



# Environmental Statement Volume IV

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## Supporting Document - Equality Impact Assessment

Mott MacDonald Internal Ref. 312694/RPT081

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# Leeds New Generation Transport Environmental Statement

Volume IV – Supporting Documents: Equality Impact Assessment

September 2013

Metro and Leeds City Council

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# Abbreviations

BAME	Black, Asian and Minority Ethnic
CBT	Campaign for Better Transport
CCTV	Close Circuit Television
CfTS	Centre for Transport Studies
CofE	Church of England
DDA	Disability Discrimination Act
DfT	Department for Transport
DLA	Disability Living Allowance
DPTAC	Disabled Persons Transport Advisory Committee
EHRC	Equality and Human Rights Commission
EIA	Environmental Impact Assessment
EqIA	Equality Impact Assessment
ESOL	English for Speakers of Other Languages
GEO	Government Equalities Office
GIRES	Gender Identity Research and Education Society
LAA	Local Area Agreement
LCC	Leeds City Council
LGB	Lesbian, gay, and bi-sexual
LGBT	Lesbian, gay, bi-sexual and transgender
LSC	Learning and Skills Council
LTP	Local Transport Plan
NGT	New Generation Transport
NTS	National Travel Survey
ONS	Office of National Statistics
PSED	Public Sector Equality Duty
RNIB	Royal National Institute for Blind People
SEIA	Socio-economic Impact Assessment
SMS	Short Message Service
TWA	Transport and Works Act
YWCA	Young Women's Christian Association

# Executive Summary

## Introduction

Mott MacDonald has been appointed by the West Yorkshire Passenger Transport Executive (Metro) and Leeds City Council (LCC) to provide support for the development and delivery of a new, high quality rapid transit trolleybus system called 'New Generation Transport' (NGT), which will be powered by electricity and provide an effective route between north and south Leeds.<sup>1</sup>

This Equality Impact Assessment (EqIA) was commissioned to accompany other aspects of the package of works, including Environmental Impact Assessment (EIA), Health Impact Assessment (HIA) and public consultation work undertaken by Metro and LCC.

An EqIA is a systematic appraisal of the likely or actual effects of a policy, programme or development on the following protected characteristics (as defined by the *Equality Act 2010*)<sup>2</sup>:

- **Age** (including all age groups, for example children aged under 16, younger people aged 16-24, and older people aged 65 and over);
- **Disability** (including people with mobility and sensory impairments, people with learning disabilities and people suffering from serious long-term illnesses such as cancer or AIDS);
- **Gender reassignment** (including people who are transgender and transsexual and people undergoing gender reassignment therapy);
- **Marriage and civil partnership** (but not 'marital status' as single people are not covered, this characteristic only applicable with regard to discrimination on the grounds of being married or in a civil partnership);
- **Pregnancy and maternity** (including pregnant women and women on maternity leave);
- **Race and ethnicity** (including ethnic or national origin, race, colour or nationality);
- **Religion or belief** (including lack of belief);
- **Sex** (including both men and women); and
- **Sexual orientation** (including heterosexual people, lesbians, gay men and bisexual people – LGB people).

## Methodology

The primary objective of undertaking this EqIA was to support the scheme Promoters in meeting their requirements under the Public Sector Equality Duty (PSED). This requires them to demonstrate that the needs of protected groups have been taken into account. The PSED aims to:

- eliminate unlawful discrimination, harassment and victimisation;
- advance equality of opportunity between people from different groups; and
- foster good relations between people from different groups.

An EqIA helps meet these requirements by:

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<sup>1</sup> Leeds City Council (2012): 'New Generation Transport'. See: <http://www.leeds.gov.uk/residents/Pages/NewGenerationTransport.aspx>

<sup>2</sup> These protected characteristics are covered by the new Public Sector Equality Duty which replaces the existing three separate duties relating to gender, race and disability.

- reviewing whether one or more of the groups outlined above could experience disproportionate impacts (over and above the effects likely to be experienced by the rest of the population) as a result of the NGT scheme being implemented, constructed and operated;
- identifying opportunities to promote equality more effectively or to a greater extent as part of the scheme delivery; and
- developing ways in which any disproportionate negative impacts of the scheme could be removed or mitigated to prevent any unlawful discrimination and minimise inequality of outcomes.

The key tasks of this EqlA were undertaken by Mott MacDonald, Metro and LCC. Metro and LCC presided over a number of these tasks which included all stakeholder engagement:

- **Screening** (Metro and LCC): Screening was undertaken and an EqlA was found to be required.
- **Determining scope** (Metro and Mott MacDonald): The spatial and policy scope of the EqlA was determined through UK equality legislation and an initial assessment of the NGT scheme.
- **Policy analysis** (Mott MacDonald): Key policy documents were identified and reviewed at the local and national levels including the Equality Act 2010 and Local Transport Strategies.
- **Evidence review** (Mott MacDonald): Identifying potential impacts of the NGT scheme, those equality groups particularly sensitive to its activities and who, therefore, could experience positive or negative impacts to a disproportionate extent.
- **Socio-demographic profiling** (Mott MacDonald): Including identification, distribution and density of groups to be the focus of the equality impact analysis within the study area.
- **Stakeholder engagement** (Metro): In addition to more than 30 opportunities for members of the public to provide input into the scheme, primary activities have included: 70 community / equality groups / organisations written to for comments on two occasions; an Equality Access Workshop; a series of face to face interviews with a number of community organisations.
- **Equality impact analysis** (Mott MacDonald): Reaching a qualitative and quantitative judgement about what type of impacts are likely, the extent of the impact on factors such as the accessibility of the fund, and whether the impact reduces or increases existing inequalities.
- **Conclusions and recommendations** (Mott MacDonald): Setting out whether delivery of the project should be amended, and if so how, in order to minimise any adverse equality effects and maximise benefits. This final stage in the process also highlights the extent to which the impacts accord with local and national equality policy objectives.

## Findings

The table below outlines the summary findings of the EqlA process:

Protected characteristic	Potential impacts	Positive (+) or negative (-)	Mitigation measures required	Opportunities to promote equality
Age	Improving access to education for children and younger people	+	No mitigation measures required	Addressing affordability
	Improving access to employment for younger people	+	No mitigation measures required	
	Improving access to leisure facilities for children and younger people	+	No mitigation measures required	Providing useful information
	Air quality and associated health effects for children	+	No mitigation measures required	Ensuring accessibility
	Improving access to public services for older people	+	No mitigation measures required	Provision of staff training
	Improving health and access to healthcare for young and older people	+	No mitigation measures required	Personal security measures
	Concerns about loading of reduced mobility passengers	-	Driver training Appropriate timetabling	

