive Growth Commission Final Report (2017). Inclusive growth extends beyond traditional conceptualisations of economic growth to focus on “*enabling as many people as possible to contribute to and benefit from growth*” (RSA, 2017, 6). It is concerned with both social dimensions of growth, in terms of benefiting people across the labour market spectrum by way of more and better-quality jobs, and through a place-based dimension which addresses inequalities in economic geography.

- A.6.3 The inclusive growth priority within Scotland’s Economic Strategy (2015) sets out national policies and commitments regarding:

- Promoting Fair Work and Good Quality Jobs - creating the right environment for more inclusive employment opportunities to flourish through supporting investment, innovation, internationalisation and fairer work, and by encouraging competitiveness and more responsible business behaviour;
- Promoting equality and tackling inequality - promoting equality in the workplace and tackling inequality in the labour market so that everyone has the opportunity to fulfil their potential. This includes taking action to reduce inequalities in wealth and health so that no one is held back from finding fulfilling employment; and,
- Place and regional cohesion – considering the dynamics of Scotland’s cities, wider regions and rural areas to ensure that success and opportunity is shared across the whole of Scotland.

- A.6.4 The prioritisation of inclusive growth has prompted the Scottish Government to consider a more holistic approach to economic development, requiring a sharper focus on actions that support and maximise regional and local economic development opportunities. This is reflected within the Scottish Government’s Enterprise and Skills Review, which in the Phase 2 Report on Regional Partnerships identifies a need for stronger regional economic and transport policies and governance in order to capitalise on regionally distinct opportunities for economic growth.
- A.6.5 These national policy priorities are addressed at the regional level within the Glasgow City Region Economic Strategy and Action Plan 2017 – 2035, which sets out an overarching vision to create “*a strong, inclusive, competitive and outward-looking economy, sustaining growth and prosperity with every person and business reaching their full potential*”. This vision is to be delivered through the achievement of 11 objectives relating to the socio-economic performance of the Glasgow City Region.
- A.6.6 To support the mainstreaming of the inclusive growth policy agenda, the Scottish Government has developed the Inclusive Growth Diagnostic Tool (June 2018) through an approach that has been pioneered by North Ayrshire Council. This uses local authority data and readily available indicators to consider the implications of emerging policies and decisions for delivering inclusive growth, with the aims of:
- Driving competitiveness and raising productivity through investment, innovation, internationalisation and fairer work;
 - Tackling inequalities and barriers that prevent individuals from participating in the economy in areas such as skills, health, social capital, networks, access to services and opportunities;
 - Promoting more equal growth and opportunity across cities, towns, regions and rural areas, embracing joint working with local actors and ensuring sustainable communities; and,
 - Taking an evidence-based approach, ensuring that priorities, planning, programmes and policies are focused on making the greatest impact at national, regional and local levels.
- A.6.7 The inclusive growth policy agenda is also being implemented through the Fairer Scotland duty under Section 1 of the Equalities Act 2010 (see above). This means there is now a direct link between any EqlA undertaken to demonstrate compliance with statutory requirements and national policy relating to the pursuit of inclusive growth.

Appendix B Baseline Review

B.1 Introduction

B.1.1 This appendix support **Section 3** by providing a review of pertinent socio-economic conditions relating to transport within the SPT region. This evidence is provided to allow for the identification of key equalities issues (**Section 3.1**) and to support the development of a related Equalities Assessment Framework (**Section 4**) to underpin the EqIA process being undertaken in respect of the emerging RTS.

Scope of Analysis

B.1.2 To remain proportionate a thematic approach has been adopted and at this initial stage only a high-level baseline review has been undertaken. This will be supplemented by more detailed baseline analysis and extensive stakeholder engagement during the development of the emerging RTS. The high level baseline review presented below focuses on the following themes of relevance to transport and to the statutory and policy requirements identified in **Section 2**:

- Demographics;
- Income and Wealth;
- Employment and Earnings;
- Education and Public Services;
- Health;
- Infrastructure and Connectivity; and,
- Security and Safety.

B.1.3 These cross-cutting themes cover a range of topics which relate to, interact with or are impacted by transport and thus require to be considered in the emerging RTS. For each of these themes, relevant headline trends, geographic variations and socio-economic differences are identified, (both between the SPT region and Scotland and within the SPT region), which allows key equalities issues to be identified. Except in relation to demographics (where protected characteristics are inherently taken account of and cannot be separated out), a dedicated subsection is included under each theme to consider impacts from transport on persons with protected characteristics as defined by the Equality Act 2010, namely in relation to:

- Age;
- Disability;
- Gender reassignment;
- Marriage and civil partnership;
- Pregnancy and maternity;
- Race;
- Religion or belief;

- Sex; and,
- Sexual orientation.

Limitations

- B.1.4 The high level baseline review presented below utilises the latest available datasets applicable to the SPT region and to constituent local authorities to provide an overview of current socio-economic conditions. More detailed baseline analysis will be undertaken to inform the development of the emerging RTS (in particular the RTS Issues and Objectives Report), with this analysis likely to focus on specific corridors and settlements within the SPT region⁵. Different datasets may therefore need to be used in subsequent baseline analysis, such that any differences in baseline results compared with the data presented below are likely to be attributable to differences in the geographical unit of analysis or to temporal differences in the publication of relevant data.
- B.1.5 The reporting of current relationships between transport and individual protected characteristics is constrained by the availability of relevant baseline data. However, relevant trends and statistics regarding the protected characteristics are reported where possible. Unless stated otherwise, baseline data presented in relation to protected characteristics is given at the national level only, reflecting the absence of regionally specific data regarding socio-economic conditions experienced by persons with protected characteristics. Owing to the large proportion of the national population who reside within the SPT region, it is reasonable to consider national level trends in relation to socio-economic impacts and outcomes for people with protected characteristics as a proxy for regional trends. Importantly, the limited availability of relevant national and regionally specific baseline data will not restrict the future consideration of likely impacts from the emerging RTS on persons with protected characteristics; all such impacts will be assessed within iterative EqIA Reports which will accompany the substantive RTS consultation documents. The Equalities Assessment Framework detailed in **Section 4** includes specific Guide Questions to enable likely impacts on each protected characteristic from all emerging RTS policies and proposals to be assessed.
- B.1.6 It should also be noted that one of the key datasets relating to socio-economic and equalities issues, the Annual Population Survey, does not report below the local authority level. This presents a difficulty as the SPT region comprises 11 full local authorities and two council wards (Helensburgh and Lomond) within the Argyll and Bute Council area, meaning that for some indicators it is necessary to either include or exclude the Argyll and Bute Council area in full.

B.2 Demographics

Overview

- B.2.1 The latest available mid-year annual population estimates from National Records of Scotland (2018) indicate that in 2017 the SPT region has a resident population of 2,215,120 people, representing over 40% of Scotland's total population. Within the region there are multiple densely populated urban areas, most significantly Glasgow with an estimated population of 621,020 within the City Council area and 1,827,240⁶ within the wider metropolitan area. The Clydeplan Strategic Development Plan (SDP), which covers a large part of the SPT region excluding Ayrshire, identifies a network of strategic centres containing high population densities and associated economic activity. Other settlements outwith the Clydeplan SDP area but within

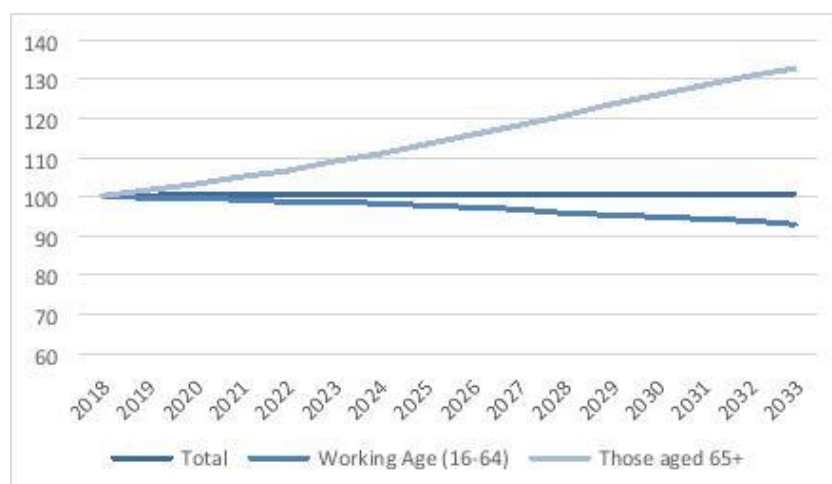
⁵ Further baseline analysis is therefore likely to adopt a 'bottom up' approach and be focused on assemblages of 2011 Census data zones, rather than using more recent datasets only available at higher spatial scales.

⁶ The Glasgow metropolitan area is designated as the Glasgow City Region, comprising the local authorities East Dunbartonshire; East Renfrewshire; Glasgow City; Inverclyde; North Lanarkshire; Renfrewshire; South Lanarkshire; and West Dunbartonshire.

the SPT region, including Ayr and Kilmarnock, also have relatively high population densities and resident populations exceeding 45,000.

- B.2.2 In terms of overall population trends and projections, data from the Annual Population Survey indicates that the population of the SPT region increased by 3.56% between 2007 and 2017⁷, although at a slower rate of growth than for Scotland as a whole (4.9%). This disparity is predicted to accelerate: by 2033 the population of the SPT region is projected to grow 0.7%, compared to 3.4% growth nationwide and a 5.2% growth in areas of Scotland outside of the SPT region⁸. This is due to several of Scotland’s fastest growing cities, including Inverness, Perth, and Edinburgh, all being located outwith the region. At the local authority level, several local authorities within the SPT region are projected to experience a decrease in population over the next fifteen years. The largest projected declines are in Inverclyde (-7.7%); North Ayrshire (-4.9%); and West Dunbartonshire (-4.1%), whereas in contrast the population of East Renfrewshire is projected to increase by 7.7% by 2033⁹.
- B.2.3 As with Scotland overall, the population of the SPT region is expected to experience significant ageing. The resident population above the age of 65 within the region is projected to grow by 32.6% over the next 15 years, consistent with the nationwide increase of 32.3% over the same period¹⁰. In tandem, both the SPT region and Scotland as a whole are expected to experience a decline in the working age (16-64) population, although based on current projections the working age population of the SPT region will decline at a rate twice as fast as the Scottish average (7% and 3.5% respectively).
- B.2.4 **Figure B.1** below illustrates the projected divergence in age structure within the SPT region up to 2033. In 2018 those aged over 65 account for 18% of the population, which is projected to increase to 24% by 2033, whilst the working age (16-64) population is projected to decline from 65% of the current total population to 60% in 2033.

Figure B.1: SPT Region Population Projections



Source: Regional Planning Service, Experian, 2018

⁷ Annual Population Survey, 2017.

⁸ Experian Population Projections, 2018.

⁹ Regional Planning Service, Experian, 2018.

¹⁰ Regional Planning Service, Experian, 2018.

Geographical Variation

- B.2.5 The SPT region covers both rural and urban geographies, although the vast majority (82.5%) of the population lives within the Glasgow metropolitan area. The SPT region is more urban than Scotland as a whole, where 70.9% of the population live in urban areas¹¹. Rural and remoter areas within the SPT region with lower populations are predominantly located north and south of the Glasgow metropolitan area in Argyll & Bute and Loch Lomond and Ayrshire respectively. This includes small island communities on Arran, Bute and Cumbrae.

Socio-economic Differences

- B.2.6 The Scottish Index of Multiple Deprivation (SIMD) is a relative measure of deprivation across small areas in Scotland. It looks at multiple deprivation based on employment, education, health, access to services, crime, and housing in addition to income. Each of these determinants of deprivations is also considered separately below in relation to relevant themes. **Table B.1** below indicates the percentage of the resident population in each local authority area within the SPT region that is in the 20% most and least deprived quintiles of Scotland's total population. The spatial distribution of data zones which fall within the most deprived quintile is shown in **Figure C.1**.

Table B.1: Percentage of Area in SIMD Quintile

Local Authority	20% Most Deprived Quintile	20% Least Deprived Quintile
East Ayrshire	33%	11%
East Dunbartonshire	5%	53%
East Renfrewshire	7%	60%
Glasgow	48%	9%
Inverclyde	44%	13%
North Ayrshire	38%	10%
North Lanarkshire	32%	9%
Renfrewshire	27%	19%
South Ayrshire	18%	21%
South Lanarkshire	21%	14%
West Dunbartonshire	40%	4%
Helensburgh and Lomond ¹²	0%	32%
SPT Region	33%	16%

Source: Scottish Index of Multiple Deprivation, 2016.

¹¹ National Records of Scotland, *Small Area Population Estimates, mid-2017*, 2018. Available at: <https://www.nrscotland.gov.uk/news/2018/small-area-population-estimates-mid-2017>

¹² These are the two Argyll and Bute council wards within the SPT region. Owing to their localised nature they are not directly comparable with the eleven other full local authorities within the SPT region, as Helensburgh and Lomond contain 25 data zones whereas the other local authorities contain an average of 258 data zones each.

- B.2.7 **Table B.1** suggests that as a whole, the SPT region is disproportionately deprived, with 33% of the region’s population living within Scotland’s 20% most deprived areas and 16% of the region’s population living within the 20% least deprived areas. However, there are considerable differences between the level of multiple deprivation found within local authorities in the SPT region. Further consideration of the reasons for and implications of this for the emerging RTS is provided below in relation to relevant individual themes and indicators.
- B.2.8 The SPT region is more ethnically diverse than Scotland as a whole. **Table B.2** below indicates the proportion of the total resident population within the region who self-identify by various ethnic groups.

Table B.2: Population by Ethnicity¹³

Ethnicity	SPT Region	Scotland
African	0.60%	0.28%
Any Mixed or Multiple Ethnic Groups	0.16%	0.17%
Asian, Asian Scottish or Asian British	3.2%	1.4%
Caribbean or Black	0.15%	0.1%
Other Ethnic Group	0.85%	0.48%
White	94.19%	97.50%

Source: Annual Population Survey, 2018.

Key Issues and Priorities

- B.2.9 Based on the above initial, high-level baseline review it is clear that the emerging RTS and the associated EqIA should address the following pertinent demographic issues:
- **Population Growth:** Whilst the overall population of the SPT region is projected to grow by 2033, the rate of growth is expected to be slower than across Scotland overall and several constituent local authorities are expected to experience significant population declines. To deliver sustainable and inclusive economic growth within the SPT region there is a need to accelerate and support more geographically widespread population growth. As transport affects access to services, amenities, economic opportunities and social activities, it must play a key role in facilitating balanced population growth;
 - **Population Ageing:** The SPT region is expected to experience significant population ageing, and at a faster rate than for Scotland overall. The changing age structure cannot easily be altered (without substantial in-migration of young working age people) and will have wide-ranging implications for public policy, demand and provision of public services, labour market characteristics and tax revenues. Population ageing will also have substantial transport impacts due to changes in connectivity and accessibility needs; and,
 - **Multiple Deprivation:** The SPT region is disproportionately deprived and, whilst there are geographical variations within the region, a large section of the resident population lives within Scotland’s most deprived areas. To deliver sustainable and inclusive economic growth within the SPT region there is a need to tackle all aspects which contribute to multiple deprivation and to reduce the percentage of the resident population living within deprived areas.

¹³ Figures may not sum due to rounding and exclusion of refused and don’t knows.

B.3 Income and Wealth

Overview

- B.3.1 Income is viewed as the principal measure of poverty in the United Kingdom and is recognised as a key determinant of health, social, and economic outcomes, as it determines a person's ability to engage in and benefit from a range of socio-economic activities. The poverty rate is defined as the proportion of households with an equivalent income of less than 60% of the UK median. Nearly one-fifth (19%) of households in Scotland live in relative poverty after housing costs.¹⁴
- B.3.2 Data is not published on poverty at a subnational level on a regular basis. However, the End Child Poverty Campaign publishes annual estimates of the proportion of children living in poverty in individual local authorities. Based on this data, it is estimated that 26.21% of children within the SPT region live in poverty. As this is higher than the national rate of 24%, it can be assumed that the total poverty rate across the total resident population is also higher within the SPT region than across Scotland as a whole.¹⁵ This correlates with the data presented above regarding the proportion of the resident population within the SPT region living within Scotland's most deprived areas.
- B.3.3 The SIMD income domain is a measure of the proportion of people defined as income deprived¹⁶. This is a combined count of claimants on the following benefits:
- Adults and Children in Income Support (IS) or Income-based Employment and Support Allowance Households;
 - Adults and Children in Job Seekers Allowance (JSA) households;
 - Adults in Guarantee Pension Credit Households; and,
 - Adults and Children in Tax Credit Households on low incomes.
- B.3.4 The SPT region, including Helensburgh and Lomond, constitutes 41% of all data zones used to calculate the SIMD (2870 of 6976).¹⁷ This region is overrepresented in the most income deprived quintile, making up 66% of data zones¹⁸, and underrepresented in the least income deprived quintile, making up just 30% of data zones.
- B.3.5 A focus on income entirely however can obscure underlying inequalities of wealth, and the Scottish Government's Fairer Scotland Duty – Interim Guidance calls for a wider approach to wealth and asset provision to be adopted when undertaking impact assessments. This is because an individual's disposable income is directly related to their wealth. Possessing desired assets will reduce the proportion of income spent on acquiring these. For example, owning a home outright will reduce an individual's rent or mortgage (re)payments. Income inequality measures therefore have a tendency to under-report existing economic inequalities.
- B.3.6 At the national level, the wealthiest decile of the Scottish population own 67% of all financial wealth; 54% of all private pension value; 43% of all property wealth; and 34% of all physical

¹⁴ Family Resources Survey 2012-17, 2018.