Protected characteristic	Potential impacts	Positive (+) or negative (-)	Mitigation measures required	Opportunities to promote equality
	Loss of and/or changes to open space for younger people	-	Relocation of playing fields	
	Concerns about accessibility and community severance	-	Appropriate crossing facilities Communication and information Crossing design	
	Tackling social and economic exclusion of older people	+	No mitigation measures required	
<b>Disability</b>	Improving access to employment	+	No mitigation measures required	Providing information in the right formats Ensuring accessible pedestrian routes and environments Crossings and pedestrian routes intersecting NGT Addressing concerns regarding shared spaces Provision of staff training
	Improving access to healthcare and community facilities	+	No mitigation measures required	
	Improving the physical accessibility of public transport services	+	No mitigation measures required	
	Access challenges for mobility impaired bus users	-	Driver training Detailed design of stops and vehicles	
<b>Gender reassignment</b>	<i>No disproportionate impacts identified</i>			Personal security measures
<b>Marriage and Civil Partnership</b>	<i>No disproportionate impacts identified</i>			
<b>Pregnancy and maternity</b>	<i>No disproportionate impacts identified</i>			
<b>Race and ethnicity</b>	Improving access to employment and economic opportunities	+	No mitigation measures required	Provision of information in appropriate languages
	Improving access to community services and facilities	+	No mitigation measures required	Further consultation and communication with BAME communities
	Confusion over service changes due to lack of English language capability	-	Provision of appropriate information in the right languages	Personal security measures
<b>Religion and belief</b>	<i>No disproportionate impacts identified</i>			
<b>Sex</b>	Improving access to employment	+	No mitigation measures required	Personal security measures
	Supporting women with children and childcare responsibilities	+	No mitigation measures required	
	Improving access to community services and facilities	+	No mitigation measures required	
<b>Sexual orientation</b>	<i>No disproportionate impacts identified</i>			Personal security measures

## Conclusions

The following key conclusions can be drawn from this EqIA. Mitigation measures and opportunities associated with these impacts have been provided in individual chapters but are summarised alongside identified impacts in the equality impact matrix.

**Improved access to community facilities and employment:** overall, the provision of a new and frequent public transport service in the form of a trolleybus network will improve access to a whole range of social and economic resources along the route including the City Centre, Leeds’ two universities, a major hospital, and a whole range of other facilities from shops to places of worship.

**Construction disruption, disturbance and severance:** the construction (and to a lesser extent operational) phase may have a negative effect on a range of local socio-demographic groups and communities, restricting access to a range of local facilities and services, causing annoyance, confusion and upset. All of which having a negative impact on the community.

**Short term lack of familiarity:** for some equality groups there is some limited potential for benefits not to be realised to the same extent as others. For example, for those without English as a first language (some BAME groups), and some disabled people, information about NGT, its route, timetable and benefits may not be as readily understood. This could cause confusion and / or disorientation when using the new service or accessing stops and other infrastructure, meaning some groups may not experience journey time benefits to the same degree as others. However, these impacts will only be experienced in the short term.

**Implementation of the scheme is also likely to cause changes to traffic levels, amenity, and severance** (because of road closures and diversions). In turn causing changes to the frequency, amenity, journey times or availability of both private and public transport services. These changes have the potential to reduce accessibility, negatively impacting people with a range of protected characteristics.

**Supporting improvements to health and wellbeing:** the proposed NGT scheme variously supports improvements to overall health and wellbeing for a number of protected characteristics through a combination of encouraging modal shift that can be combined with active modes such as walking, providing improved access to health and leisure facilities, and contributing to positive changes in local air quality by reducing congestion through the use of electrically powered vehicles.

**Benefits and challenges associated with shared space:** the plans for a number of areas along the route include proposals for 'shared spaces'; this may provide benefits to some users but presents challenges to others, particularly those with visual impairments. The shared space concept has been considered in the context of disabled user groups and this will continue to the case at detailed design.

**Meeting equality policy objectives:** the proposed NGT scheme meets many equality goals and objectives. As such it contributes to the equality goals of local and national government and particularly of the *Local Transport Plan for Leeds*.

**Compliance with the PSED:** the proposed NGT scheme improves the accessibility of Leeds city centre and a number of key locations, including the universities, Leeds' major hospital and new housing and business developments by a means of transport that is used disproportionately many groups with protected characteristics. The proposed scheme has been designed to be *Equality Act 2010* (and therefore DDA) compliant, and will be fully accessible to people with mobility impairments. The development process for the NGT has included various opportunities for members of different equality groups to comment on the plans and coheres with the aims of the PSED in showing due regard to equality in its development. The commissioning of this EqlA also supports compliance with the PSED.

## Recommendations

There are a number of ways in which the NGT scheme could be further enhanced in order to better or more effectively support equality objectives. Key recommendations are included for each disproportionately affected protected characteristic as part of the opportunity and mitigations sections of the relevant chapters. They are summarised below:

- working to ensure the **affordability** of the NGT service for all equality groups who tend disproportionately to experience low incomes, including younger people, older people and people with disabilities.
- ensuring that **information is available** in the language, format, location and by the means most valuable to different groups. This should include use of appropriate technologies to communicate with

younger people, the use of accessible formats for people with disabilities, the availability of translation for some members of BAME communities and the provision of appropriate information at stops, online, or in local community facilities.

- the provision of **staff training** to ensure both sensitivity and practical ability to meet the various needs and requirements of different groups – particularly those of disabled people and older people. Standardisation of practices regarding docking, allowing sufficient dwell times for passengers to take their seats, and other aspects of service delivery could be addressed here.
- ensuring that the remodelled pedestrian environments, crossings, stops and other infrastructure associated with the scheme meets national guidelines and best practice **accessibility** guidance. In particular, it will be important to ensure that all shared space elements are undertaken with appropriate input from disabled stakeholders.
- best practice **personal safety and security** measures are applied including the use of CCTV, natural surveillance, and appropriate lighting at all stops and route facilities such as Park and Ride sites.
- on-going **communication and consultation** with different groups to ensure that all views are taken on board, regardless of the stage in the process at which they are expressed. In particular, the view of different group will need to be considered to ensure the accessibility of the scheme as detailed designs are drawn up.

# 1. Introduction

## Terms of Reference

- 1.1 Mott MacDonald has been appointed by the West Yorkshire Passenger Transport Executive (Metro) and Leeds City Council (LCC) to provide support for the development and delivery of a new, high quality rapid transit trolleybus system called 'New Generation Transport' (NGT), which will be powered by electricity and provide an effective route between north and south Leeds.<sup>i</sup>
- 1.2 This Equality Impact Assessment (EqIA) was commissioned to accompany other aspects of the package of works, including Environmental Impact Assessment (EIA), Health Impact Assessment (HIA) and public consultation work undertaken by Metro and LCC.
- 1.3 It was agreed that a full EqIA was required and that this would be undertaken jointly by Metro and Mott MacDonald. As such, it was agreed that the consultation element of the assessment was to be undertaken by Metro, who had already initiated contact with different charities, social and demographic groups and/or their representatives as part of the public consultation process. Other tasks were undertaken by Mott MacDonald. The breakdown of the different tasks undertaken by Metro and by Mott MacDonald are outlined in the task list below.

## Background to the NGT Scheme

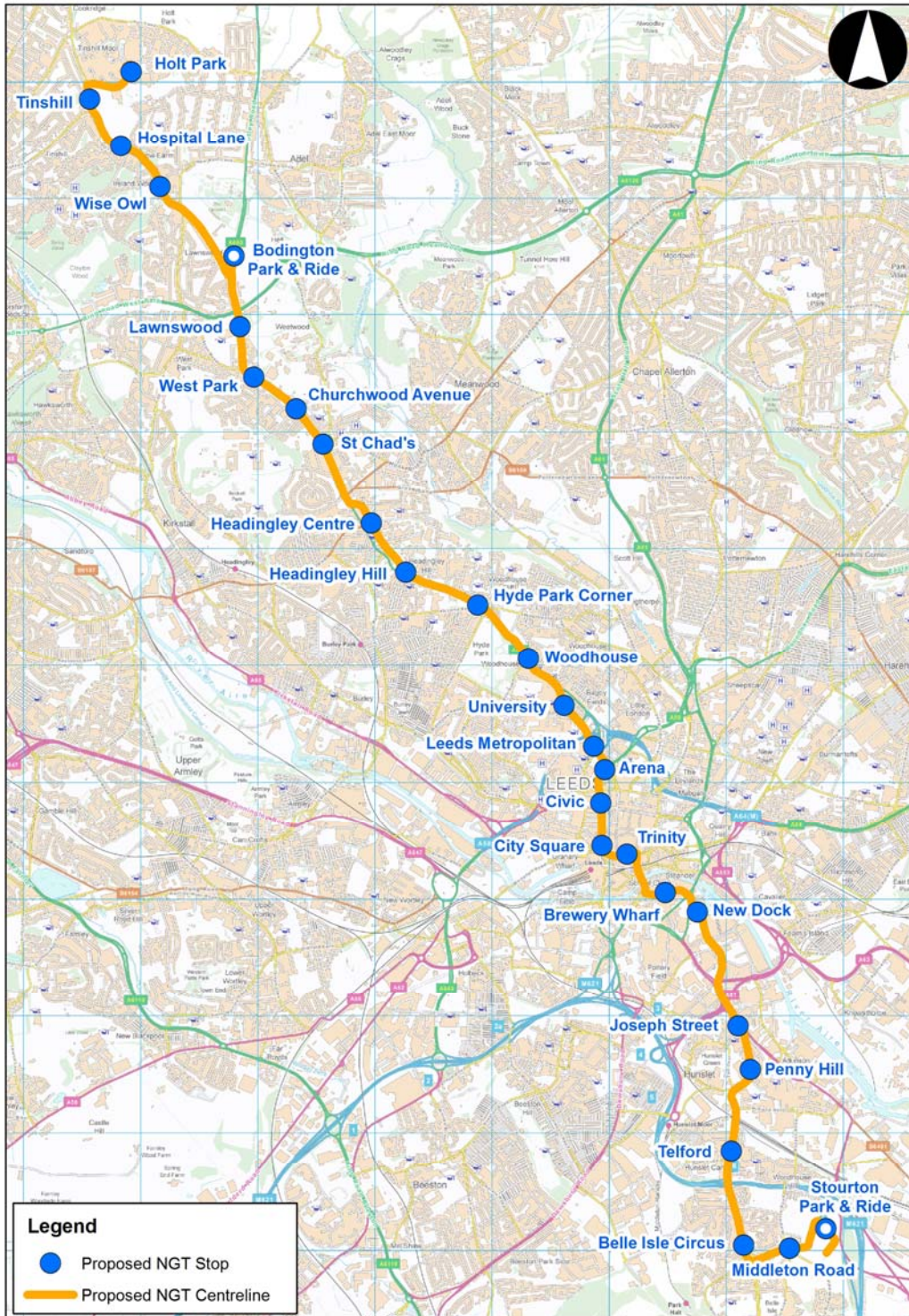
- 1.4 Metro and LCC are developing a trolleybus rapid transit scheme for Leeds, known as New Generation Transport (NGT). It will comprise a North Line of 10km in length, running from Holt Park district centre (north Leeds) via Bodington, West Park, Headingley, the University of Leeds and through the city centre to Leeds Bridge in the south. The 5km long South Line will continue from Leeds Bridge, through the New Dock area, Hunslet and Belle Isle to Stourton in the south. The majority of the NGT route will be either dedicated to public transport only or for the exclusive use of trolleybuses.
- 1.5 Safe and secure car parking will be provided for NGT customers at two park and ride sites; on the North Line, this is located at Bodington (up to 850 spaces) on the A660 Otley Road near the Leeds Outer Ring Road. A second park and ride site is provided on the South Line at Stourton, adjacent to junction 7 of the M621 and Middleton Ring Road. At Stourton, the parking spaces will be delivered in phases; the first phase will provide circa 1,700 spaces, with the second phase expanding the site to 2,300 spaces.
- 1.6 A fleet of trolleybuses will operate along the route serving NGT stops with step free access to the vehicles, shelters and passenger information screens. The trolleybus vehicles will be powered by electricity supplied through overhead wires along the route and ten NGT substations.
- 1.7 Metro and LCC are jointly submitting an Order under sections 1 and 3 of the *Transport and Works Act 1992*, for the purpose of authorising the construction and operation of a trolley vehicle system in the city of Leeds. The *Leeds Trolley Vehicle System Order* is the formal title for the Leeds NGT project. In connection with the application, a direction is also being sought under section 90(2A) of the *Town and Country Planning Act 1990*.
- 1.8 The Order includes provision for the acquisition, compulsorily and by agreement, of land and rights in and to use land, and provision for the construction, operation and maintenance of the trolley vehicle system. Subject to the Transport and Works Act Order (TWAO) being made,



advance works are due to commence in 2015 with the main construction of NGT expected to begin in 2017; on this basis, the system will be open for operation in early 2020.

1.9 Overleaf is a map of the proposed NGT route, including the proposed stops.

Figure 1.1: Proposed NGT route



Source: Mott MacDonald, 2013



## About this Report

1.10 This report is a supporting document for the TWAO. It explores how NGT will impact on the nine protected characteristics identified by the Equality and Human Rights Commission (EHRC)<sup>ii</sup>. The chapters are divided as follows:

- **Chapter 2** provides an overview of the methodology employed and the tasks undertaken as part of the Assessment.
- **Chapter 3** describes the policy context for the assessment, covering local, sub-national and national policy drivers around transport and equality.
- **Chapter 4** provides a profile of the various social and demographic groups in Leeds. The chapter provides an introduction to and profile of each of the protected characteristics for whom data is available.
- **Chapters 5 to 8** provide the key potential disproportionate positive and negative impacts of the NGT scheme for people with different protected characteristics. The analysis is based on the findings of the desk-based research exercise and the stakeholder engagement undertaken as part of the EqlA by Metro. The positive and negative impacts are presented alongside suggested mitigation measures and opportunities to further enhance equality as part of the NGT scheme. This chapter cover the protected characteristics in the following order:
  - Age;
  - Disability;
  - Race and ethnicity; and
  - Sex.

The remaining protected characteristics (gender reassignment, marriage and civil partnership, pregnancy and maternity, religion and belief and sexual orientation), where no disproportionate effects have been identified, are included in Annex A.

- **Chapter 9** sets out conclusions and suggested recommendations for ensuring that NGT is fully supporting of equality objectives.