¹⁵ Scottish Government, *Poverty in Scotland*, 2018. Available at: <https://news.gov.scot/news/poverty-in-scotland-2>

¹⁶ Scottish Government, *Data sources & suitability - SIMD 2012 Income Domain*, 2013. Available at: <https://www.gov.scot/Topics/Statistics/SIMD/DataSourcesSuit/SIMD2012IncomeDomain>

¹⁷ Scottish Government, *SIMD16 ranks and domain ranks*. Available at: <https://www.gov.scot/Topics/Statistics/SIMD>

¹⁸ The most income deprived quintile is the lowest 20% data zones ranked by income.

wealth¹⁹. This indicates that 43% of all wealth in Scotland is owned by 10% of the population. In contrast, the least wealthy 50% of Scotland's total population own just 9% of all total wealth.

Geographical Variation

- B.3.7 The geographic distribution of income across the SPT region is shown in **Figure C.2** in **Appendix C**. This indicates that low income is heavily concentrated within urban areas, particularly around Glasgow. Glasgow accounts for 40% of the areas in the most income deprived quintile nationally.
- B.3.8 As paid work is the primary source of income for the majority of the population, geographic distribution of income is highly related to the geographic distribution of well-paid work. This is discussed in **Section B.4** below.

Socio-economic Differences

- B.3.9 Demographic groups with protected characteristics are more likely to be impacted by the socio-economic differences. The disproportionate access to wealth and income experienced across the nine protected characteristics outlined in the Equality Act is discussed below.
- B.3.10 Unless stated otherwise, the figures listed below are national rates. This is a result of a lack of data at a sub-national level. Given the large proportion of the national population contained within the SPT Region, it is reasonable to assume that such trends are replicated at the regional level. Where there exists insufficient data to comment on national trends this is stated.²⁰

Age

- B.3.11 Pensioners experience a lower poverty rate than all other age groups, however they are the only age group for whom the poverty rate in Scotland is above the national average²¹.
- B.3.12 Pensioners as an age group are disproportionately wealthy. Pension wealth was the largest component of wealth in 2012/14, constituting 48% of all net private wealth²². Of the wealthiest 10% of households in Scotland, 76% is headed by an adult aged 55 or over. Only 3% of these households have a head of household aged 16-44.

Disability

- B.3.13 Individuals who live in households with a disabled person are also more likely to experience income poverty. **Table B.3** shows that households with a disabled person are 7% more likely to be in relative poverty after housing costs.

¹⁹ Scottish Government, *Wealth and Assets in Scotland, 2006-2014*, 2017.

²⁰ For a discussion of the evidence gaps in equalities data, see: EHRC, *Is Scotland Fairer?*, 2018. Available at: <https://www.equalityhumanrights.com/en/publication-download/scotland-fairer-2018>

²¹ Social Metrics Commission, *A new measure of poverty for the UK*, 2018. p.92. Available at: <https://socialmetricscommission.org.uk/>

²² Scottish Government, *Wealth and Assets in Scotland, 2006-2014*, 2017. Available at: <https://www.gov.scot/publications/wealth-assets-scotland-2006-2014/>

Table B.3: People in Poverty with/without Disabled Person in Household

Household Composition	After Housing Costs Poverty Rate
Live in household with a disabled person	24%
Live in household without a disabled person	17%

Source: Households Below Average Income 2014/15-2016/17, DWP.

- B.3.14 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 not²³. This finding is reinforced by UK-wide data from the Life Opportunities Survey presented in **Table B.4** 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.

Table B.4: People in Households with Difficulty in Making Ends Meet

Disability		Rate
All		32.1%
Not disabled		28.1%
Disabled	All	42.4%
	Vision	39.9%
	Hearing	32.2%
	Mobility	40.2%
	Dexterity	46.8%
	Learning or intellectual	57.2%
	Memory	52.3%
	Mental health condition	67.3%
	Breathing	50.9%
	Behavioural	68.1%
	Other	45.8%

Source: Life Opportunities Survey. 2012-14

Gender Reassignment

- B.3.15 Insufficient baseline data is available to consider any potential relationship between gender reassignment, income and wealth.

²³ Scottish Government, *The Position of Scotland's Equality Groups. Revisiting Resilience in 2011*, 2011.

Marriage and Civil Partnership

B.3.16 Insufficient baseline data is available to consider any potential relationship between marriage and civil partnership and income and wealth. However, preliminary figures indicate an inverse relationship. Single adult households account for around 60% of low wealth households but make up only a 40% of the total population²⁴. Nearly two thirds of single parent households and over half of single working age households were categorised as low wealth households in 2012/14²⁵.

Pregnancy and Maternity

B.3.17 Lone parents, the vast majority of whom are women, are almost three times (2.8x) more likely to suffer relative poverty after housing costs. **Table B.5** below indicates that 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 OECD²⁶. The high deposits required make affordable provision difficult for mothers on low incomes. Poor availability of childcare necessitates many lone-parents working part-time.

Table B.5: UK Relative Child Poverty Rates by Adults in Household, 2014-16

Number of Adults in Household	Before Housing Costs	After Housing Costs
One	38.4%	41.8%
Two	12.7%	14.9%
Total	18%	20.4%

Source: Children in Families with Limited Resources, 2017.

Race

B.3.18 Ethnic minorities also face a disproportionately higher rate of relative poverty. **Table B.6** below compares the poverty rates for individuals of various ethnic backgrounds. 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.

²⁴ Scottish Government, *Wealth and Assets in Scotland, 2006-2014*, 2017. p.31.

²⁵ Scottish Government, *Wealth and Assets in Scotland, 2006-2014*, 2017. p.2.

²⁶ Institute for Public Policy Research, *Making the case for universal childcare*, 2011. p.5

Table B.6: UK Relative Poverty Rate by Ethnic Group

Ethnic Group	Before Housing Costs (%)	After Housing Costs (%)
All individuals	16	19
White - British	15	18
White - Other	17	25
Asian	28	33
Mixed, Black, and Other ethnicity	32	39

Source: Family Resources Survey 2012-17, 2018.

Religion or Belief

- B.3.19 People who are Roman Catholic (23%) or Muslim (18%) are more likely to live in Scotland's 15% most deprived areas when compared to other religious groups and those with no religion²⁷.
- B.3.20 Muslims are also more likely than all other faith groups (including those with no religion) to be living in relative poverty both before and after housing costs²⁸.
- B.3.21 People whose religion is Church of Scotland have a lower relative poverty rate after housing costs (14%) than found across Scotland as a whole (19%)²⁹.
- B.3.22 Insufficient baseline data is available to consider further any potential relationship between religion or belief and income and wealth.

Sex

- B.3.23 According to Poverty and Income Inequality in Scotland 2014-17 (Scottish Government, 2018), women are more likely to suffer severe material deprivation (15.5%) than men (12.6%)³⁰. Disparities in income by gender are closely related to gender discrimination faced at work, which is discussed in **Section B.4** below. The same publication also reports that women aged 34 and under; lone parents (the majority of whom are women); households with children; and people with at least one support need are considered at greatest risk of homelessness³¹.
- B.3.24 Disparities in income by gender are closely related to gender discrimination faced at work, which is discussed in **Section B.4** below.

²⁷ Scottish Government, *Poverty and Income Inequality in Scotland 2014-17*, 2018.

²⁸ Scottish Government, *Poverty and Income Inequality in Scotland 2014-17*, 2018. Available at: <https://www.gov.scot/publications/poverty-income-inequality-scotland-2014-17/>

²⁹ Scottish Government, *Overview of Equality Results from 2011 Census Release 2*, 2014. Available at: <https://www2.gov.scot/Publications/2014/03/7340>

³⁰ EHRC, *Is Scotland Fairer?*, 2018. p.49.

³¹ Scottish Government, *Homelessness in Scotland 2016-17*, 2017. p.11. Available at: <https://www.gov.scot/publications/homelessness-scotland-2016-17/>

Sexual Orientation

B.3.25 Insufficient baseline data is available to consider any potential relationship between sexual orientation and income and wealth.

Key Issues and Priorities

B.3.26 Based on the above initial, high-level baseline review it is clear that the emerging RTS and the associated EqIA should address the following pertinent issues related to income, wealth and poverty:

- **Overall Child and Adult Poverty:** The rate of child poverty within the SPT region is higher than for Scotland as whole, with total income poverty also likely to be higher. To deliver sustainable and inclusive economic growth within the SPT region there is a need to reduce both child and total poverty levels and to enhance economic prosperity for all; and,
- **Structural Socio-economic Disadvantages:** National trends, which are likely to apply within the SPT region, illustrate income poverty disproportionately impacts groups who face existing structural disadvantages, including disabled people, women and specific ethnic groups.

B.4 Employment and Earnings

Overview

Economic Activity

B.4.1 The latest available data from the Annual Population Survey (2018) indicates that, across the SPT region as a whole, 71.1% of the working age (16-64) population is in employment³². This is 3.2% below the figure for Scotland as a whole. The rate of those over 16 who are self-employed (7.7%) is also less than the national rate (8.2%). This suggests a higher level of unemployment in the SPT region, which is reinforced by a higher benefit claimant count rate (3.2%) than the national average (2.6%)³³.

B.4.2 Close to three-quarters (74.8%) of the working age population of the SPT region are economically active³⁴. Consistent with employment trends discussed above, this rate is below the national average (77.6%). Indeed, the SIMD Employment Domain (2016), which combines counts of claimants on unemployment and incapacity benefits, indicates that 31.9% of the SPT region is within the *most* employment deprived quintile of Scottish data zones. Correlated with this, nearly two-thirds (65.5%) of all Scottish data zones in this lowest quintile are located within the SPT region. However, it should also be recognised 13.6% of all data zones within the SPT region are actually within the *least* employment deprived quintile of Scotland's data zones. This suggests a relatively polarised labour market, with relatively large areas of high and low employment deprivation within the SPT region.

Employment Sectors

B.4.3 **Table B.7** below shows that within the SPT region the largest industries in terms of employment are Wholesale, retail and repairs (21%); Administrative and support service activities (12%); Education, human health and social work activities (11%); and Manufacturing (10%). Note

³² Annual Population Survey, 2018.

³³ Benefit claimant counts are often used as a proxy for unemployment rates. They have a tendency to underestimate the true rate due to non-claimants.

³⁴ Annual Population Survey, 2018.

however, the proportionally smaller primary industries sector reflecting the geographic distribution of natural resources outside of the SPT region.

Table B.7: Employment by SIC Major Group

Industry	SPT	Scotland
Manufacturing	10%	10%
Primary Industries	2%	4%
Construction	8%	7%
Wholesale, retail and repairs	21%	20%
Transport and storage	6%	6%
Accommodation and food services	9%	10%
Information and communication	3%	3%
Real estate activities	2%	2%
Professional, scientific and technical activities	9%	9%
Administrative and support service activities	12%	9%
Education, human health and social work activities	11%	12%
Arts, entertainment and recreation	4%	4%
Other service activities	3%	3%

Source: Scottish Annual Business Survey, 2016

- B.4.4 These employment figures should be contextualised within the contribution of each sector to overall Gross Value Added (GVA) in the SPT region. As shown in **Table B.8** below, data from Scottish Annual Business Statistics (2016) indicates that primary industries, manufacturing, and transport and storage contribute the most GVA per worker in the SPT region. The arts, entertainment and recreation sector is recorded as a negative due to how public sector bodies are dealt with in accounting conventions, whilst income received by broadcasters and heritage bodies as grant-in-aid is also accounted negatively in GVA transactions. **Table B.8** therefore presents average GVA per head figure including and excluding the arts, entertainment and recreation sector for comparative purposes³⁵.

Table B.8: GVA Per Worker Per Industry

Industry	SPT	Scotland
Manufacturing	74,995	69,853
Primary Industries	98,469	171,824
Construction	52,062	52,974

³⁵ See Creative Scotland, *An Approach to the Economic Assessment of the Arts & Creative Industries in Scotland*, 2012. fn.10. Available at: https://www.creativescotland.com/__data/assets/pdf_file/0010/21403/ECS-Final-Report-June-2012.pdf

Industry	SPT	Scotland
Wholesale, retail and repairs	26,232	32,488
Transport and storage	65,030	52,924
Accommodation and food services	15,306	20,863
Information and communication	64,897	73,618
Real estate activities	51,890	54,575
Professional, Scientific and Technical Activities	42,163	58,989
Administrative and support service activities	38,801	37,720
Education, human health and social work activities	15,362	14,988
Arts, entertainment and recreation	-4,183	8,674
Other service activities	27,304	22,688
Average	43,717	51,706
Average excluding arts, entertainment and recreation	47,709	55,292

Source: Scottish Annual Business Statistics, 2016.

- B.4.5 Whilst proportional employment is relatively similar between the SPT region and Scotland as a whole, there are significant differences in GVA per head, with the nationwide average GVA per head being 15% higher than within the SPT region. The difference (43%) in primary industries GVA per head largely accounts for this discrepancy, but even after excluding this and taking account of the arts, entertainment and recreation sector, the SPT region still generates 5% lower GVA per worker than across Scotland as a whole. Related to this, the professional, scientific and technical activities; accommodation and food services; and wholesale, retail and repairs sectors all generate significantly lower GVA per worker in the SPT region than across Scotland as whole.

Occupation Profile

- B.4.6 Employment and economic activity rates alone do not indicate the quality of jobs available or the provision of 'Fair Work' opportunities, as this depends on the occupational profile of those in employment and their associated pay and conditions.
- B.4.7 An occupational profile for the SPT region and Scotland as a whole is shown in **Table B.9** below. This shows the proportion of the population who are employed in various positions, grouped together by Standard Occupational Classifications³⁶. Residents of the SPT region exhibit a similar occupational profile to Scotland as a whole.

³⁶ See Office for National Statistics, *Standard Occupational Classification 2010. Volume 1: Structure and descriptions of unit groups*, 2010. Available at: <https://www.ons.gov.uk/methodology/classificationsandstandards/standardoccupationalclassificationsoc/soc2010>

Table B.9: Occupational Profile³⁷

SOC2010 Major Group	SPT Region	Scotland
High Paying	41.7%	42.6%
Managers, Directors and Senior Officials	8.3%	8.4%
Professional Occupations	19.3%	20.5%
Associate Professional and Technical Occupations	14.2%	13.7%
Medium Paying	30.2%	31%
Administrative and Secretarial Occupations	10.5%	10.2%
Skilled Trades Occupations	9.6%	11%
Caring, Leisure and Other Service Occupations	10.1%	9.8%
Low Paying	26.7%	26%
Sales and Customer Service Occupations	8.9%	8.3%
Process, Plant and Machine Operatives	7.3%	6.8%
Elementary Occupations	10.5%	10.9%

Source: Annual Survey of Hours and Earnings, 2018.

- B.4.8 Of employees working across the SPT region aged 18 and over, 18.6% are paid a rate of hourly pay below the Living Wage³⁸. Nationwide, the median hourly rate of pay for those working in “Sales and customer service” and “elementary occupations” are at or below the Living Wage³⁹. Over one quarter of all employment in the SPT region is within “low paying” sectors. These are defined as Sales and Customer Service Occupations, Process, Plant and Machine Operatives, and Elementary Occupations.
- B.4.9 When measured per worker, average wages are typically lower in the SPT region than in Scotland as a whole. **Table B.10** lists the average wage per head of each of the Standard Industrial Classification industry for the SPT region and the rest of Scotland. Wages are lower in the region for most industries, with the exceptions being transport and storage; real estate activities; education, human health and social work activities; arts, entertainment and recreation; and other service activities.

³⁷ Figures may not sum due to rounding.

³⁸ The Living Wage is an hourly rate of £8.75. This is set independently from Government by the Living Wage Foundation. Reducing the proportion of employees earning less than this Living Wage is one of the Scottish Government’s National Performance Indicators.

³⁹ Earnings in Scotland: 2017. Scottish Parliamentary Information Centre, 2017. p.17

Available at: <https://sp-bpr-en-prod-cdnp.azureedge.net/published/2017/11/21/Earnings-in-Scotland--2017/SB%2017-80.pdf>

Table B.10: Wages per Head

Industry	SPT Region	Rest of Scotland	Average Difference (%)
Manufacturing	£28,860	£32,999	-13%
Primary Industries	£27,392	£32,429	-16%
Construction	£22,926	£23,526	-3%
Wholesale, retail and repairs	£12,119	£14,055	-14%
Transport and storage	£24,042	£23,910	+1%
Accommodation and food services	£7,882	£10,472	-25%
Information and communication	£22,235	£23,611	-6%
Real estate activities	£15,972	£15,029	+6%
Professional, Scientific and Technical Activities	£22,347	£24,417	-8%
Administrative and support service activities	£16,909	£19,160	-12%
Education, human health and social work activities	£16,447	£16,431	+0.1%
Arts, entertainment and recreation	£11,681	£10,257	+14%
Other service activities	£12,372	£10,606	+17%

Source: Scottish Annual Business Survey, 2016.

B.4.10 Nearly one-in-five (19.9%) of those in employment in the SPT region work over 45 hours a week, which although less than the national average (21%) is close to the limit imposed by EU Working Time Directive 2003/88/EC⁴⁰.

Geographical Variation

B.4.11 Reflecting national trends, employment opportunities are disproportionately concentrated in large urban areas. The Job Density ratio for Glasgow City is 1.05, indicating that there are 1.05 jobs for every working age resident within the local authority boundary⁴¹. Glasgow has the highest job density ratio in the SPT region and is above the national figure of 0.8. However, many of these jobs are held by those living outside of Glasgow and who commute to work. Despite the large availability of jobs within the local authority itself, Glasgow has the lowest employment rate (66.5%) of the SPT region⁴². Neighbouring Councils exhibit high rates of workers commuting to other local authorities. Over three-quarters (77%) of workers in East Renfrewshire commute out of their home Council. All local authorities in the SPT region, with the exception of Glasgow (21.5%), South Ayrshire (30.3%) and Inverclyde (30.6%), have higher rates of commuting to other local authority areas than the Scottish average (30.7%)⁴³.

⁴⁰ Annual Population Survey, 2018.

⁴¹ Annual Population Survey, 2018.

⁴² Annual Population Survey, 2018.

⁴³ Annual Population Survey, 2018.

B.4.12 **Table B.11** below shows a breakdown of employment and economic activity rates within the SPT region by local authority. As noted earlier, Glasgow has a significantly lower employment rate (65%) than the SPT region as a whole (71%). No clear pattern is discernible from these results as relatively remote local authorities such as South and East Ayrshire have employment and economic activity rates consistent with the SPT region as a whole.

Table B.11: Employment and Economic Activity

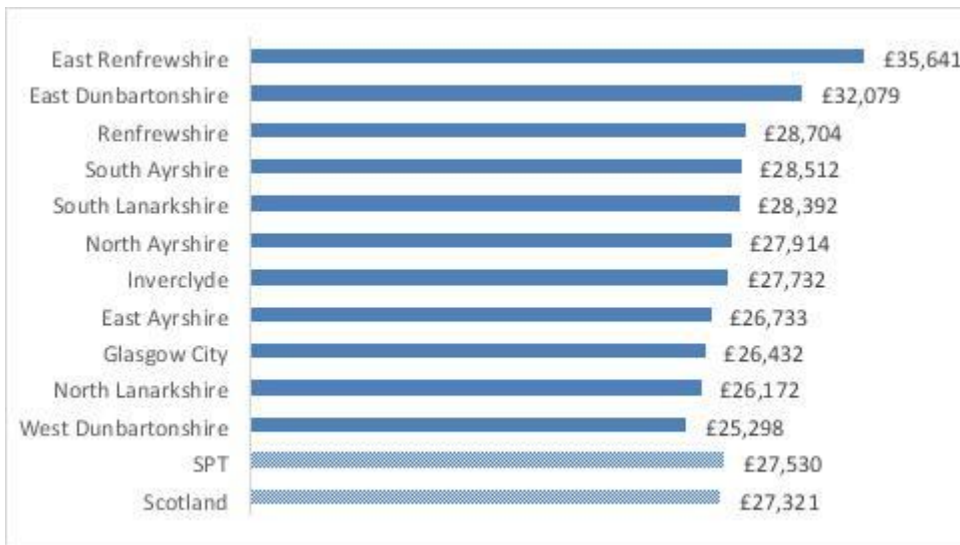
Area	Employment Rate	Economic Activity Rate
East Ayrshire	71%	77%
East Dunbartonshire	77%	80%
East Renfrewshire	76%	77%
Glasgow City	67%	71%
Inverclyde	70%	75%
North Ayrshire	70%	75%
North Lanarkshire	74%	77%
Renfrewshire	79%	82%
South Ayrshire	72%	76%
South Lanarkshire	74%	77%
West Dunbartonshire	72%	75%
Helensburgh and Lomond	n/a	n/a
SPT Region	71%	75%
Scotland	74%	78%

Source: Annual Population Survey, 2018.

B.4.13 Geographical variation is more apparent in terms of pay. **Figure B.2** below compares the median gross annual earnings of full-time employees resident in each local authority in the SPT region.⁴⁴ Earnings are disproportionately higher in East Renfrewshire (£35,641) and East Dunbartonshire (£32,079). West Dunbartonshire exhibits the lowest annual median earnings (£25,298).

⁴⁴ No comparable data is available for Helensburgh and Lomond.

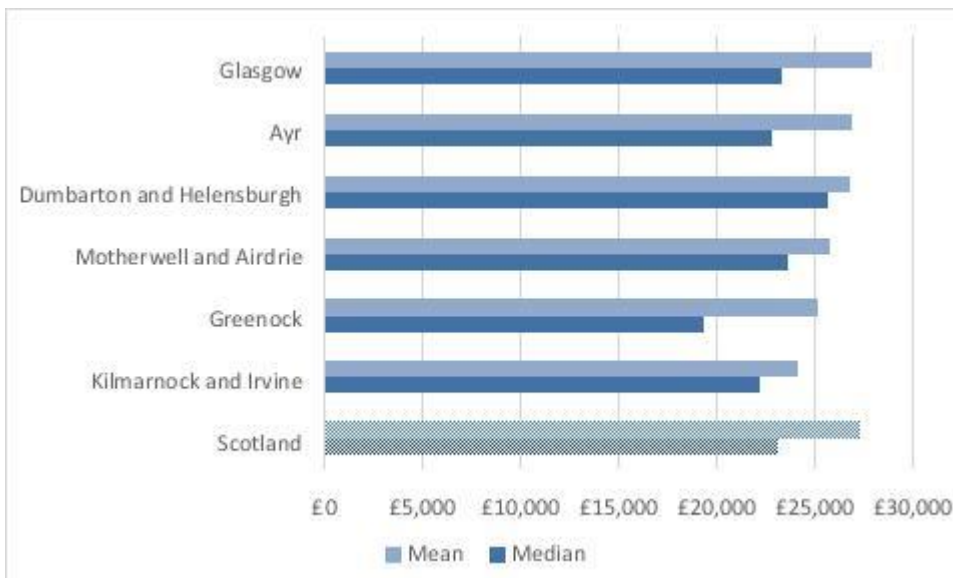
Figure B.2: Median Weekly Earnings



Source: Annual Survey of Hours and Earnings, 2018.

B.4.14 **Figure B.3** below shows the mean and median gross annual wages for the Travel to Work Areas (TTWA) as defined by the Annual Survey of Hours and Earnings 2018 in the SPT region. A detailed breakdown of this graph is given in **Table B.12** below. Whilst Glasgow has the highest mean earnings (£27,873) and these are 16% higher than Kilmarnock and Irvine, both Motherwell and Airdrie and Dumbarton and Helensburgh have higher median earnings.

Figure B.3: Travel to Work Area Gross Annual Pay



Source: Annual Survey of Hours and Earnings, 2018.

Table B.12: Travel to Work Areas Gross Annual Pay

Travel to Work Area	Median	Mean
Kilmarnock and Irvine	£22,110	£24,075
Greenock	£19,251	£25,092
Motherwell and Airdrie	£23,516	£25,671
Dumbarton and Helensburgh	£25,621	£26,761
Ayr	£22,735	£26,824
Glasgow	£23,281	£27,873
Scotland	£23,150	£27,287

Source: Annual Survey of Hours and Earnings, 2018.

- B.4.15 The relative consistency of TTWAs conflicts with the uneven distribution of annual earnings across local authorities shown in **Figure B.2** above. This discrepancy suggests a relatively even distribution of employment and income across the TTWAs within the SPT region, and an uneven distribution within these. Those earning a high income within, for example, the Glasgow TTWA, have disproportionately settled in neighbouring local authorities. East Renfrewshire and East Dunbartonshire, for example, contain wealthy suburbs of Glasgow including Newton Mearns, Milngavie, and Bearsden.
- B.4.16 **Figure C.3** illustrates the geographical distribution of employment deprivation through the SIMD employment domain. Employment deprivation is concentrated in urban areas, particularly Glasgow and Inverclyde where 47% and 46% of the total area is within the most deprived quintile respectively. In Inverclyde severe employment deprivation is limited to its three primary settlements, Greenock, Gourock, and Port Glasgow.

Socio-economic Differences

- B.4.17 Demographic groups with protected characteristics are more likely to be impacted by the socio-economic differences. The discrimination in employment and in earnings experienced across the nine protected characteristics outlined in the Equality Act is discussed below.
- B.4.18 Unless stated otherwise, the figures listed below are national rates. This is a result of a lack of data at a sub-national level. Given the large proportion of the national population contained within the SPT Region, it is reasonable to assume that such trends are replicated at the regional level. Where there exists insufficient data to comment on national trends this is stated.

Age

- B.4.19 Young people in Scotland are more likely to be in insecure, low-paid work. In 2017, 47.8% of those aged 18-24 earned less than the Living Wage, compared with 18.4% of those aged 18 and above⁴⁵.
- B.4.20 The proportion of those aged 16-24 working in high-pay occupations has increased from 7.8% in 2013/14 to 11.2% in 2016/17. However, young people are still the most likely to work in low-pay occupations⁴⁶.

⁴⁵ EHRC, *Is Scotland Fairer?*, 2018. p.38.

⁴⁶ EHRC, *Is Scotland Fairer?*, 2018. p.39.

Disability

- B.4.21 Those living with a disability also face difficulties entering the workforce, as the employment rate for disabled people in the region is 43.2% - 27.9 points lower than those without⁴⁷. The economic activity rate for disabled working age people in the SPT region is 49%, compared with the 74.8% SPT region average, whilst disabled females are less economically active than the equivalent male group (49.2% and 48.7% respectively).
- B.4.22 **Table B.13** below shows the difference in median hourly earnings in 2015-16 between the national average for those living with and without a disability. Disabled people are expected to earn nearly 10% less per hour than those not disabled. People with mental health conditions have the largest pay gap, at -13.2%.

Table B.13: Pay Gap by disability, 2015-16

Disability		Median Hourly Earnings (£)	Pay Gap (%)
All		11.23	-
Not disabled		11.40	-
Disabled	All	10.27	-9.9
	Progressive health conditions	10.28	-9.8
	Vision	10.63	-6.7
	Hearing	11.15	-2.2
	Learning difficulties or disabilities	-	-
	Mental health conditions	9.89	-13.2
	Physical disabilities	10.66	-6.5
	Other health conditions	10.46	-8.2

Source: Annual Population Survey

Gender Reassignment

- B.4.23 Insufficient baseline data is available to consider whether sexual orientation discrimination manifests itself directly in earnings. However, the limited evidence available suggests that 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 identity⁴⁸.

Marriage and Civil Partnership

⁴⁷ Annual Population Survey, 2018.

⁴⁸ Stonewall Scotland, *LGBT in Scotland – Work Report*, 2018. p.5. Available at: <https://www.stonewallscotland.org.uk/news/stonewall-scotland-reveals-coming-out-work-still-problem>

B.4.24 Insufficient baseline data is available to consider any potential relationship between marriage or civil partnerships and employment and earnings.

Pregnancy and Maternity

B.4.25 Nearly three-in-four (73%) of mothers have reported a negative or possibly discriminatory what? incident during their maternity leave⁴⁹. Over half (59%) of surveyed employers stated that women should declare pregnancy during the recruitment phase – indicating a prevalent discriminatory approach to job interviews⁵⁰.

Race

B.4.26 The overall employment rate for ethnic minorities resident in the SPT region (59.5%) is disproportionately lower than that for those of a white background (72.35%)⁵¹ and lower still for ethnic minority females (57.6%)

B.4.27 **Table B.14** below indicates that ethnic minority groups are also underrepresented among Highly and Medium Paid occupations, and overrepresented in Low Paying occupations relative to the majority white population. However, mixed or multiple ethnic groups and those from an Asian background are overrepresented in High Paying occupations. These figures suggest that being a member of a minority ethnic group has a negative impact on access to Fair Work. The statistics however do not take account of other forms of discrimination including a higher rate of rejection at job interviews and discrimination at work⁵². Academic research has found that ethnic minorities in Britain are disproportionately overqualified for their role⁵³.

Table B.14: Occupational Profile by Ethnicity, 2011

Occupation	White	Mixed Multiple Ethnic Groups or Asian	African	Caribbean or Black	Other Ethnic Groups	
Managers, directors & senior officials	8%	7%	13%	4%	7%	9%
Professional occupations	16%	28%	24%	25%	22%	30%
Associate Professional and Technical Occupations	13%	17%	8%	10%	16%	10%
High Paying	38%	52%	46%	39%	45%	49%

⁴⁹ EHRC, *Is Scotland Fairer?*, 2018. p.36.

⁵⁰ EHRC, *Pregnancy and Maternity-Related Discrimination and Disadvantage: Summary of key findings*, 2017. p.14. Available at: <https://www.equalityhumanrights.com/en/managing-pregnancy-and-maternity-workplace/pregnancy-and-maternity-discrimination-research-findings>

⁵¹ Annual Population Survey, 2018.

⁵² Wood, M., Hales, J., Purdon, S., Sejersen, T. and Hayllar, O. (2009), 'A Test for Racial Discrimination in Recruitment Practice in British Cities'. Department for Work and Pensions.

⁵³ Lindley, J. (2009), *The Over-education of UK Immigrants and Minority Ethnic Groups: Evidence from the Labour Force Survey*, *Economics of Education Review*, vol. 28, no. 1, pp. 80-9.

Occupation	White	Mixed Multiple Ethnic Groups or Asian	African	Caribbean or Black	Other Ethnic Groups	
Administrative and Secretarial Occupations	12%	9%	7%	7%	8%	6%
Skilled Trades Occupations	13%	7%	11%	5%	8%	12%
Caring, Leisure and Other Service Occupations	10%	7%	7%	18%	12%	7%
Medium Paying	34%	24%	25%	30%	29%	25%
Sales and Customer Service Occupations	9%	11%	14%	10%	9%	8%
Process, Plant and Machine Operatives	8%	2%	4%	3%	4%	6%
Elementary Occupations	12%	11%	12%	18%	12%	11%
Low Paying	29%	24%	29%	31%	26%	25%

Source: 2011 Census

Religion or Belief

B.4.28 There exists insufficient data to comment on whether religious discrimination manifests itself directly in earnings. However existing evidence does point to a relative prevalence of sectarian attitudes in the workplace. In 2015, 20% of people believed an employer should be able to insist a Sikh man should take off his turban at work; 15% a Christian woman should take off her crucifix; 18% a Muslim woman should take off her headscarf. A sizeable majority of people (65%) believed an employer should be able to insist that a Muslim woman remove her veil while at work⁵⁴.

Sex

⁵⁴ Scottish Government, *Scottish Social Attitudes 2015: Attitudes to discrimination and positive action*, 2016. p.8. Available at: <https://www.gov.scot/publications/scottish-social-attitudes-2015-attitudes-discrimination-positive-action/>

- B.4.29 The employment rate is disproportionately lower for women than men within the SPT region: 68% of all working age women are employed against a 74.7% male rate⁵⁵. The gender pay gap excluding overtime for full time workers is higher in the region than Scotland as a whole, as, at 10.5% and 7.6% respectively⁵⁶. This headline figure does however mask some greater geographical disparities: for example, the gender pay gap for full time workers in East Renfrewshire is 36% and 23.8% in West Dunbartonshire.
- B.4.30 While women’s wages as a proportion of men’s wages have been increasing (See Figure B.4 below) the median gross weekly earnings of women in Scotland (£379) remains 31% below that of men (£546) and the gender pay gap – defined as the difference between median hourly – earnings is 15.7%⁵⁷.

Figure B.4: Women’s Earnings as a Proportion of Men’s⁵⁸



Source: Annual Survey of Hours and Earnings, 2018.

- B.4.31 In all nine occupational groups, men had higher median full-time hourly earnings than women, with the largest full-time disparities being in ‘skilled trades occupations’ (29%); ‘managers, directors and senior officials’ (20%); and ‘process, plant and machine operatives’ (16%)⁵⁹.
- B.4.32 **Figure B.5** below indicates that women are over-represented in High Paying occupations. It should be noted that this is due to the fact women hold over two-thirds of jobs considered “professional” in the healthcare and education sectors. The figure presented below masks significant underrepresentation in other highly paid occupational roles⁶⁰.