## 2. Approach and Methodology

### Background to the EqIA

2.1 An EqIA is a systematic appraisal of the likely or actual effects of a policy, programme or development on the following protected characteristics (as defined by the *Equality Act 2010*)<sup>3</sup>:

- **Age** (including all age groups, for example children aged under 16, younger people aged 16-24, and older people aged 65 and over);
- **Disability** (including people with mobility and sensory impairments, people with learning disabilities and people suffering from serious long-term illnesses such as cancer or AIDS);
- **Gender reassignment** (including people who are transgender and transsexual and people undergoing gender reassignment therapy);
- **Marriage and civil partnership** (but not 'marital status' as single people are not covered, this characteristic only applicable with regard to discrimination on the grounds of being married or in a civil partnership);
- **Pregnancy and maternity** (including pregnant women and women on maternity leave);
- **Race and ethnicity** (including ethnic or national origin, race, colour or nationality);
- **Religion or belief** (including lack of belief);
- **Sex** (including both men and women); and
- **Sexual orientation** (including heterosexual people, lesbians, gay men and bisexual people – LGB people).

### Objectives of the EqIA

2.2 The primary objective of undertaking an EqIA is to help public authorities meet the requirements of the Public Sector Equality Duty (PSED). This requires them to demonstrate that the needs of protected groups have been taken into account through an equality analysis (of which the EqIA can be part) and it aims to:

- eliminate unlawful discrimination, harassment and victimisation;
- advance equality of opportunity between people from different groups; and
- foster good relations between people from different groups.

2.3 An EqIA helps meet these requirements by:

- reviewing whether one or more of these groups could experience disproportionate impacts (over and above the effects likely to be experienced by the rest of the population) as a result of a policy being implemented or the way in which a service is delivered;
- identifying opportunities to promote equality more effectively or to a greater extent; and
- developing ways in which any disproportionate negative impacts could be removed or mitigated to prevent any unlawful discrimination and minimise inequality of outcomes.

2.4 The findings and recommendations of the analysis help to raise decision-makers' awareness of the effects on people with protected characteristics and help them to make an informed choice.

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<sup>3</sup> These protected characteristics are covered by the new Public Sector Equality Duty which replaces the existing three separate duties relating to gender, race and disability.

- 2.5 All projects which could fall into the following areas should be subject to some form of equality analysis or appraisal:
- projects that affect service users, employees or the wider community, and therefore potentially have a significant effect in terms of equality;
  - major projects that significantly affect how functions are delivered in terms of equality;
  - projects which have a significant effect on how other organisations operate in terms of equality;
  - projects which relate to functions or previous projects that engagement has previously identified as being important to particular protected groups;
  - where projects could affect specific protected groups differently;
  - where the project is in an area in which there are known inequalities; and
  - where the project is in an area in which there have been equality objectives set by a specific organisation.<sup>iii</sup>
- 2.6 Substantive changes to public transport infrastructure will clearly affect service users and the wider community and, because of the diversity of public transport users, people with specific protected characteristics may be affected by changes to the service differently to other members of the general population.

### Timings of the EqIA

- 2.7 Guidance published by the Government Equalities Office (GEO) and Equality and Human Rights Commission (EHRC) from January 2011, makes clear that undertaking equality analysis is something that should occur as early as possible in the development process:
- 2.8 *“Equality analysis starts prior to policy development or at the early stages of a review. It is not a one-off exercise, it is on-going and cyclical and it enables equality considerations to be taken into account before a decision is made”.*
- 2.9 *“Equality analysis of proposed policies will involve considering their likely or possible effects in advance of implementation. It will also involve monitoring what actually happens in practice. Waiting for information on the actual effects will risk leaving it too late for your equality analysis to be able to inform decision-making”.*
- 2.10 In the early stages of the project process there is an opportunity for equality considerations to be integrated, ensuring that issues further along in the project cycle are avoided. Following the decision to undertake an EqIA the processes involved often vary depending on the project being assessed.

### Tasks Undertaken as Part of this EqIA

- 2.11 The key tasks of this EqIA were undertaken by Mott MacDonald, Metro and LCC. Metro and LCC presided over a number of these tasks which included all stakeholder engagement. Full details of the tasks, process and key activities are included in the table overleaf:

Table 2.1: Stages of the EqlA process

Task	Process	Key Activities
Task 1	<b>Screening (Metro and LCC)</b>	Determining whether or not an EqlA is necessary. Screening was undertaken by Metro and LCC and an EqlA was found to be required. This prompted the commissioning of the full EqlA
Task 2	<b>Determining scope (Metro and Mott MacDonald)</b>	Defining the scope of the EqlA and its likely effects. The spatial and policy scope of the EqlA is determined through UK equality legislation and an initial assessment of the NGT scheme. It determines the parameters for the assessment processes below.
Task 3	<b>Policy analysis (Mott MacDonald)</b>	Setting out the policy and strategic context for the assessment. Key policy documents are identified at the local and national levels including the Equality Act 2010, Local Transport Strategies and the Equality and Diversity Policies of Leeds City Council.
Task 4	<b>Desk-based review of evidence (Mott MacDonald)</b>	Identifying potential impacts of the NGT scheme, those equality groups particularly sensitive to its activities and who, therefore, could experience positive or negative impacts to a disproportionate extent. The findings of the desk-based research exercises are presented in this report. Sources used and identified are included in the appendix of this document.
Task 5	<b>Socio-demographic profiling (Mott MacDonald)</b>	Including identification and presence (distribution and density) of groups to be the focus of the equality impact analysis within the study area. Key data source include: 2011 Census as the most reliable and up to date source of socio-demographic data; nomis; Indices of Multiple Deprivation data.
Task 6	<b>Stakeholder engagement (Metro)</b>	Building on the desk research conducted as part of the baseline assessment, this stage involves stakeholder engagement with equalities stakeholders and community representatives in Leeds. In addition to more than 30 opportunities for members of the public to provide input into the scheme, primary activities have included: 70 community / equality groups / organisations written to for comments on two occasions; an Equality Access Workshop undertaken; a series of face to face interviews held with a number of community organisations. The findings from this stage of the process have been incorporated into the evidence base for the equality impact analysis undertaken to inform the findings of the EqlA process.
Task 7	<b>Equality impact analysis (Mott MacDonald)</b>	Reaching a qualitative and quantitative judgement about what type of impacts are likely, the extent of the impact on factors such as the accessibility of the fund, and whether the impact reduces or increases existing inequalities. Data from the desk research, socio-demographic profiling, and project documentation review, alongside input from stakeholders has been applied to assess the positive and negative disproportionate impact on people with different protected characteristics
Task 8	<b>Conclusions and recommendations (Mott MacDonald)</b>	Setting out whether delivery of the project should be amended, and if so how, in order to minimise any adverse equality effects and maximise benefits. This final stage in the process also highlights the extent to which the impacts accord with local and national equality policy objectives. Conclusions and recommendations are outlined in the final chapter of this report.

## 3. Policy and Strategic Context

### Introduction

- 3.1 This chapter sets out the equality policy context for the NGT and this EqIA. It considers the national equality agenda and the equality objectives of Metro and LCC. The delivery and operation of the NGT scheme must contribute to these objectives where possible.