⁵⁵ Annual Population Survey, 2018.

⁵⁶ Annual Survey of Hours and Earnings, 2018.

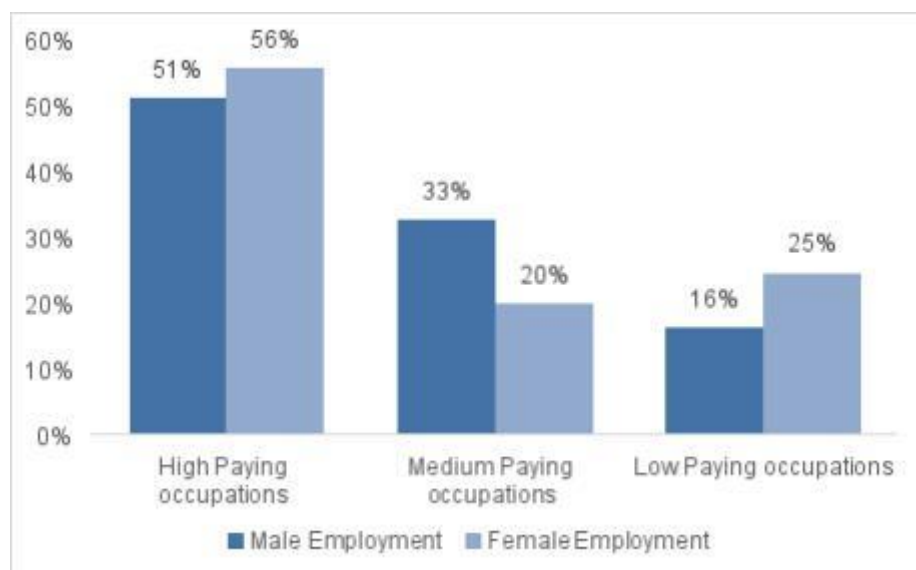
⁵⁷ Annual Survey of Hours and Earnings, 2018.

⁵⁸ Official data on earnings from the Annual Survey of Hours and Earnings are based on a 1% sample of PAYE records. Small year-on-year changes may not therefore be statistically significant, so analysis should focus on medium to longer term changes.

⁵⁹ Scottish Government, *The gender pay gap in Scotland - update and analysis of time series data*, 2017. Available at: <https://www.gov.scot/publications/gender-pay-gap-scotland-update-analysis-time-series-data/>

⁶⁰ Scottish Enterprise (2017). *Scotland’s gender pay gap; latest data and insights*. Fraser of Allander Institute Economic Commentary. [online] p.6. [Accessed 6 Sep. 2018].

Figure B.5: Distribution of Men and Women across Scotland's Full-time Workforce⁶¹



Source: Scottish Enterprise (2017). *Scotland's gender pay gap; latest data and insights*. Fraser of Allander Institute Economic Commentary.

B.4.33 Women are underrepresented among apprenticeships, constituting only 40% of new start in 2016/17 (down from 43% in 2012/13)⁶².

Sexual Orientation

B.4.34 Insufficient baseline data is available to consider any potential relationship between sexual orientation and employment and earnings. However, the limited evidence available suggests that 16% of LGBT employees have faced discrimination in the workplace⁶³.

Key Issues and Priorities

B.4.35 Based on the above initial, high-level baseline review it is clear that the emerging RTS and the associated EqIA should address the following pertinent issues related to employment, economic activity and earnings:

- **Overall Lower Employment and Wages:** The employment rate and level of economic activity rate is lower than for Scotland as whole, with wage levels also lower and structural differences in employment across different sectors. To deliver sustainable and inclusive economic growth within the SPT region there is a need to increase overall levels of employment and economic activity and to increase the amount of employment undertaken within higher skilled and value sectors. The provision of and access to high value employment opportunities is directly influenced by transport infrastructure and provision, meaning that the emerging RTS has an important role to play in improving employment and economic activity levels across the SPT region; and,

⁶¹ Following the Fraser of Allander Institute, UK data is presented here as a proxy.

⁶² EHRC, *Is Scotland Fairer?*, 2018. p.40.

⁶³ Stonewall Scotland, *LGBT in Scotland – Work Report*, 2018. p.5. Available at: <https://www.stonewallscotland.org.uk/news/stonewall-scotland-reveals-coming-out-work-still-problem>

- **Socio-economic and Demographic Inequalities in Employment:** Employment deprivation within the SPT region disproportionately impacts groups who face existing structural disadvantages, including disabled people, women and ethnic minorities.

B.5 Education

Overview

B.5.1 Headline figures indicate that secondary education attainment in the SPT region is consistent with the national average. The percentage of school leavers with a positive destination (i.e. into employment, training, or further education) in the SPT region in 2016/17 was consistent with the national average (92.5% and 92.9% respectively)⁶⁴. As **Table B.15** below shows, qualification attainment by public school leavers in the SPT region is equally reflective of national trends.

Table B.15: School Leavers Attaining Vocational Qualifications

Region	1+ at SCQF Level 2 or better	1+ at SCQF Level 3 or better	1+ at SCQF Level 4 or better	1+ at SCQF Level 5 or better	1+ at SCQF Level 6 or better
SPT region	19.9%	19.9%	19.8%	12.6%	2.5%
Scotland	19.8%	19.8%	19.6%	12.8%	2.5%

Source: Attainment and Leavers Destinations Data 2016/17

B.5.2 However, the Education Domain of the SIMD (2016) indicates that the SPT region underperforms relative to the rest of Scotland in relation to:

- School pupil absences;
- Pupil performance on SQA at stage 4;
- Working age people with no qualifications;
- 17-21 year olds enrolling into higher education; and,
- People aged 16-19 not in education, employment or training.

B.5.3 Whilst data zones within the SPT region account for only 41% of the total area surveyed by the SIMD, the region contains 55.3% of the most education deprived quintile of data zones across Scotland. The SPT region is also under-represented amongst the least education deprived quintile of Scottish data zones, where the region accounts for only 36.2% of top-scoring data zones.

Geographical Variation

B.5.4 National trends indicate higher Primary School performance in urban and accessible rural areas than other areas across Scotland. In 2017 the percentage of P1 and P4 pupils that achieved the expected level/grade for their stage was highest for pupils living in accessible rural areas. Performance was highest for P7 pupils from large urban and accessible rural areas with

⁶⁴ Attainment and Leavers Destinations Data 2016/17

performance tending to be lower for pupils from remote small towns (and remote rural areas in the case of some P4 pupils)⁶⁵.

- B.5.5 Like other forms of deprivation, areas with poor Education Domain scores are concentrated in urban areas. Within the Glasgow City Council administrative area, 43% of data zones are within the most education deprived quintile. As shown in **Figure C.4**, this trend is replicated in other urban settlements across the SPT region.
- B.5.6 The local authorities surrounding Glasgow perform better in relation to the SIMD Education Domain, although this is not evenly distributed. East Renfrewshire and East Dunbartonshire perform relatively well, with 71% and 62% of data zones in each local authority being within the least education deprived quintile of Scotland's data zones respectively. In contrast, within Renfrewshire and North Lanarkshire only 19% and 7% of their respective data zones lie within this quintile.

Socio-economic Differences

- B.5.7 Poor educational attainment is strongly correlated with other forms of deprivation. Amongst the most deprived quintile of the SPT region (i.e. the 10% most multiple deprived data zones within the SPT region) 44% of the resident working age population hold no qualifications, whereas in the least deprived decile, the same figure is 7%.
- B.5.8 This regional trend corresponds with national findings. **Table B.16** below school attendance rates for different stages in the most and least deprived SIMD quintiles. Attendance rates are lower in deprived areas and drop 5.6% from primary to secondary education. Household income pressures may necessitate early entry into paid work, and career prospects are likely to be less defined by tertiary education.

Table B.16: National School Attendance Rate by Deprivation

SIMD Quintile	Primary	Secondary	Special	Total
Most Deprived	92.9%	87.7%	88.8%	90.9%
Least Deprived	96.7%	94.3%	93.4%	95.6%

Source: Scottish Government. *Summary statistics for schools in Scotland, 2017*.

- B.5.9 Deprivation also plays an important factor in the likelihood of a pupil's exclusion. As shown in **Table B.17** below, rates of exclusions per 1,000 pupils are more than 5 times greater for pupils living in the 20% of areas associated with most deprivation, compared with pupils living in the 20% associated with least deprivation⁶⁶.

Table B.17: National Pupil Exclusion by Deprivation

SIMD Quintile	Cases of Exclusions	Rate per 1,000 Pupils
Most Deprived	7,436	48.5

⁶⁵ Scottish Government: Achievement of for Curriculum of Excellence 2017. Available at: <https://www.gov.scot/Publications/2017/12/5300/6>

⁶⁶ Cases of exclusion refers to the number of incidences of exclusion, not the number of pupils excluded, as a pupil can be excluded multiple times.

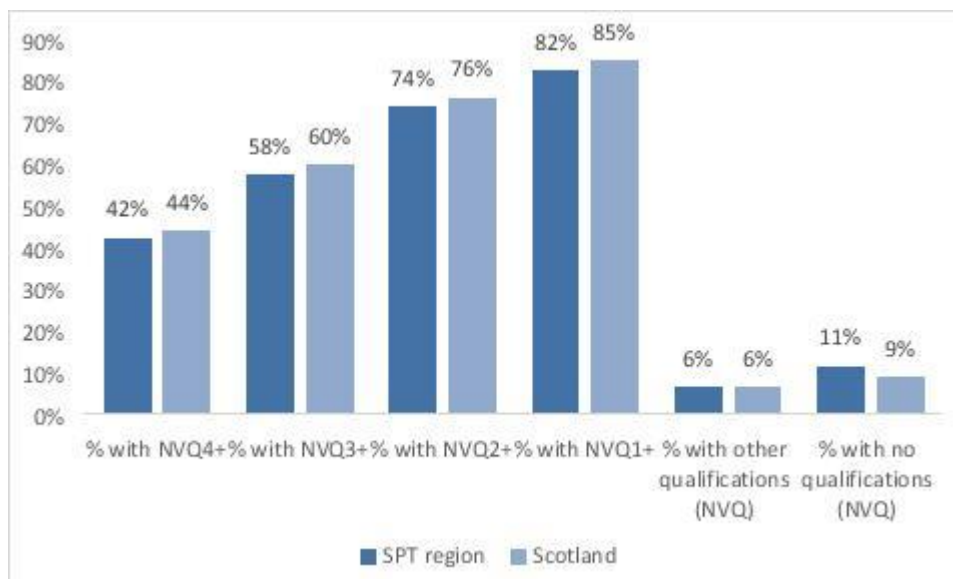
Least Deprived	1,226	9.1
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Source: Pupil Statistics – Exclusions, Scottish Government. 2018.

Age

B.5.10 **Figure B.6** below shows the working age population of the SPT region holds proportionally fewer qualifications than the Scottish average. Furthermore, 11% of the working age population in the region holds no qualifications compared to 9% of the total Scottish working age population⁶⁷.

Figure B.6: Qualifications held by Working Age Population



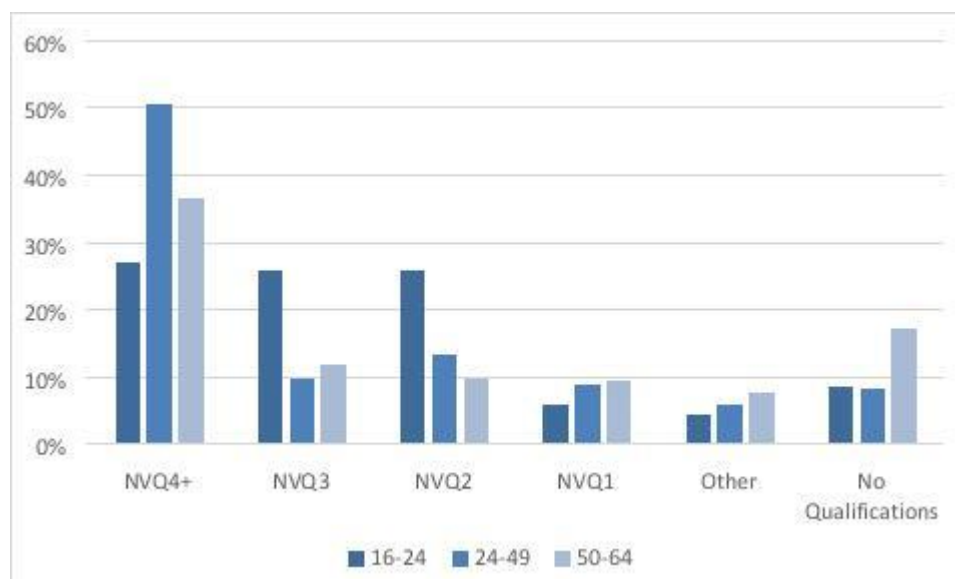
Source: Annual Population Survey, 2018.

B.5.11 Parity with the national average at primary and secondary levels of education combined with a disproportionately unskilled current working age population and poor performance in the SIMD Education Domain may indicate that the young population of the SPT region is relatively educated compared to older residents in the region. This is supported by the evidence on qualifications held by age. **Figure B.7** shows that while older age groups (25-49 and 50-64) proportionally hold more NVQ4 qualifications, young people (16-24) are more likely to be qualified to NVQ3 and NVQ4 level.

⁶⁷ Qualifications are split across National Vocational Qualification (NVQ) bands as follows:

- NVQ1: 0 Grade, Standard Grade, Access 3 Cluster, Intermediate 1 or 2, GCSE, CSE, Senior Certification or equivalent; GSVQ Foundation or Intermediate, SVQ level 1 or 2, SCOTVEC Module, City and Guilds Craft or equivalent; Other school qualifications not already mentioned (including foreign qualifications);
- NVQ2: SCE Higher Grade, Higher, Advanced Higher, CSYS, A Level, AS Level, Advanced Senior Certificate or equivalent; GSVQ Advanced, SVQ level 3, ONC, OND, SCOTVEC National Diploma, City and Guilds Advanced Craft or equivalent;
- NVQ3: HNC, HND, SVQ level 4 or equivalent; Other post-school but pre-Higher Education qualifications not already mentioned (including foreign qualifications);
- NVQ4 and above: Degree, Postgraduate qualifications, Masters, PhD; and,
- SVQ level 5 or equivalent; Professional qualifications (for example, teaching, nursing, accountancy); Other Higher Education qualifications not already mentioned (including foreign qualifications).

Figure B.7: Qualifications held by Age



Source: Annual Population Survey, 2018.

Disability

B.5.12 Pupils with additional support needs face higher exclusion rates (66.6 per 1,000) than those without additional support needs (13.4 per 1,000) in 2016/17⁶⁸. Further, only 30.3% of school leavers with additional support needs achieved five or more qualifications, compared with 63.5% of school leavers with no additional support needs⁶⁹.

B.5.13 Disability discrimination intersects with other forms of discrimination including socio-economic background. School leavers with additional support needs from the most deprived SIMD quintile are less likely (19.7%) to attain five or more qualifications at SCQF Level 5 than those from the least deprived quintile (51.6%)⁷⁰.

Gender Reassignment

B.5.14 Insufficient baseline data is available to consider any potential relationship between gender reassignment and attainment levels. However, nearly three-in-four (71%) transgender pupils aged 11-19 in 2016 who took part in a survey carried out by the Scottish Government on bullying reported being bullied at school for being LGBT.

Marriage and Civil Partnership

B.5.15 Insufficient baseline data is available to consider any potential relationship between marriage or civil partnerships and educational attainment.

Pregnancy and Maternity

⁶⁸ EHRC, *Is Scotland Fairer?*, 2018. p.23. Available at: <https://www.equalityhumanrights.com/en/publication-download/scotland-fairer-2018>

⁶⁹ EHRC, *Is Scotland Fairer?*, 2018. p.20.

⁷⁰ EHRC, *Is Scotland Fairer?*, 2018. p.22.

B.5.16 Whilst teenage pregnancy and motherhood may impact on educational attainment, insufficient baseline data is available to consider any potential relationship between this specifically at the level of the SPT region.

Race

B.5.17 In 2017, 85.4% of pupils were recorded as being White-Scottish or White-other British. The largest other ethnic backgrounds include White-Other (5.2%), Asian Pakistani (1.9%) and mixed (1.3%).

B.5.18 **Table B.18** below shows the percentage of Primary 1 pupils achieving the expected CfE levels in all 4 organisers: reading, writing, listening and talking, and numeracy by ethnicity and SIMD quintile. Children from the most deprived areas of Scotland of both white Scottish and ethnic minority backgrounds have lower attainment levels than those from less deprived areas. This also shows that in early stages, children from an ethnic minority background are less likely to perform well than those of a white Scottish background.

Table B.18: Educational Attainment of Children and Young People by Ethnicity and SIMD Quintile

Ethnicity	SIMD Quintile				
	1	2	3	4	5
White Scottish	65.1%	69.9%	74.3%	79.1%	85.2%
Ethnic Minorities	61.8%	63.2%	71.4%	74.8%	82.2%

Source: Scottish Government, Achievement of Curriculum for Excellence (CfE) levels, 2016/17

B.5.19 White Scottish school leavers were less likely to attain five or more qualifications (55.6%) than Chinese (84.0%), Indian (70.8%), Pakistani (66.5%) and Mixed or Multiple ethnicities (64.9%) pupils⁷¹. Only 10.4% of school leavers from a Gypsy/Traveller background attained five or more qualifications at SCQF Level 5 over 2014/15 to 2015/16 (2-year average)⁷². Furthermore, 96.9% of school leavers who identified their ethnicity as Asian-Indian were in a positive follow-up destination, compared to 91.3% for leavers with an ethnicity of White-Scottish.

B.5.20 Those from an ethnic minority background are overrepresented in full-time undergraduate education, constituting 8.1% of all entrants in 2016/17⁷³. However, ethnic minority students were less likely to be awarded a First or 2:1 compared with white students and were less likely to be in work or further study post-graduation⁷⁴.

⁷¹ EHRC, *Is Scotland Fairer?*, 2018. p.20.

⁷² Scottish Government, *Young People's Participation in Decision Making in Scotland: Attitudes and Perceptions*, 2018. Available at: <https://www.gov.scot/publications/young-peoples-participation-decision-making-scotland-attitudes-perceptions/pages/1/>

⁷³ Scottish Funding Council, *Report on Widening Access 2016-17*, 2018. p.4. Available at: <http://www.sfc.ac.uk/publications-statistics/statistical-publications/statistical-publications-2018/SFCST062018.aspx>

⁷⁴ EHRC, *Is Scotland Fairer?*, 2018. p.27.

Religion or Belief

- B.5.21 Insufficient baseline data is available to consider any potential relationship between educational attainment and religion.
- B.5.22 A 2011 report on the experiences of school pupils of a Muslim faith in Scotland suggested that the majority of young Muslims have experienced religious intolerance and associated racism⁷⁵.

Sex

- B.5.23 Women are seen to outperform males with 67.3% of females in 2015/2016 achieving one or more qualifications at SCQF level 6 or better, compared to 56.3% for male school leavers.
- B.5.24 When considering the sex profile of school based teachers, in both the primary and secondary sectors, the proportion of teachers who are female falls at each level of seniority. In primary schools, 90% of all teachers are female compared to 86% of head teachers. In secondary schools 63% of teachers are female compared to only 41% of head teachers. Additionally, 16.3% of teachers were working part-time, with the rate higher amongst females (19%) than males (7.3%)⁷⁶.

Sexual Orientation

- B.5.25 Nearly half (48%) of LGBT pupils aged 11-19 in 2016 who took part in a survey carried out by the Scottish Government on bullying reported being bullied at school for being LGBT.

Key Issues and Priorities

- B.5.26 Based on the above initial, high-level baseline review it is clear that the emerging RTS and the associated EqlA should, insofar as relevant to transport, help to address significant socio-economic and geographic disparities in educational attainment and opportunities within the SPT region.

B.6 Health

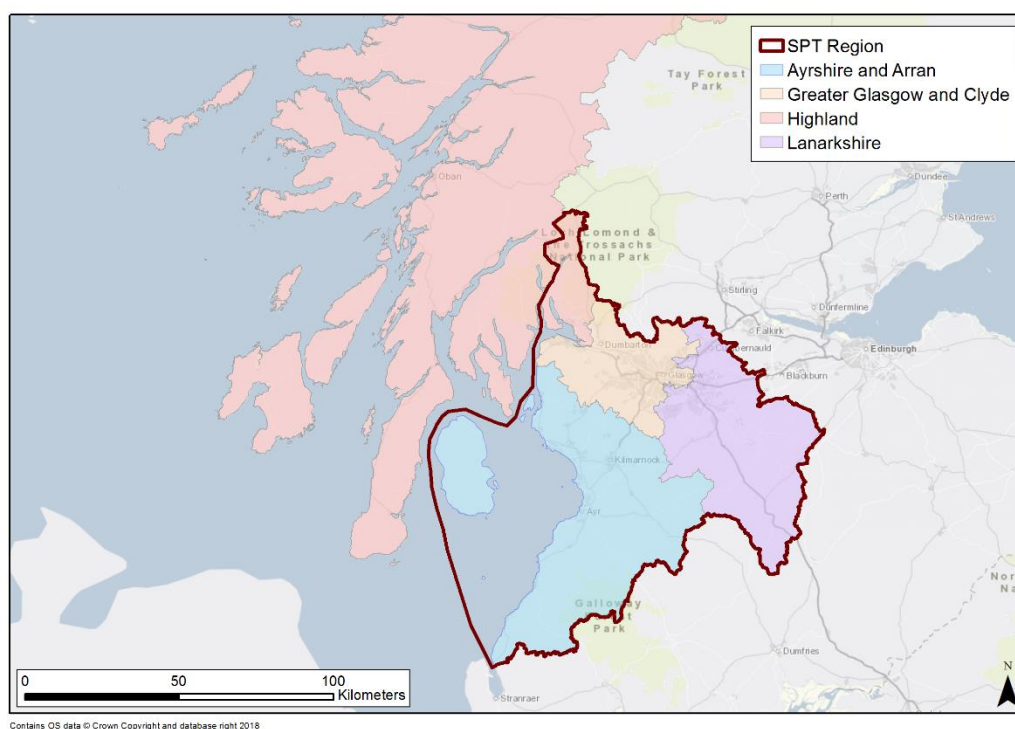
Overview

- B.6.1 Scottish health statistics are typically collected at NHS Scotland Regional Board level (see **Figure B.8** below). NHS Greater Glasgow and Clyde; Ayrshire and Arran; and Lanarkshire are all completely contained within the SPT region, whilst the Helensburgh and Lomond area falls within the Highland Regional Board area.

⁷⁵ Scottish Government, *Experiences of Muslims living in Scotland*, p.63. Available at: <https://www2.gov.scot/Publications/2011/03/08091838/14>

⁷⁶ Summary Statistics for Attainment, Leaver Destinations and Healthy Living, No. 7: 2015/16, Scottish Government. Available at: <https://www.gov.scot/Topics/People/Equality/Equalities/SchoolEducation>

Figure B.8: NHS Scotland Regional Boards within the SPT Region



Source: Scottish Government (2018). NHS Health Boards

B.6.2 Life expectancy at birth for the SPT region is 77 years old⁷⁷, slightly below the national life expectancy of 79⁷⁸. Self-assessed general health is also slightly below the national level, with 69.9% of residents within the SPT region reporting “good” or “very good” health, compared to 73.3% across Scotland⁷⁹. However, these indicators provide only a limited understanding of local health outcomes, so the Health Domain of the SIMD (2016) has been developed to allow a more detailed comparison across geographical areas. The domain gives a health deprivation rank to each Scottish data zone using the following indicators:⁸⁰

- Standardised Mortality Ratio;
- Hospital Episodes Related to alcohol use;
- Hospital Episodes Related to drug use;
- Comparative Illness Factor;
- Emergency admissions to hospital;
- Estimated Proportion of population being prescribed drugs for anxiety, depression or psychosis; and,

⁷⁷ Scottish Health Public Observatory.

⁷⁸ National Records of Scotland, *Life Tables for Scotland 2015-2017*, 2018.

⁷⁹ Scottish Survey Core Questions, 2018.

⁸⁰ Scottish Government, *Data Sources & Suitability - SIMD Health Domain*. Available at: <https://www.gov.scot/Topics/Statistics/SIMD/DataSourcesSuit/simdhealth>

- Proportion of live singleton births of low birth weight.

- B.6.3 The SPT region performs poorly relative to the rest of Scotland in the SIMD Health Domain. Over a third (33.8%) of the SPT region is placed within most health deprived quintile of Scottish data zones. Of this quintile, the SPT region represents 69.4% of the data zones. Despite accounting for 41.2% of all Scottish data zones measured by the SIMD, the SPT region accounts for only 22.4% of the least health deprived quintile of data zones.
- B.6.4 A survey of additional health indicators confirms the relatively poor quality of health within the SPT region. **Table B.19** indicates that residents of the SPT region are more likely to be admitted to hospital relating to alcohol than residents across Scotland as a whole.

Table B.19: Alcohol-related hospital stays

Health Board	Age-sex standardised rate per 100,000
Ayrshire & Arran	791
Greater Glasgow & Clyde	1060
Lanarkshire	783
Scotland	680

Source: Scottish Public Health Observatory, 2018.

Geographical Variation

- B.6.5 **Figure C.5** illustrates the geographic health inequalities prevalent within the SPT region as measured by the SIMD (2016). Areas with poor Health Domain scores are typically clustered in urban areas; heavily concentrated in, but not limited to, Glasgow. Several settlements register data zones in the most deprived national decile across multiple local authorities. However, areas among the top scoring in the Health Domain are also concentrated in urban areas, particularly those in the suburbs of Glasgow in West Dunbartonshire. There are also pockets of very good health in Glasgow itself, concentrated in the West End of the city. These results indicate significant inequalities within a relatively small geographical area.

Socio-economic Differences

- B.6.6 According to NHS Health Scotland, the fundamental causes of health inequalities are an “*unequal distribution of income, power and wealth*”⁸¹. These fundamental causes shape the distribution of wider environmental influences on health and health outcomes for both individuals and communities. The relationship between the causes and outcomes of health inequalities is shown in **Figure B.9** below.

⁸¹ NHS Scotland: What are health inequalities (2018). Available at: <http://www.healthscotland.scot/health-inequalities/what-are-health-inequalities>

Figure B.9: Causes of Health Inequalities



Source: NHS Scotland (2018)

B.6.7 The association of material deprivation with health can be viewed through a comparison of health outcomes in the first and bottom quintiles (least and most deprived) of households in the Greater Glasgow and Clyde Health Board area. **Table B.20** below demonstrates there is a 10x increase in the level of population which is income deprived (most deprived – 34.4%; least deprived – 3.1%) and that of children living in poverty (most deprived – 39.8%; least deprived – 3.2%). This manifests into health inequalities: life expectancy in the most deprived areas is 11 years less; and children in Primary 1 are over twice as likely to be obese.

Table B.20: Deprivation and Health (Greater Glasgow & Clyde Health Board)

Indicator	Most Deprived	Least Deprived
Population income deprived	34.4%	3.1%
Children living in poverty	39.8%	3.2%
Child obesity in Primary 1	13.2%	6.2%
Life expectancy	72 years	83 years

Source: Scottish Public Health Observatory, 2015.

B.6.8 These socio-economic trends are replicated nationwide. **Table B.21** below shows that across Scotland alcohol-related hospital admissions; smoking rates; instances of anxiety; poor dental health; and teenage pregnancy are all correlated with multiple deprivation.

Table B.21: National Health Indicators by SIMD Quintile

Measure	Most Deprived Quintile	Least Deprived Quintile
Alcohol-related hospital admissions per 100,000 population	1,621	214
Percentage of adults who smoke	40%	11%
GP consultations for anxiety per 1,000 patients	62	28
Dental Decay	0.54	0.81
Teenage pregnancy per 1,000 population	14	3

Source: Audit Scotland, *Health Inequalities in Scotland*, 2012

- B.6.9 Gender is also recognised as a key determinant of health. **Table B.22** indicates that life expectancy is higher for women than men in each NHS Health Board within the SPT region and for Scotland as a whole. However, as health is strongly correlated with income and deprivation and as women are disproportionately at risk of poverty and generally paid less, these socio-economic inequalities result in gendered health inequalities.

Table B.22: Life Expectancy

Health Board	Men	Women	Total
Ayrshire & Arran	76.8	80.6	78.7
Greater Glasgow & Clyde	75.3	80	77.7
Lanarkshire	76	80.3	78.2
Scotland	77	81.1	79.1

Source: Scottish Public Health Observatory, 2016.

- B.6.10 Similarly, as ethnic minorities are at a greater risk of income and employment deprivation, it may be reasonable to assume that these groups experience poorer health outcomes. However, most ethnic groups in Scotland have reported better health than the 'White: Scottish' ethnic group⁸². **Table B.23** below shows that, according to the 2011 Census, ethnic minorities are more likely to report good or very good health than those from a white background. The ethnic group with the worst recorded health is White: Gypsy/Traveller, who record over three and a half times the rate of poor general health than from those of a white Scottish background.

⁸² Hunter J. *Which ethnic groups have the poorest health? An analysis of health inequality and ethnicity in Scotland*, 2015. Available at: <https://www.gov.scot/Publications/2015/08/7995>

Table B.23: Self-assessed General Health by Ethnicity

Health Assessment	White	Mixed or Multiple Ethnic Groups	Asian	African	Caribbean or Black	Other Ethnic Groups
Very good or good health	82%	93%	89%	94%	88%	90%
Fair health	12%	5%	8%	4%	8%	7%
Bad or very bad health	6%	2%	3%	2%	3%	3%

Source: Census, 2011.

Protected Characteristics

B.6.11 Demographic groups with protected characteristics are more likely to be impacted by the socio-economic differences discussed above. In order to demonstrate compliance with the Public Sector Equality Duty, further consideration of the impacts on the nine protected characteristics is given below.

B.6.12 Unless stated otherwise, the figures listed below are national rates. This is a result of a lack of data at a sub-national level. Given the large proportion of the national population contained within the SPT region, it is reasonable to assume that such trends are replicated at the regional level. Where there exists insufficient data to comment on national trends this is stated.

Age

B.6.13 The number of young people receiving treatment for mental health conditions has increased from 13.8 per 1,000 children in 2013/14 to 17.0 per 1,000 children in 2016/17⁸³. Several young people from Scotland are transferred to specialist adolescent units in England each year due to a lack of provision for mental health needs for young people⁸⁴.

Disability

B.6.14 People with disabilities may suffer related conditions. Disabled people were less likely to report having good or very good health (38.0%) compared to non-disabled people (90.0%) in 2016⁸⁵.

Gender Reassignment

B.6.15 Attempted suicide or self-harm by transgender people are significantly higher in Scotland than for cisgender people. A survey conducted by Stonewall Scotland reported that 96% of transgender young people had previously deliberately harmed themselves, and 43% had attempted to take their own life⁸⁶.

⁸³ EHRC, *Is Scotland Fairer?*, 2018. p.71.

⁸⁴ Mental Welfare Commission for Scotland, *Themed visit to homeless people with mental ill health*, 2017. Available at: https://www.mwscot.org.uk/media/375626/themed_visit_to_homeless_people_with_mental_ill_health.pdf

⁸⁵ EHRC, *Is Scotland Fairer?*, 2018. p.67.

⁸⁶ Stonewall Scotland, *School Report Scotland: The experiences of lesbian, gay, bi and trans young people in Scotland's schools in 2017*, 2017. p.7. Available at: <https://www.stonewall.org.uk/school-report-2017>

Marriage and Civil Partnership

B.6.16 Married people were less likely to report poor mental health (10%) than single people (18.9%) in 2016⁸⁷.

Pregnancy and Maternity

B.6.17 Insufficient baseline data is available to consider any potential relationship between pregnancy and maternity and health inequalities.

Race

B.6.18 As ethnic minorities are at a greater risk of income and employment deprivation, it may be reasonable to assume that these groups experience poorer health outcomes. However, most ethnic groups in Scotland have reported better health than the 'White: Scottish' ethnic group⁸⁸. **Table B.24** below shows that, according to the 2011 Census, people from an ethnic minority background are more likely to report good or very good health than those from a white background. The ethnic group with the worst recorded health is White: Gypsy/Traveller, who record over three and a half times the rate of poor general health than from those of a white Scottish background.

Table B.24: Self-assessed General Health by Ethnicity

Health Assessment	White	Mixed or multiple ethnic groups	Asian	African	Caribbean or Black	Other ethnic groups
Very good or good health	82%	93%	89%	94%	88%	90%
Fair health	12%	5%	8%	4%	8%	7%
Bad or very bad health	6%	2%	3%	2%	3%	3%

Source: Census, 2011.

Religion or Belief

B.6.19 There exists insufficient data to adequately comment on the relationship between religion or belief discrimination and health inequalities.

Sex

B.6.20 Gender is recognised as a key determinant of health. **Table B.25** indicates that life expectancy is higher for women than men across Scotland as a whole. However, as health is strongly correlated with income and deprivation and as women are disproportionately at risk of poverty and generally paid less, these socio-economic inequalities result in gendered health inequalities.

⁸⁷ EHRC, *Is Scotland Fairer?*, 2018. p.70.

⁸⁸ Hunter J. *Which ethnic groups have the poorest health? An analysis of health inequality and ethnicity in Scotland*, 2015. Available at: <https://www.gov.scot/Publications/2015/08/7995>

Table B.25: Life Expectancy

Health Board	Men	Women	Total
Scotland	77	81.1	79.1

Source: Scottish Public Health Observatory, 2016.