### National Equality Policy Objectives

#### The Equality Act 2010 and the Public Sector Equality Duty

- 3.2 In 2010 the *Equality Act* was introduced to streamline and consolidate the plethora of previous legislation covering different equality groups. A key implication of the *Equality Act 2010* was a restructuring of the statutory duties placed upon public bodies with regard to equality. In April 2011 a new PSED came into force, replacing the existing duties concerning race, disability and gender. The PSED includes a general duty and a series of specific duties.
- 3.3 The general duty requires that government departments and public authorities have due regard to the following three aims:
- eliminating unlawful discrimination, harassment and victimisation;
  - advancing equality of opportunity between different groups; and
  - fostering good relations between different groups.
- 3.4 In England, the general duty ensures that equality considerations are built into the policies and services offered by public authorities and those carrying out public functions. It specifies that they should minimise disadvantages experienced by people due to their protected characteristics, take steps to meet the different needs of people from protected groups and encourage participation from these groups where participation is disproportionately low.
- 3.5 The general duty is underpinned by a series of specific duties. The specific duties are legal requirements designed to help those public bodies understand their responsibilities. The specific duties include the publication of equality objectives, conducting equality analysis (and EqIAs where necessary), and publishing information to demonstrate compliance with the PSED. The *Equality Act* also requires reasonable adjustments to be made for disabled people, including physical accessibility action where required and ensuring information is provided in alternative and accessible formats.

### Sub-National Policy Objectives

#### A 20-year Vision for Public Transport in West Yorkshire

- 3.6 In 2000, Metro set out a 20-year vision for the West Yorkshire area. One of the aims was for transport to be '*accessible to all*', to be achieved through a variety of initiatives including: ensuring all bus and rail stations are fully accessible; securing the early introduction of modern, accessible rail vehicles; and providing information in a variety of formats, including on-board bus and train announcements and visual displays at stops.
- 3.7 The dismantling of physical barriers was to be accompanied by complementary initiatives, such as staff training and the provision of information in accessible formats.<sup>iv</sup>

### Third Local Transport Plan for West Yorkshire

- 3.8 The *Third Local Transport Plan for West Yorkshire (LTP3)*, covers the period from 2011-2026. 'Equality' is one of the LTP3's cross-cutting themes:
- 3.9 *'All proposals will seek to deliver equality of access within value for money and affordability constraints. Interventions will meet all relevant equality legislation, but the aspiration is to go further and remove barriers to groups that have, in the past, found it more difficult to access the transport network and services. ... Other issues relevant to groups in the community with specific needs or concerns will be considered when developing transport interventions for each of the three-year Implementation Plans. Such issues may include physical access, fear of crime, road safety, behavioural change and targeted travel planning.'*<sup>v</sup>

### Local Policy Objectives

#### LCC – Equality and Diversity Policy

- 3.10 LCC has a commitment to promoting equal opportunities for all equality groups, with the view of ending discrimination, harassment and victimisation and establishing positive relations between communities.
- 3.11 The *LCC Equality and Diversity Policy for 2011-2015* has five key aims. The most relevant of these are:
- ensuring all existing and potential service users are treated with dignity and respect;
  - ensuring partnership and contract arrangements aim to promote equality of opportunity; and
  - working with and between communities to help develop and strengthen relationships.
- 3.12 The Council aims to consider equality and diversity groups when forming or reviewing new strategies/policies and engage and involve interested groups and individuals. Furthermore, the Council promises swift and sensitive action on all claims of discrimination and harassment, and seeks actively to promote good relations between communities.<sup>vi</sup>

#### Vision for Leeds 2011 to 2030

- 3.13 This is the *Leeds Sustainable Community Strategy* which sets out the long term ambition and aspirations for the city. It has been developed by the Leeds Initiative in conjunction with all local partners, including the public, private and third sectors. The overarching vision for 2030 is that Leeds will be the best city in the UK. This means:
- Leeds will be fair, open and welcoming;
  - Leeds' economy will be prosperous and sustainable; and
  - all Leeds' communities will be successful.
- 3.14 Leeds aims to be the best city for business, the best city in which to live, the best city for communities, for children and young people and for health and wellbeing.
- 3.15 For Leeds to be the best city for health and wellbeing it means making sure that people can access high quality health and social care services; being a child friendly city; a city that creates opportunities for business, jobs and training; a city made up of sustainable communities and a great place to live. Leeds aims to be a healthy and caring city for all ages, where people who are the poorest, improve their health the fastest.

- 3.16 In addition, the Sustainable Economy and Culture Board provides strong and effective leadership to support effective partnership work on the issues of sustainable economy, culture, transport and environment, and to take action to deliver the aspirations of the Vision for Leeds.
- 3.17 Leeds is well positioned in terms of its rail, road and airport connections. However, as the economy has grown, increased demand for travel has impacted upon the transport system, resulting in congestion on the roads, and overcrowding on buses and trains. Addressing these issues and ensuring that the economy develops in a sustainable way, taking into account climate change, energy costs and the delivery of future developments, is a key challenge.

City Priority Plan 2011 to 2015

- 3.18 The *City Priority Plan 2011-15* is the city-wide partnership plan which identifies the key outcomes and priorities to be delivered by LCC and its partners (including Metro) over the next four years. The plan is a small set of outcomes and priorities which are the most important areas for the city to make progress by 2015. Each strategic partnership owns the relevant priorities in the plan and they are responsible for working together to deliver them.

The Leeds Growth Strategy

- 3.19 Part of Leeds' vision is to be fair, open and welcoming with an economy that is both prosperous and sustainable and all our communities will be successful. A successful economy is central to the delivery of this vision. The plan is partly focused on ensuring that economic growth translates into real benefits for people, improving their quality of life whatever their age and background. *The Leeds Growth Strategy* therefore also reflects some of the social and cultural aspects of growth and recognises the substantial contribution to be made by the third sector to the health and vitality of the economy.

Summary

- 3.20 The potential impact of local public transport improvements on quality of life and equality of opportunity for different sections of society is clearly recognised through national policy, sub-national transport documents such as the LTP, and the local planning and service delivery framework.



## 4. Socio-Demographic Profile

### Introduction

- 4.1 In line with other documents in the TWAO, this chapter provides a baseline overview of the existing conditions within the study area as they relate to equality. In the case of the EqIA, this baseline is focussed on the number, proportion and distribution of people with the nine different protected characteristics within the study area.

### Population Density

- 4.2 Leeds is the third most populous city in the UK (by local authority), with a population of 751,500 according to the 2011 Census. The wider Leeds City Region is home to a population of 2,952,100.
- 4.3 The study area for the EqIA is the City of Leeds local authority. The northern and eastern parts of Leeds are generally characterised by low population density owing to the predominantly rural character of this area. In contrast, the urban area of the city is characterised by higher population densities of, in places, more than 5,000 persons per square kilometre.
- 4.4 Figure B.1 in Annex B includes a population density map of the City of Leeds local authority.

### Age

- 4.5 Age was introduced as a protective characteristic as part of the *Equality Act 2010*. All age groups are potentially covered, but an examination of the impacts of a project will often look for differential impacts for the following groups, who may have different requirements or face different challenges to other sections of the population:
- children (aged under 16);
  - young people (aged 16-24);
  - working age people (aged 16-64); and
  - older people (aged 65 and over).
- 4.6 More specific age categories (such as people aged over 85, children less than three years of age or older working age people aged 55-64) can be considered where required and where relevant evidence exists.