B.6.21 In 2016, males (69%) were more likely than females (59%) to meet the NHS Scotland guidelines for physical activity, with younger age groups (16-44yr) more likely than the older age groups (75yrs+) to meet the guideline (75% and 30% respectively). Furthermore, adults in the most deprived area were less likely to adhere to the guidelines (54%) than those in the least deprived areas (74%).

B.6.22 The use of Compulsory Treatment Orders (CTOs) from 2014/15 to 2015/16 were disproportionately applied to men (52%). However, 78.3% of CTOs on young people under 18 were female⁸⁹.

Sexual Orientation

B.6.23 In 2015, one-in-five (21%) of LGBT people stated they experienced discrimination or less good treatment in healthcare services⁹⁰. Only 27% of LGB young people felt supported by the NHS services they used in 2017.

B.6.24 Attempted suicides or self-harm by lesbian, gay, and bisexual people are significantly higher in Scotland than for cisgender people. A survey conducted by Stonewall Scotland reported that 58% of lesbian, gay, and bisexual young people had previously deliberately harmed themselves, and 24% had attempted to take their own life⁹¹.

Key Issues and Priorities

B.6.25 Based on the above initial, high-level baseline review it is clear that the emerging RTS and the associated EqIA should address the following pertinent issues related to health:

- **Overall Poor Health Outcomes:** The health of residents in the SPT region is relatively poor compared with the Scottish population overall. Transport is a critical enabler of good health and wellbeing as it influences access to healthcare and provides opportunities to enhance physical and mental health, in particular through active travel. Poor air quality resulting from transport emissions is also a key determinant of physical health outcomes and inequalities; and,
- **Geographic and Socio-economic Health Inequalities:** Instances of particularly poor and good health are geographically concentrated in urban areas. Whilst socio-economic background has an easily identifiable impact on the health of an individual, the impact of gender and ethnicity is more unclear.

⁸⁹ EHRC, *Is Scotland Fairer?*, 2018. p.74.

A CTO allows for a person to be treated for their mental illness, setting out a number of conditions that need to be complied with, and which will depend on whether the person has to stay in hospital or in the community. A CTO can last for up to six months and can be extended for a further six months and then for periods of 12 months at a time.

⁹⁰ EHRC, *Is Scotland Fairer?*, 2018. p.74.

⁹¹ Stonewall Scotland, *School Report Scotland: The experiences of lesbian, gay, bi and trans young people in Scotland's schools in 2017*, 2017. p.7. Available at: <https://www.stonewall.org.uk/school-report-2017>

B.7 Infrastructure and Connectivity

Overview

- B.7.1 As relatively poor or limited infrastructure provision is concentrated in Scotland's most remote areas, the SPT region performs well relative to national indicators of connectivity and infrastructure provision:
- A higher percentage of households in the SPT region can access 10Mb/s internet speed than across Scotland as a whole (97.7% against 95%)⁹². However, despite increased access, fewer homes (81.3%) have internet access than the national average (82%)⁹³;
 - More dwellings are energy efficient (67.5%) than the Scottish average (66%)⁹⁴. This contributes to the lower fuel poverty rate (27.6%) than the national average (31%)⁹⁵; and,
 - Households have a more favourable perception of public transport (74.4%) than the national average (72%)⁹⁶. Residents also report a more favourable perception of schools (75%) than the national average (73%), despite the identified educational disparities⁹⁷.
- B.7.2 The Access Domain of the SIMD (2016) can be used to compare the connectivity of different areas. It captures the issues of financial cost, time and the inconvenience of having to travel to access basic services⁹⁸. Despite covering 41% of Scottish data zones, the SPT region has only 28% of data zones within the most access deprived quintile, whilst the SPT region accounts for 42% of Scottish data zones within the least access deprived quintile.

Geographical Variation

- B.7.3 Dense urban areas tend to have poorer household quality. 58% of homes in Glasgow failed the Scottish Housing Quality Standard in 2013-15, compared to 54.2% across the SPT region⁹⁹. However, this trend may also be related to deprivation.
- B.7.4 Urban areas perform better in the SIMD Access Domain due to a high concentration of services. Over a fifth (22%) of all areas within the Glasgow metropolitan area are within the least access deprived national quintile. The region outside of this area has a rate of 13.3% coverage by this quintile. Over half (52%) of Helensburgh and Lomond area is within the most access deprived quintile. **Figure C.6** shows clear geographic disparities in access to services within the SPT region, with remoter areas such as Helensburgh and Lomond, East and South Ayrshire, and South Lanarkshire having poorer connectivity.

⁹² Scotland's Centre for Regional Inclusive Growth, 2018; household counts (2016) from Mid-Year Household Estimates, 2018.

⁹³ Scotland's Centre for Regional Inclusive Growth, 2018; household counts (2016) from Mid-Year Household Estimates, 2018.

⁹⁴ Scottish House Condition Survey, 2014-16; household counts (2016) from Mid-Year Household Estimates, 2018.

⁹⁵ Scottish House Condition Survey, 2014-16; household counts (2016) from Mid-Year Household Estimates, 2018.

⁹⁶ Scottish Household Survey, 2017; household counts (2016) from Mid-Year Household Estimates, 2018.

⁹⁷ Scottish Household Survey, 2017; household counts (2016) from Mid-Year Household Estimates, 2018.

⁹⁸ Scottish Government, *Data Sources & Suitability - SIMD Access Domain*.

⁹⁹ Scottish House Condition Survey, 2014-16.

Socio-economic Differences

- B.7.5 When considering socio-economic differences related to infrastructure provision and use, individuals on lower income or within deprived areas often have the weakest relationship with new infrastructure developments due to economic barriers to access. Many of the most deprived areas are those suffering from poor digital and mobile connectivity or simply cannot afford the devices needed to utilise such infrastructure. Similarly, increases in repair, maintenance and upgrade costs for transport infrastructure often result in increased ticket prices, with this cost increase disproportionality impacting on socio-economically disadvantaged groups.
- B.7.6 The lower internet access take-up in the SPT may be related to deprivation, as relatively deprived local authorities have fewer households with home internet access whilst less deprived areas have higher rates. In Glasgow and Inverclyde 78% of households have home internet access compared with 91% and 86% in East Dunbartonshire and East Renfrewshire respectively¹⁰⁰.
- B.7.7 Geographic access is less influenced by deprivation due to the concentration of other forms of deprivation in urban areas, which perform well in the SIMD Access Domain. Fewer households in Glasgow, the most deprived area in the SPT region, have access to at least one car (51.5%) than the regional average (66.6%)¹⁰¹. Correlation should be read with caution however, as this will be partially related to greater public transport access and geographic concentration of services within urban areas.

Protected Characteristics

- B.7.8 Demographic groups with protected characteristics are more likely to be impacted by the socio-economic differences discussed above. In order to demonstrate compliance with the Public Sector Equality Duty, further consideration of the impacts on the nine protected characteristics is given below.
- B.7.9 Unless stated otherwise, the figures listed below are national rates. This is a result of a lack of data at a sub-national level. Given the large proportion of the national population contained within the SPT region, it is reasonable to assume that such trends are replicated at the regional level. Where there exists insufficient data to comment on national trends this is stated.

Age

- B.7.10 Young people were more likely to be in rented accommodation than any other age group in 2016. The majority of those who own their house, nearly three-in-four, were over 60¹⁰².

Disability

- B.7.11 Many disabled people live in homes that do not meet their requirements; 12% of all households with a person with a long term physical/mental health condition/ illness required adaptations to their home in 2016¹⁰³.

¹⁰⁰ Scotland's Centre for Regional Inclusive Growth, 2018.

¹⁰¹ Scottish Household Survey, 2017; household counts (2016) from Mid-Year Household Estimates, 2018.

¹⁰² EHRC, *Is Scotland Fairer?*, 2018. p.47.

¹⁰³ EHRC, *Is Scotland Fairer?*, 2018. p.48.

Gender Reassignment

B.7.12 There exists insufficient evidence to adequately comment on the relationship between gender reassignment discrimination and infrastructure and connectivity at a Scottish level.

Marriage and Civil Partnership

B.7.13 Those married or in a civil partnership were more likely (95.9%) to report being very or fairly satisfied with their accommodation than those who are single (88.7%) in 2015¹⁰⁴.

B.7.14 Those married or in a civil partnership were more likely (97.4%) to have used the internet than those who are single (95.0%) in 2017¹⁰⁵.

Pregnancy and Maternity

B.7.15 There exists insufficient evidence to adequately comment on the relationship between pregnancy and maternity discrimination and infrastructure and connectivity at a Scottish level.

Race

B.7.16 People from an ethnic minority background were less likely to own their own home than those of a White background¹⁰⁶.

B.7.17 Those from an ethnic minority background were less likely (84.8%) to report being very or fairly satisfied with their accommodation than those from a White background (92.9%) in 2015¹⁰⁷.

Religion or Belief

B.7.18 Whilst those from a Christian background (93.9%) were more likely to report being very or fairly satisfied with their accommodation in 2015 than those who do not identify with a religion (91.6%), those from religious minorities were less likely to (87.6%)¹⁰⁸.

Sex

B.7.19 Women were slightly more likely (92.7%) to report being very or fairly satisfied with their accommodation in 2015 than men (92.4%)¹⁰⁹.

Sexual Orientation

B.7.20 Insufficient baseline data is available to consider any potential relationship between sexual orientation and infrastructure and connectivity at a Scottish level.

Key Issues and Priorities

B.7.21 Based on the above initial, high-level baseline review it is clear that the emerging RTS and the associated EqIA should address the following pertinent issues related to transport infrastructure provision and connectivity:

¹⁰⁴ Scottish Household Survey, 2016.

¹⁰⁵ Opinions and Lifestyle Survey, 2017.

¹⁰⁶ EHRC, *Is Scotland Fairer?*, 2018. p.47.

¹⁰⁷ Scottish Household Survey, 2016.

¹⁰⁸ Scottish Household Survey, 2016.

¹⁰⁹ Scottish Household Survey, 2016.

- **Urban/Rural Connectivity:** As with Scotland overall, urban areas in the SPT region are more connected than rural areas. This affects access to amenities, public services, employment and economic opportunities; and,
- **Transport Affordability:** Increases in transport costs, whether for fuel or public transport tickets, disproportionality impacts on socio-economically disadvantaged groups. Economic barriers to accessing transport contribute to wider inequalities of both opportunity and outcome in society, including in terms of access to employment and overall quality of life. Conversely, people in low paid employment or in receipt of welfare benefits will find the costs of transport, housing, shopping etc, challenging.

B.8 Safety and Security

Overview

- B.8.1 In 2017-18, 244,504 crimes were recorded nationwide by Police Scotland¹¹⁰. This represents a 2.5% increase from the previous year. The number of crimes recorded annually had been falling every year since 2007-08 until 2016-17.
- B.8.2 The SPT region has a higher crime rate than Scotland as a whole. Recorded crimes in the area totalled 504 per 10,000 residents, 12% higher than the Scottish rate of 451 per 10,000 residents¹¹¹. The SPT region also recorded a higher rate of offences than the Scottish average, however the difference was lower (500 against 487 offences per 10,000 residents)¹¹². Consistent with relatively higher crime rates, the SPT region has a disproportionately high presence in the most deprived SIMD Crime Domain quintile. The Crime Domain records crime rates for domestic house breaking; drug offences; common assault; crimes of violence; vandalism; and sexual offences. Over a quarter (25.2%) of the SPT region is within the most crime deprived quintile – over half (51.7%) of this national quintile is covered by the SPT region. Only 15.2% of the SPT region is within the least crime deprived quintile – representing 31.4% of the national total.

Geographical Variation

- B.8.3 Nationwide trends indicate that crime is geographically concentrated in urban areas. Crime victimisation rates of those living in urban areas (14.8%) were higher in 2016-17 than the Scottish average (13.4%)¹¹³. **Figure C.7** shows the geographical distribution of performance against the SIMD crime domain across the SPT region. High crime rates are concentrated to urban areas. Other forms of deprivation are typically unevenly distributed across urban areas themselves, with highly and less deprived areas existing in close proximity. There is less of an intra-urban divide in the crime domain than for multiple deprivation as a whole.
- B.8.4 Areas within Glasgow city centre report the highest SIMD crime rates across the country. The City Centre South immediate zone reported a SIMD crime rate of 8,028 per 10,000 resident population. However, the population of this area (3,286 in 2016) is relatively small due to the high concentration of commercial use, as 3,515 businesses are registered in this area¹¹⁴, which may result in a misleading account of the concentration of crime within the area.

¹¹⁰ Recorded Crime in Scotland, 2017-18.

¹¹¹ Recorded Crime in Scotland, 2017-18.

¹¹² Recorded Crime in Scotland, 2017-18.

¹¹³ Scottish Crime & Justice Survey 2016/17

¹¹⁴ Business Stocks and Sites

Socio-economic Differences

- B.8.5 Those living in the 15% most deprived areas in Scotland are more likely to be victims of crime (19.5%) than the Scottish average (13.4%). This disproportionate increase is even greater for violent crime victimisation (4.8% against 2.9%)¹¹⁵.
- B.8.6 Demographic groups with protected characteristics are more likely to be impacted by the socio-economic differences discussed above. In order to demonstrate compliance with the Public Sector Equality Duty, further consideration of the impacts on the nine protected characteristics is given below.
- B.8.7 Unless stated otherwise, the figures listed below are national rates. This is a result of a lack of data at a sub-national level. Given the large proportion of the national population contained within the SPT Region, it is reasonable to assume that such trends are replicated at the regional level. Where there exists insufficient data to comment on national trends this is stated.

Age

- B.8.8 The rate of young people held in the prison (the youth justice system) has declined between by 1.4 per 1,000 population between 2010 and 2016.¹¹⁶
- B.8.9 Young adults (aged 16-24) are 46% more likely to be victims of crime (19.5%) than the Scottish average (13.4%)¹¹⁷.
- B.8.10 There has been an increase in sexual crimes that are digital-enabled, which often include younger victims particularly girls under 16¹¹⁸.

Disability

- B.8.11 Disabled people were more likely to experience domestic violence and abuse (4.1%) than non-disabled people (2.8%) in 2014/15¹¹⁹.
- B.8.12 Only 42% of disabled people were confident that the criminal justice system dealt with cases promptly and efficiently compared to 48% of non-disabled people¹²⁰.

Gender Reassignment

- B.8.13 Stonewall Scotland have estimated that nearly half of transgender people experienced a hate crime in the twelve months prior to 2017¹²¹. Hate crimes towards transgender people accounted for 0.8% of all hate crimes in 2016/17¹²².

¹¹⁵ [Scottish Crime & Justice Survey 2016/17](#)

¹¹⁶ EHRC, *Is Scotland Fairer?*, 2018. p.81.

¹¹⁷ [Scottish Crime & Justice Survey 2016/17](#)

¹¹⁸ EHRC, *Is Scotland Fairer?*, 2018. p.93.

¹¹⁹ EHRC, *Is Scotland Fairer?*, 2018. p.88.

¹²⁰ EHRC, *Is Scotland Fairer?*, 2018. p.92.

¹²¹ Stonewall Scotland, *LGBT in Scotland: Hate Crime and Discrimination*, 2017. Available at: http://www.stonewallscotland.org.uk/sites/default/files/lgbt_in_scotland_hate_crime_-_web_use.pdf

¹²² EHRC, *Is Scotland Fairer?*, 2018. p.83.

Marriage and Civil Partnership

- B.8.14 There exists insufficient data to adequately comment on the relationship between marriage and civil partnership discrimination and safety and security at a Scottish level.

Pregnancy and Maternity

- B.8.15 There exists insufficient data to adequately comment on the relationship between pregnancy and maternity discrimination and safety and security at a Scottish level.

Race

- B.8.16 People from an ethnic minority background are more likely to be incarcerated than those of a White background. 3.1 per 1,000 population of adults in prison in 2016 were from an African/Caribbean/Black background compared with 1.7 White people¹²³.
- B.8.17 Those of an ethnic minority background were more likely to self-report a hate incident (0.6%) in 2014/15 than White people (0.1%)¹²⁴.
- B.8.18 The latest available data suggests that, over 5,000 racist incidents were recorded every year between 2007/8 and 2013/14 across Scotland¹²⁵. In 2013/14, 95.3% of perpetrators of racist incidents were from a white ethnic background.

Religion or Belief

- B.8.19 Hate crimes motivated by religion or belief accounted for 13% of the total committed in 2016/17¹²⁶. This is an increase of 13.7% from 2015/16 and the highest number since 2012/13.

Sex

- B.8.20 One-in-five women in Scotland will experience domestic violence in their lifetime¹²⁷. The number of rapes recorded by Police Scotland in 2017-18 represents a 20% increase on the previous year¹²⁸, whilst the level of all sexual crimes in Scotland has risen by 90% since 2007/8¹²⁹.
- B.8.21 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)¹³⁰. 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 unrecorded¹³¹. No comparable data exists for Police Scotland.