#### Profile: Leeds by age group

- 4.7 Within the City of Leeds, the proportions of children aged under 16 and of populations aged over 65 and working age (16 – 64) are in line with both figures for both Leeds City Region and England. In contrast, the area that surrounds the route has a far higher proportion of people aged 20 - 24 (at around one third) than either the City of Leeds (10 per cent) or England (7 per cent) due to the presence of the two universities in the area.<sup>vii</sup>

#### Profile: children (aged 15 and under)

- 4.8 There are 137,500 children aged 15 and under in the City of Leeds accounting for 18 per cent of the population. This is broadly comparable with proportions of children in Leeds City Region, Yorkshire and Humber and for England, as the table below illustrates:



Table 4.1: Population of children

	Persons aged 0-15	% of total population
Leeds	137,493	18.3
Leeds City Region	574,251	19.5
Yorkshire and Humber	997,792	18.9
England	10,022,836	18.9

Source: Census, 2011

- 4.9 The highest densities of children are located to the east and south west of the city centre: within Roundhay, Beeston, Headingley, Chapel Allerton and Pudsey.
- 4.10 The north-south route of the NGT scheme passes through areas with low densities of children. However, areas around Belle Isle, Headingley and the city centre, on or immediately adjacent to the proposed route, do have higher densities of children.
- 4.11 Figure B.2 in Annex B highlights the density of children across the City of Leeds.

Profile: young people (aged 16 to 24)

- 4.12 There are 115,800 young people in the City of Leeds accounting for 15 per cent of the population. This proportion is slightly higher than that for England (around 12%) but remains generally comparable to both regional and county proportions, as the below table demonstrates:

Table 4.2: Younger people

	Persons aged 16-24	% of total population
Leeds	115,808	15.4
Leeds City Region	371,876	12.6
Yorkshire and Humber	665,550	12.6
England	6,284,760	11.9

Source: Census, 2011

- 4.13 The highest densities of younger people are located to the north west of the city centre: with areas such as Headingley, Hyde Park, the city centre, Chapel Allerton and Beeston having high densities of young people.
- 4.14 The north-south route of the NGT scheme also passes through areas with generally higher densities of younger people, particularly around Belle Isle, Headingley and the city centre (which are on or immediately adjacent to the proposed route).
- 4.15 Figure B.3 in Annex B highlights the density of younger people across the City of Leeds.

Profile: older people (aged 65 and over)

- 4.16 As the below table illustrates, there are 109,600 older people (aged 65 and over) in the City of Leeds constituting 15 per cent of the total population. This is similar to proportions of older people for Leeds City Region, Yorkshire and Humber and England.

Table 4.3: Population of older people

	Over-65s	% of total population
Leeds	109,598	14.6
Leeds City Region	461,689	15.6
Yorkshire and Humber	874,571	16.6
England	8,660,529	16.3

Source: Census, 2011

- 4.17 The city broadly consists of low densities of older people<sup>4</sup> with the highest densities located to the east and south west of the city centre: within Roundhay, Horsforth, Garforth, Beeston, Headingley, Chapel Allerton and Pudsey.
- 4.18 The route of the NGT scheme also passes through areas with low densities of older people. It does however include two small areas with higher densities of older people, which are located around Belle Isle and Cookridge. This is illustrated in Figure B.4 within Annex B.

## Disability

- 4.19 Disability has been established as a protected characteristic since the introduction of the *Disability Discrimination Act 1995*. Since the *Disability Discrimination Act 2005* (known in common parlance as the DDA) public bodies have been required to make 'reasonable adjustments' wherever possible to ensure that services, facilities and public buildings are accessible to people with disabilities. The DDA was superseded in 2010 by the *Equality Act*, which took on all of its legal aspects.
- 4.20 Disability includes a range of conditions and impairments, incorporating: physical impairments (for example requiring the use of a wheelchair or other support); sensory impairments (including blindness and deafness); learning disabilities; mental wellbeing disabilities; and serious illnesses such as cancer and AIDS.

### Profile: DLA claimants

- 4.21 As disability covers a range of conditions, not all of which are visible or otherwise disclosed, or captured in official statistics, a proxy measure must be used to gain an understanding of the possible number and distribution of people with disabilities. For the purposes of this study Disability Living Allowance (DLA) claimants<sup>5</sup> have been used as a proxy measure. It is, however, recognised that not all disabled people claim DLA.
- 4.22 The table below shows that there are almost 38,000 claimants of DLA in the City of Leeds, equating to eight per cent of the working age population, similar to population trends for DLA claimants in Leeds City Region, Yorkshire and Humber and England.

<sup>4</sup> The age at which a person can claim State Pension is changing. It is currently 65 for men. State Pension age for women is gradually increasing from 60 and will reach 65 by November 2018. State Pension age for both men and women will then increase to 66 by October 2020 and after that to at least 68. See: <http://www.ageuk.org.uk/money-matters/pensions/state-pension/>

<sup>5</sup> Disability Living Allowance (DLA) is payable to children and adults who become disabled before the age of 65, who need help with personal care or have walking difficulties because they are physically or mentally disabled. People can receive DLA whether they are in or out of work. It is a non-means tested and is unaffected by income or savings of the claimant.

Table 4.4: DLA claimants

Area	DLA Claimants	Total working age population	Proportion of working age population claiming DLA
Leeds	37,930	504,394	7.5%
Leeds City Region	162,800	1,916,117	8.5%
Yorkshire and Humber	303,730	3,411,370	8.9%
England	2708,310	34,329,091	7.9%

Source: Nomis, 2013

4.23 Figure B.5 in Annex B illustrates the areas of higher and lower densities of people claiming DLA. The City of Leeds is mostly comprised of low densities of DLA claimants but does include urban areas where higher densities of claimants are found. This includes the city centre and the suburbs of Roundhay, Beeston, Pudsey, Headingley and Chapel Allerton.

4.24 The route of the NGT scheme mostly passes through areas with low densities of DLA claimants. However, a number of areas on or immediately adjacent to the proposed route, do have higher densities of disabled people, they include Belle Isle, Headingley, and the centre of the city.

Profile: limiting long term health condition

4.25 The 2011 Census showed that there are approximately ten million people in England and Wales who are limited in daily activities because of a health problem or disability. The Office for National Statistics has confirmed that this figure is similar to the number of disabled people in England and Wales reported by the Department for Work and Pensions using information available from the Family Resources Survey (10.1 million) for the period 2010/11.

4.26 The table below illustrates the number and proportion of people in Leeds, Leeds City Region, Yorkshire and the Humber and England who have limiting Long Term Health Conditions which impact on their day to day activities:

Table 4.5: People with Limiting Long Term Health Conditions

	Residents		Day-to-Day Activities Limited a Lot		Day-to-Day Activities Limited a Little		Day-to-Day Activities Limited		Day-to-Day Activities Not Limited	
	Total	No.	%	No.	%	No.	%	No.	%	
Leeds	751,485	59,155	7.9	66,523	8.9	125678	16.7	625807	83.3	
Leeds City Region	2,952,057	255,516	8.7	278,030	9.4	533546	18.1	2418511	81.9	
Yorkshire and The Humber	5,283,733	478,358	9.1	515,291	9.8	993649	18.8	4290084	81.2	
England	53,012,456	4,405,394	8.3	4,947,192	9.3	9352586	17.6	43659870	82.4	

Source: Census 2011

4.27 The table suggests that Leeds has a lower proportion of people with limiting health conditions of any kind that the wider City Region, the Yorkshire and the Humber Region and England as a whole.

### Gender Reassignment

4.28 There are multiple definitions of ‘gender reassignment’. For the purposes of equality law, gender reassignment is defined as:

- 4.29 “a process which is undertaken under medical supervision for the purpose of reassigning a person's sex by changing physiological or other characteristics of sex, and includes any part of such a process”.
- 4.30 This means that an individual does not need to have undergone any specific treatment or surgery to be protected by the law.<sup>viii</sup>

Profile: transgender and trans-sexual people

- 4.31 There are no official or census figures for the number of transgender or trans-sexual people in Leeds. The Home Office ‘*Report of the interdepartmental working group on transsexual people*’ based on research from the Netherlands and Scotland, estimates that there are between 1,300 and 2,000 male to female and between 250 and 400 female to male transsexual people in the UK. However, Press for Change estimate figures at around 5,000 post-operative transsexual people.
- 4.32 Further, 2008 research by the Gender Identity Research and Education Society (GIRES) claims there are 6,200 people who have transitioned to a new gender role via medical intervention and approximately 2,335 full Gender Recognition Certificates (the legally recognised documentation confirming that a person has undergone gender reassignment) had been issued to February 2009. The figures are more diverse when looking at the wider trans community in the UK, where estimates vary widely, and range from 65,000 to 300,000 experience some degree of gender variance.<sup>ix</sup>

Marriage and Civil Partnership

- 4.33 Marriage and civil partnership is covered by the *Equality Act 2010* only on the grounds of unlawful discrimination. People who are married or in a civil partnership must be treated the same as people who are not and, similarly, same sex civil partners must be treated the same as married heterosexual couples on a wide range of legal matters.

Pregnancy and Maternity

- 4.34 Pregnancy and maternity become a fully protected characteristic under the *Equality Act 2010*. In general, it pertains to the rights of women regarding their maternity leave and is often focussed around the employment sphere. It is also designed to protect breastfeeding mothers from being discriminated against when feeding their children in public places. However, pregnancy and being the primary carer for a very small child presents a unique set of challenges and issues, some of which pertain to the proposed NGT scheme.

Profile: women of childbearing age

- 4.35 Because there is no single dataset or core statistic that encapsulates both pregnancy and maternity and, indeed there is no single data set for ‘*pregnant women*’, ‘*women on maternity leave*’ or ‘*women with children under six months*’, it is necessary to identify proxy measures of the likely profile of this protected characteristic.
- 4.36 Firstly, Figure B.6 in Annex B illustrates the population density of women of childbearing age (15-44). It shows that there is a high density of women in Leeds city centre and within the areas of Headingley and Woodhouse, this is largely due to the presence of the University of Leeds and Leeds Metropolitan University.

Profile: children under one year

- 4.37 To supplement this, Figure B.7 in Annex B illustrates the density of children below the age of one. This gives an indication of how many children are being born in Leeds and where they live. As the city centre is largely populated by students and young professionals, the majority of young children live in the surrounding areas – in areas such as Beeston and Roundhay.

### Race and Ethnicity

- 4.38 Race has been a protected characteristic since the *Race Relations Acts* of the 1990s. When considering race and ethnicity all racial and ethnic groups are considered, but it is often prudent to look at differential impacts on non-White British people or those who identify themselves as being part of Black, Asian and minority ethnic (BAME) groups. It is often necessary to look at specific ethnicities in greater detail and this protected characteristic also includes Gypsy and traveller groups.

Profile: people from BAME backgrounds

- 4.39 There are 141,800 people from BAME groups in Leeds accounting for 19 per cent of the population. Whilst similar to the proportion for England, this figure is considerably higher than BAME population proportion figures for either Leeds City Region or Yorkshire and the Humber (both 14 per cent) as demonstrated in the table below:

Table 4.6: BAME population

	People from BAME groups	% of total population
Leeds	141,771	18.9
Leeds City Region	527,740	14.2
Yorkshire and Humber	752,596	14.2
England	10,733,220	20.2

Source: Census 2011

- 4.40 Figure B.8 in Annex B illustrates the density of people from BAME groups. The highest densities of BAME groups are located centrally within Leeds city centre and its immediate surrounds, particularly to the north and east around Headingley, and Roundhay.
- 4.41 Areas with lower densities of people from BAME groups are mainly found at the northern and southern ends of the route. This includes the areas of Belle Isle, Hunslet in the south and Bodington and Holt Park in the north. In contrast, areas with higher densities of BAME populations include the city centre, Woodhouse, and Headingley.

### Religion and Belief

- 4.42 The protected characteristic of religion and belief was introduced as part of the *Equality Act 2010* and whilst all faith and belief groups are covered (including Christians, and atheists), in general, EqlAs will look out for differential impacts experienced by members of ‘minority’ faiths (primarily Buddhism, Hinduism, Judaism, Islam and Sikhism).

Profile: people from ‘minority’ faith groups

- 4.43 The table below shows the percentages of people of different religions, faiths and beliefs living in Leeds, as well as the Leeds City Region, Yorkshire and the Humber and England as a whole. The table shows the following patterns:

- the City of Leeds has a slightly lower proportion of Christians than Yorkshire and the Humber (at 60 per cent) and England (at 59 per cent);
- it has a much higher proportion of people stating ‘no religion’ (at 28 per cent) than the wider Leeds City Region or England (at 25 per cent); and
- the largest minority faith group in the City of Leeds is Muslim (at 5 per cent of the population).

Table 4.7: Leeds – religious groups

	Christian%	Buddhist %	Hindu %	Jewish %	Muslim %	Sikh %	Other religion %	No religion %	Religion not stated %
<b>Leeds</b>	55.9	0.4	0.9	0.9	5.4	1.2	0.3	28.2	6.7
<b>Leeds City Region</b>	57.3	0.2	0.6	0.3	9.2	0.7	0.3	24.7	6.6
<b>Yorkshire and The Humber</b>	59.5	0.3	0.5	0.2	6.2	0.4	0.3	25.9	6.8
<b>England</b>	59.4	0.5	1.5	0.5	5.0	0.8	0.4	24.7	7.2

Source: Census, 2011

### Sex / Gender

- 4.44 Sex is the biological distinction between a man and a woman, while gender is the socially-determined role of male and female, which is often accompanied by social norms such as specific dress conventions and established familial roles. Sex / gender has effectively been a protected characteristic since the 1980s.

Profile: men and women

- 4.45 The population profile of the City of Leeds and its wider comparator areas is broadly the same, with a sex / gender split of 49 per cent – 51 per cent males – females.