¹²³ EHRC, *Is Scotland Fairer?*, 2018. p.79.

¹²⁴ EHRC, *Is Scotland Fairer?*, 2018. p.83.

¹²⁵ Scottish Crime & Justice Survey 2016/17

¹²⁶ EHRC, *Is Scotland Fairer?*, 2018. p.83.

¹²⁷ Scottish Government *Equally Safe: Scotland's strategy to prevent and eradicate violence against women and girls*, 2018.

¹²⁸ Recorded crime in Scotland: 2016-2017.

¹²⁹ Recorded crime in Scotland: 2017-2018; Recorded crime in Scotland: 2016-2017

¹³⁰ Scottish Crime and Justice Survey 2016/17.

¹³¹ Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services. *Crime-recording: making the victim count*, 2014.

Sexual Orientation

B.8.22 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 2017¹³².

Key Issues and Priorities

B.8.23 Based on the above initial, high-level baseline review it is clear that the emerging RTS and the associated EqIA should address the following pertinent issues related to safety and security:

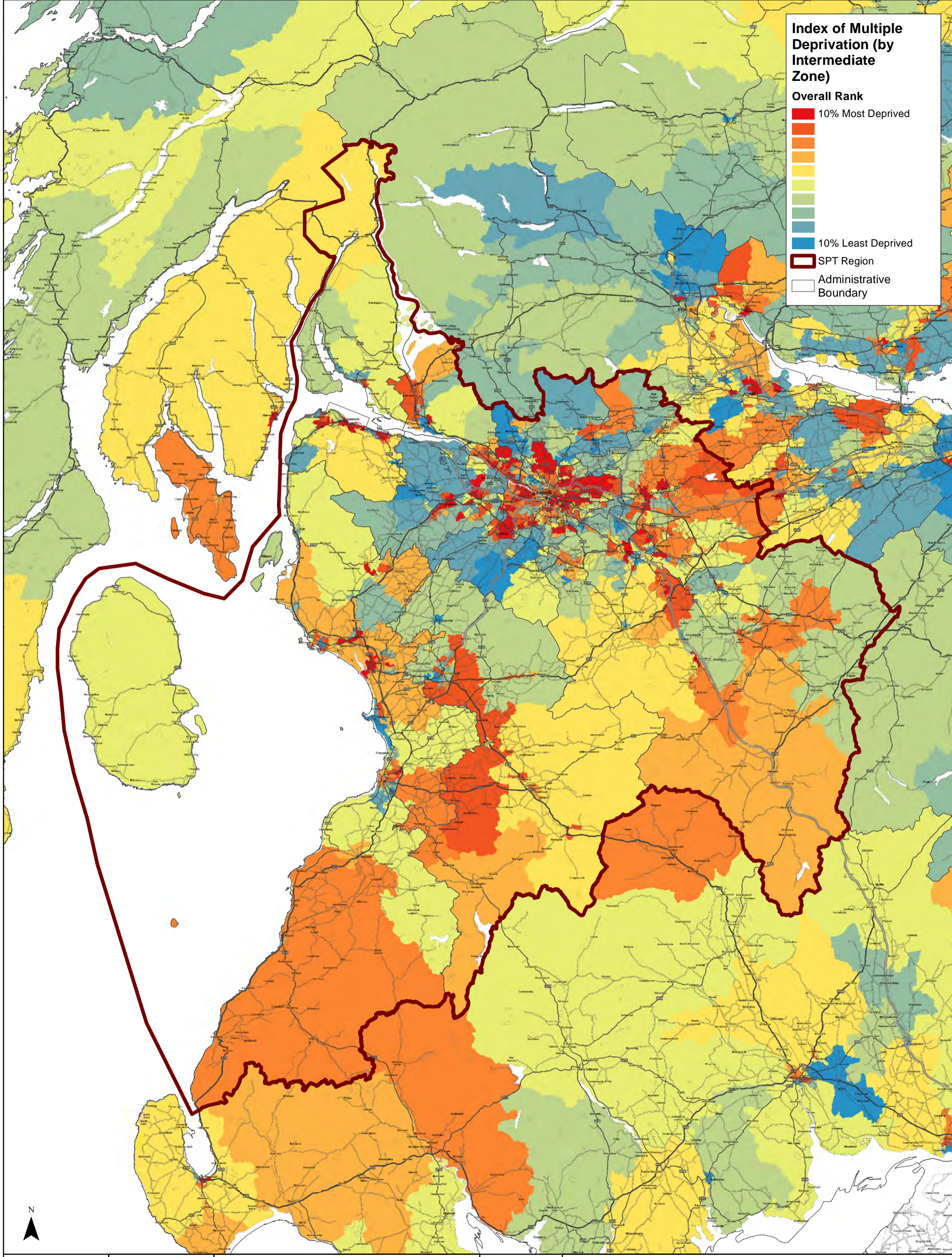
- **Rising Crime Rates:** Crime rates have risen across Scotland for the first time in ten years, whilst there has been a sharp rise in sexual crimes over the past decade. Crime is disproportionately concentrated within the SPT region and in urban areas within the region; and,
- **Demographic and Socio-economic Inequalities:** Whilst there is limited data available for the SPT region, national trends indicate that demographic groups and deprived communities facing existing structural disadvantages, including disabled people, women and ethnic minorities, are more likely to experience crime. It is reasonable to assume these disadvantages are felt within the SPT region to a similar degree.

¹³² Stonewall Scotland, *LGBT in Scotland: Hate Crime and Discrimination*, 2017.

Appendix C Scottish Index of Multiple Deprivation Mapping

C.1.1 This appendix supports the baseline review set out in **Appendix B** by providing a suite of maps showing the performance of data zones within the SPT region against the individual components of the Scottish Index of Multiple Deprivation (SIMD, 2016). The following components have been mapped across the SPT region:

- Figure C.1: SIMD;
- Figure C.2: Income;
- Figure C.3: Employment;
- Figure C.4: Education;
- Figure C.5: Health;
- Figure C.6: Access; and
- Figure C.7: Crime.



Index of Multiple Deprivation (by Intermediate Zone)

Overall Rank

- 10% Most Deprived
- 10% Least Deprived

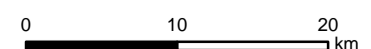
SPT Region

Administrative Boundary



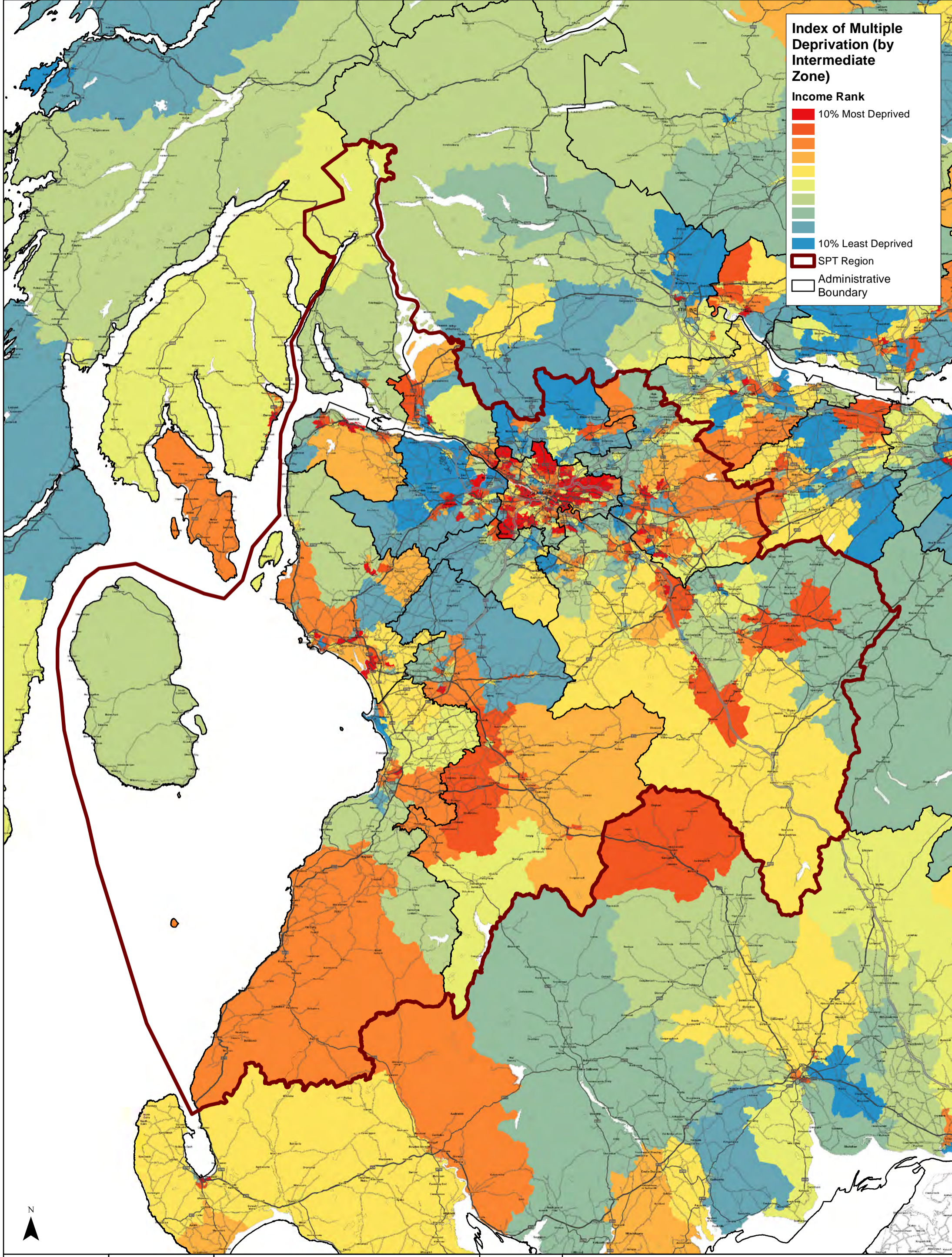
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SPT Regional Transport Strategy
Scottish Index of Multiple Deprivation
Figure C.1: SIMD



Index of Multiple Deprivation (by Intermediate Zone)

Income Rank

- 10% Most Deprived
- 10% Least Deprived

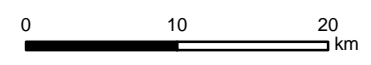
SPT Region

Administrative Boundary



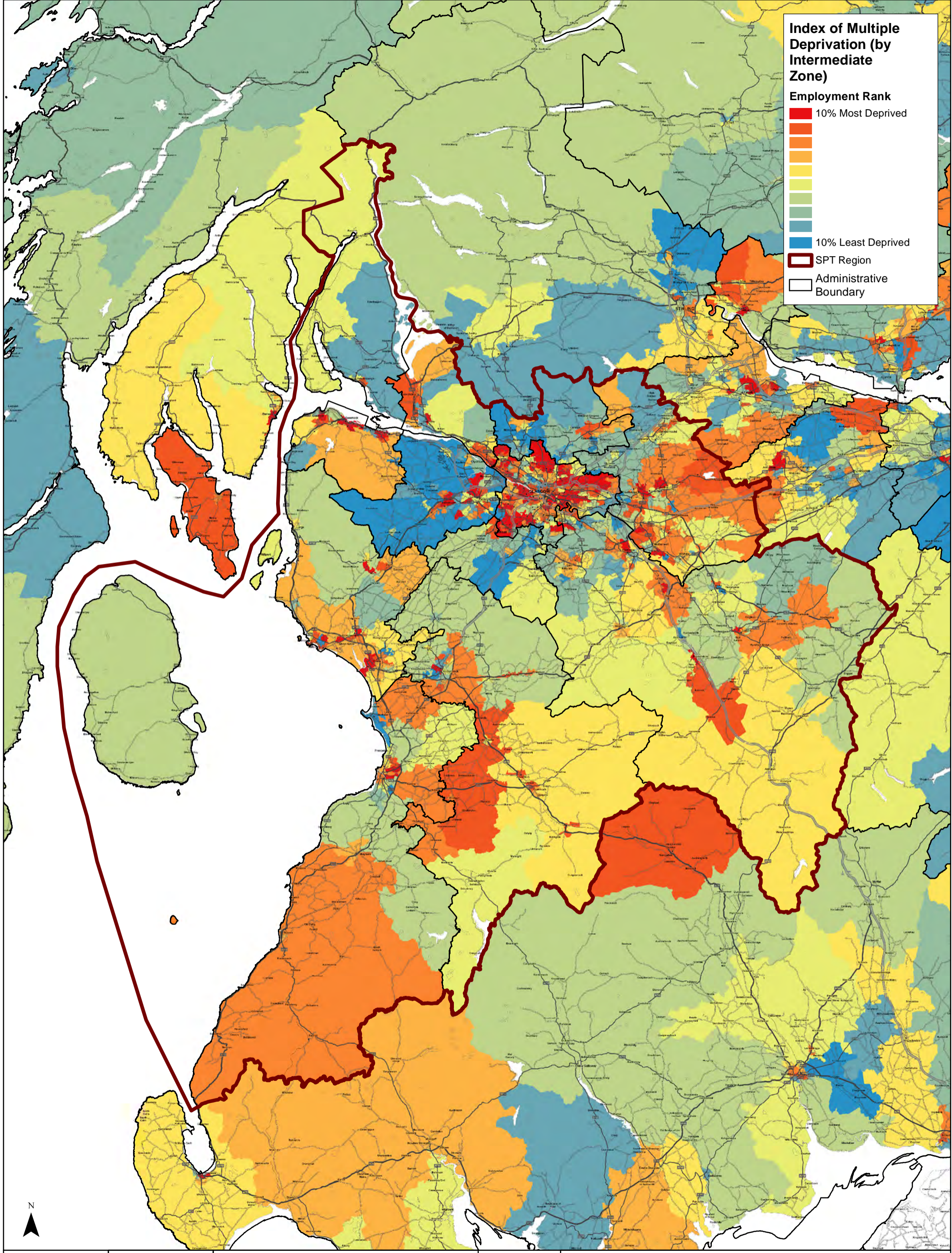
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Scottish Index of Multiple Deprivation
Figure C.2: Income Rank



Index of Multiple Deprivation (by Intermediate Zone)

Employment Rank

- 10% Most Deprived
- 10% Least Deprived

SPT Region

Administrative Boundary

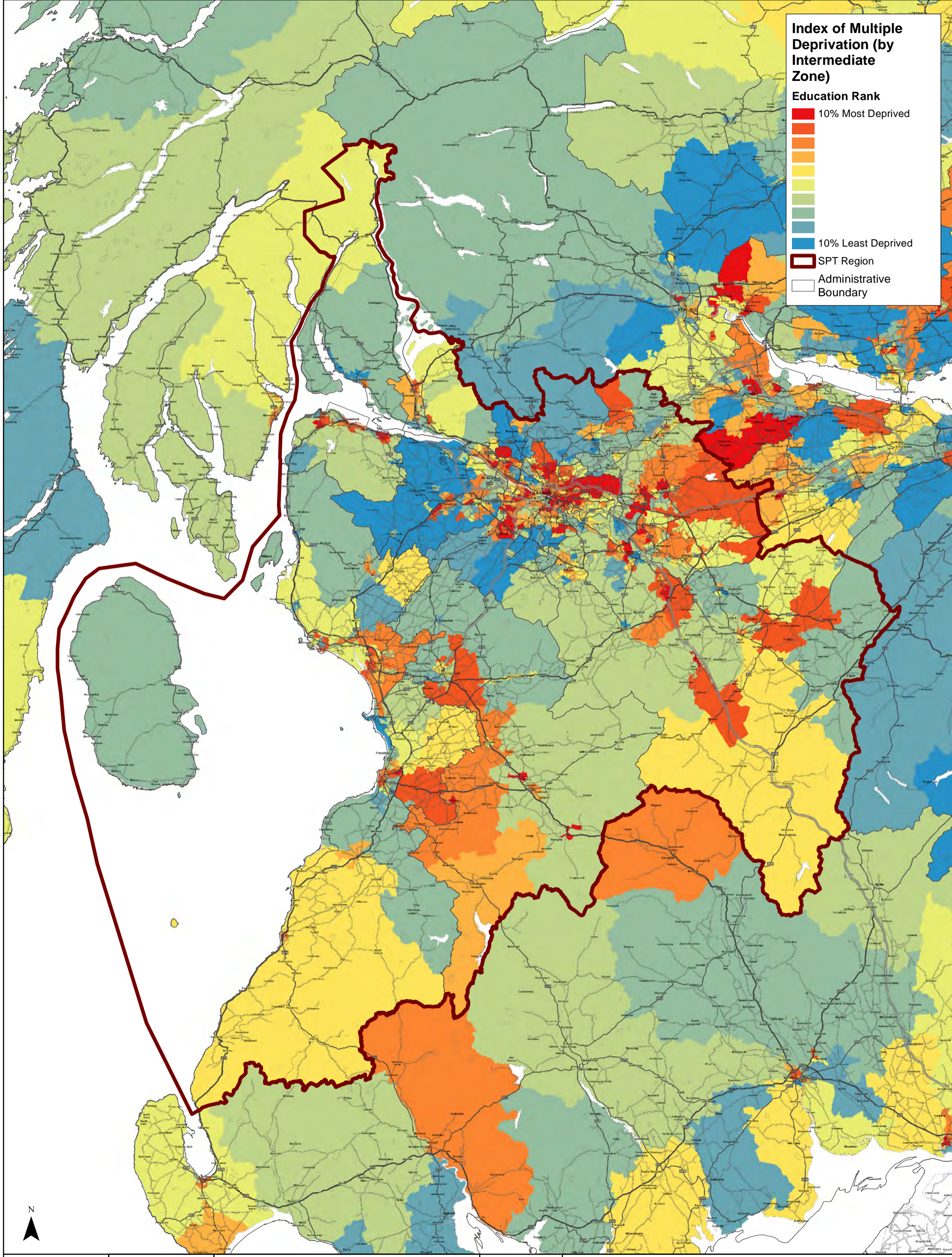


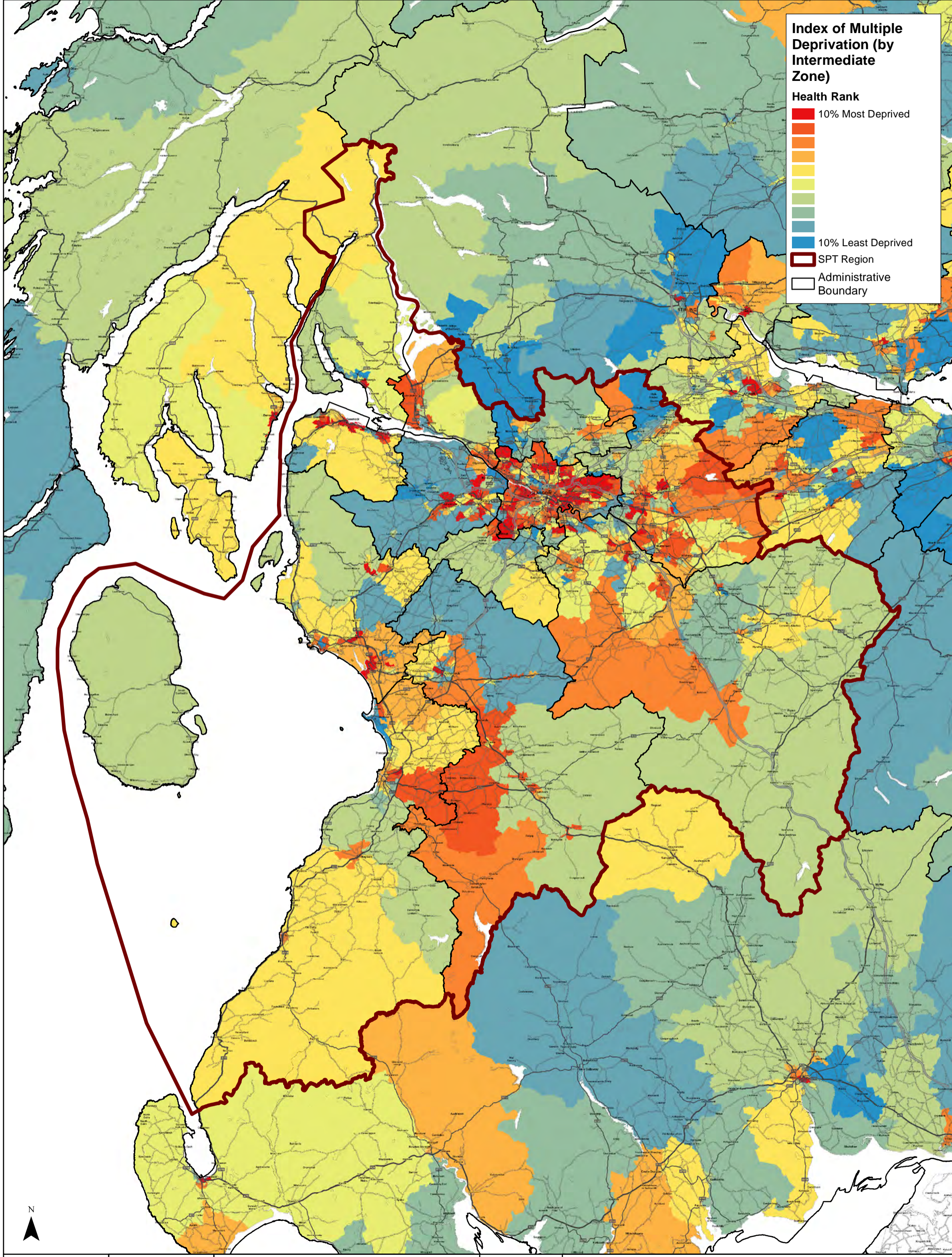
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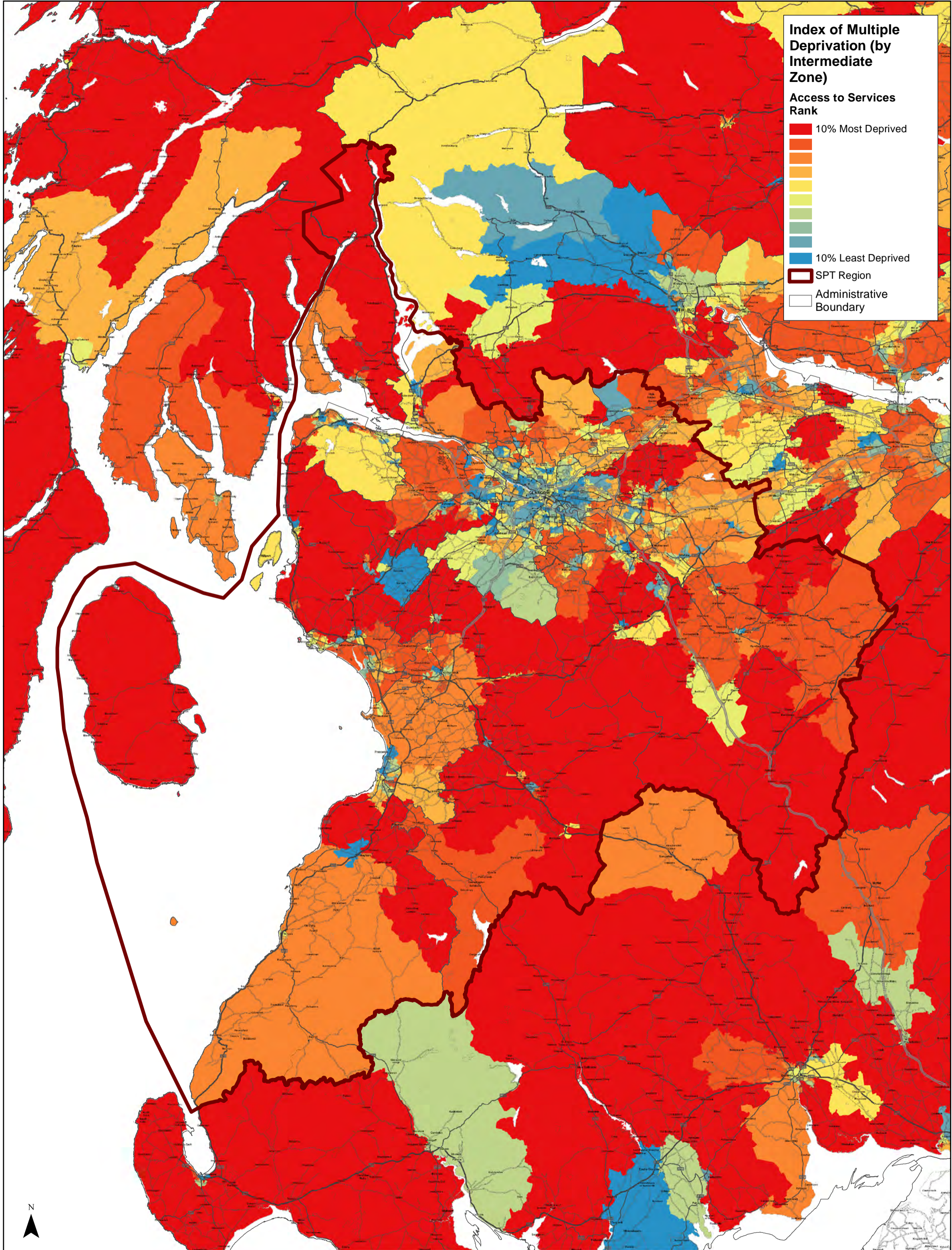
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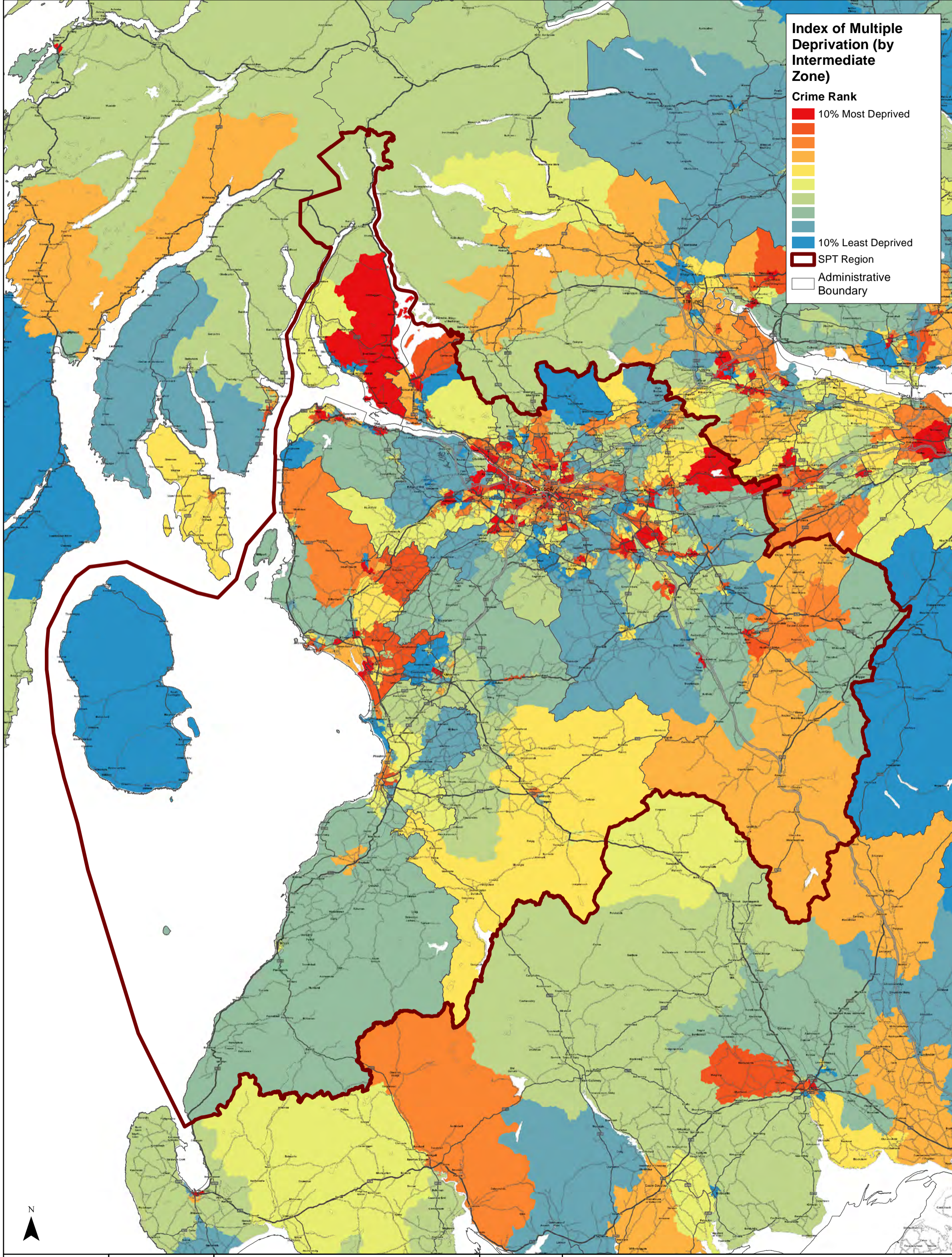
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SPT Regional Transport Strategy
Scottish Index of Multiple Deprivation
Figure C.3: Employment









Index of Multiple Deprivation (by Intermediate Zone)

Crime Rank

- 10% Most Deprived
- 10% Least Deprived

SPT Region

Administrative Boundary



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SPT Regional Transport Strategy
Scottish Index of Multiple Deprivation
Figure C.7: Crime

Appendix D Appendix Stakeholders

D.1.1 The stakeholder groups listed below represent equalities interests within the SPT region of relevance to the emerging RTS, although further stakeholders may be identified through the engagement and consultation process:

- Visibility
- RNIB Scotland
- Guide Dogs
- Scottish Council on Deafness
- Deaf Connections
- Disability Equality Scotland
- Mobility and Access Committee for Scotland (MACS)
- Scottish Accessible Transport Alliance
- Glasgow Disability Alliance
- Glasgow Access Panel
- South Lanarkshire Access Panel
- Renfrew Access Panel
- North Lanarkshire Access Panel
- West Dunbartonshire Access Panel
- Enable Scotland
- CKUK
- Capability Scotland
- Fair Deal
- Equality Network
- Scottish Trans Alliance
- LGBT Youth Scotland
- Stonewall Scotland
- Scottish Women's Aid
- Equate Scotland
- Glasgow Women's Library

- Coalition for Racial Equality and Rights
 - CEMVO Scotland
 - Interfaith Scotland
 - Inclusion Scotland
 - Equal Scotland
 - Joseph Rowntree Foundation
 - Age Scotland
 - Young Scot
 - Children and Young People's Commissioner Scotland
 - North Ayrshire Council (as an islands authority (Arran and Cumbrae) within the SPT region)
 - Argyll and Bute Council (as an islands authority (Bute) adjoining the SPT region)
- D.1.2 Other relevant stakeholder groups and interested individuals are also encouraged to engage with PBA and SPT in the development of the emerging RTS.

Appendix E Glossary of Key Terms

Term	Definition
Absolute Poverty	An individual is in Relative Poverty if they are living in a household with income below 60% of (inflation-adjusted) median income in some base year, usually 2010/11.
Economic Activity	The percentage of the population who are employed or not in employment yet actively seeking work. Formally known as the Labour Force.
Employment rate (people)	The proportion of people aged 16 and over who did one hour or more of paid work per week (as an employee or self-employed), those who had a job that they were temporarily away from, those on government-supported training and employment programmes, and those doing unpaid family work.
Gender Pay Gap	The percentage difference between male and female median hourly earnings.
Gross Value Added (GVA)	The value of goods and services produced in an area.
GVA by industry	The value of goods and services produced by each SIC 2007 based sector.
Inclusive Growth	The Inclusive Growth policy agenda seeks to contextualise economic growth within its distributional consequences.
Job Density	The ratio of the total employment of an area to its working age population
Living Wage	The minimum hourly income estimated to attain basic costs of living. In a Scottish policy context this refers to the voluntary rate set by the Living Wage Foundation.
Multiple Deprivation	A measure of restricted resources and opportunities which emphasises other factors than income, such as health or education.
Protected Characteristics	Specific aspects of a person's identity of the population which, under the Equality Act 2010, it is illegal to discriminate against.
Pupil Exclusion	A situation where a child has been removed from school and is not allowed to attend there for a certain period of time.
Relative Poverty	An individual is in Relative Poverty if they are living in a household with income below 60% of (inflation-adjusted) median income in some base year, usually 2010/11. living in households with income below 60% of the median in that year.
Rural Areas	Settlements of 3,000 people or less.
Scottish Index of Multiple Deprivation (SIMD)	Geographical measurement of multiple deprivation across multiple domains: income; employment; education; health; access to services; crime; and housing.
Standard Industrial Classification (SIC)	A system used by Government agencies for classifying industries by a four-digit code.
Standard Occupational Classification (SOC)	A system used by Government agencies for classifying occupations by a four-digit code.

Term	Definition
Total employment (jobs)	Workplace based Jobs; annual average. This includes anyone who is aged 16 and over who holds a job, whether as an employee, self-employed, Government Supported Trainee or within Her Majesty's Forces.
Total employment by industry (jobs)	Workplace based jobs within each SIC 2007 based sector; annual average.
Total employment by occupation (people)	The number of workers within each SOC 2010 based occupation grouping.
Travel to Work Area (TTWA)	A geographic area were at least 75% of the resident economically active population work in the area and at least 75% of the people who work in the area also live there. The area must have a minimum working age population of 3,500.
Unemployment rate	The proportion of the economically active population who are out of work and therefore seeking it.
Urban Areas	Settlements of 3,000 people or more.
Working Age Population	The population aged 16-64 years of age.

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