Table 4.8: Population of men and women in the City of Leeds

	Leeds		Yorkshire and the Humber		England	
	Number	Percentage %	Number	Percentage %	Number	Percentage %
Men	367,935	49	2,602,000	49	30,185,800	49
Women	383,550	51	2,686,200	51	31,239,900	51
<b>Total</b>	<b>751,485</b>	<b>100</b>	<b>5,288,200</b>	<b>100</b>	<b>61,425,700</b>	<b>100</b>

Source: Population Census, 2011

### Sexual Orientation

- 4.46 Sexual orientation was added to the list of protected characteristics under the provision of the *Equality Act 2010*. In general, consideration of this characteristic focuses on lesbians, gay men and bisexual people who frequently refer to themselves collectively as the ‘LGB community’. The acronym is often expanded to LGB to incorporate the trans population, although current equality legislation considers them separately.

Profile: LGB people

- 4.47 There are no comprehensive official or census figures for the number of LGB people in the City of Leeds and different surveys have produced different results. For example, it is estimated by LGB

charity Stonewall that LGB people make up around six per cent of the UK population. Conversely, experimental statistics published by the ONS from the results of the Integrated Household Survey (undertaken from April 2011 to March 2012) indicated that:

- 2 per cent of adults in the UK identified themselves as LGB, while 94 per cent identified themselves as heterosexual; and
- 3 per cent of 16 to 24 year olds in the UK identified themselves as LGB compared with less than 1 per cent of 65 year olds and over.

4.48 Stonewall estimate in a large city like Leeds with an established gay social scene, businesses and support network, at least 10 per cent of the population would identify themselves as lesbian, gay or bisexual.”<sup>x</sup>

### Summary

4.49 In the City of Leeds, people who belong to equality, minority or particular social groups tend to be clustered around the urban city centre, where the greatest concentrations of population live. Most groups are concentrated around certain parts of the route, such as around Bodington, Belle Isle and the city centre itself.

4.50 The following chapters describe the potential impacts of the proposed NGT scheme on those protected characteristics covered by the *Equality Act 2010*. They focus on those groups for whom disproportionate impacts have been identified, being:

- age: children and younger people; older people;
- disability;
- race and ethnicity: people from BAME groups; and
- sex: women.

4.51 Each of the chapters provides an assessment of the sensitivity of various sections of each social or demographic group, to arrive at an understanding of the potential impacts of the NGT scheme on each of the statutory protected characteristics. Where disproportionate negative impacts are identified for a particular social group, mitigation measures are proposed; and wherever possible, opportunities to enhance equality of opportunity and promote and work towards equality of access are outlined.

4.52 The remaining protected characteristics, for whom disproportionate impacts have not been identified have been included in an appendix.



## 5. Age

### Introduction

- 5.1 This chapter provides the key potential disproportionate positive and negative impacts of the NGT scheme for different age groups.

### Children and Younger People: Impact

- 5.2 This section highlights the potential impact of the NGT scheme on children and younger people. It is based on a review of the published evidence in this area and will be updated to include stakeholder evidence when it becomes available.

#### Impact: improving access to education

- 5.3 Younger people are often highly reliant on public transport. Many cannot drive (and may be too young to do so legally) whilst others cannot afford the various costs of running a car. Independent use of local public transport amongst younger people increases with age. As children progress through education and become more independent, use of public transport (and buses in particular) to access education increases.
- 5.4 According to the 2012 National Travel Survey (NTS), in 2011, 33 per cent of secondary school children used a local bus service to access education. This trend continues from childhood into young adulthood and younger people (falling within the 17-20 age group) make up the majority of bus users in the UK.<sup>xi</sup>
- 5.5 In 2007 the Social Exclusion Unit noted that:
- 5.6 *'whereas most school children receive concessionary fares or tend to travel relatively small distances to school, young people entering further education or training usually do not receive travel discounts and often travel longer distances'*.<sup>xii</sup>
- 5.7 Indeed, further studies by the Campaign for Better Transport have shown that one in five students have considered dropping out of further education because of financial cost: and transport is the greatest cost of participation.<sup>xiii</sup>
- 5.8 By increasing the frequency of public transport services along the NGT corridor, the proposed scheme will improve access to seventeen primary schools, five secondary schools / sixth form colleges and two universities. These are noted in the table below.

Table 5.1: Educational facilities on or along the NGT route

Name of School	
<b>Primary schools</b>	
St Joseph's Catholic Primary School	Hunslet Carr Primary School
Richmond House	Low Road Primary School
Rose Court Nursery and Pre-prep for Girls and Boys	Quarry Mount Primary School
Holy Name Catholic Primary School	St Michael's CofE Primary School
Hunslet St Mary's Primary School	Ireland Wood Primary School
Weetwood Primary School	Iveson Primary School



Springbank Primary School	Primrose Hill Primary School
Windmill Primary School	St Chad's C of E Primary School
Blenheim Primary School	
<b>Secondary schools and Sixth Form Colleges</b>	
Ralph Thoresby High School	The South Leeds Academy
Lawnswood School	City of Leeds School
Notre Dame Sixth Form College	
<b>Universities</b>	
University of Leeds	Leeds Metropolitan University

5.9 This in turn could help to support improved educational attainment. It is acknowledged that public transport can indirectly support increased educational attainment, particularly amongst people from low income backgrounds such as those found along the south of the route. Identifying transport needs, and reducing the gaps in transport provision, particularly through the delivery of high quality local transport services, has the potential to have a positive impact on participation in education at the post-16 stage and on improving educational attainment.<sup>xiv</sup>

Impact: improving access to employment

5.10 Young people are recognised users of local public transport, such as bus services, to access employment opportunities.<sup>xv</sup> In surveys undertaken by the DfT, young people tended to be willing to travel further and make more complicated journeys to work when they felt it would benefit their career prospects or entail better pay.<sup>xvi</sup> Younger people report experiencing problems relating to public transport with regards to seeking and sustaining employment. In fact, 12 per cent of respondents in a 2000 study listed '*lack of public transport*' as a problem in seeking work.<sup>xvii</sup>

5.11 By providing a high quality public transport system linking north and south Leeds to the city centre, NGT has the scope to address transport barriers faced by employed and unemployed young people alike. The scheme will link communities in Bodington and Holt Park and deprived communities around Belle Isle and Hunslet with key employment sites such as the city centre, Universities, and Leeds General Infirmary, as well as new development sites such as the Enterprise Zone at Aire Valley, Trinity Leeds and Eastgate Quarters.

5.12 In addition, young people have also been particularly hard hit by the effects of the 2008 economic downturn and subsequent UK double-dip recession. Youth unemployment remains at record levels across Europe and, while there are signs that it is starting to fall in the UK, almost one million people aged 16-24 (20.5 per cent) are unemployed in the UK.<sup>xviii</sup>

5.13 The most recent business case for the NGT scheme states that the scheme will create around 250 direct jobs and support the creation of a further 4,000 across Leeds city centre (representing around four per cent employment growth)<sup>xix</sup> and generate a £176 million annual increase in gross domestic product (GDP) which is equivalent to a 2.9 per cent increase.<sup>xx</sup> There is an opportunity therefore for younger people to benefit from the job creation and economic uplift provided by NGT.

Impact: improving access to leisure facilities

5.14 Younger people stand to benefit from improved public transport offered by the NGT scheme. Greater connectivity throughout the area via the enhanced trolleybus route will mean improved access to leisure facilities such as parks, cinemas, sports centres and city centre shopping (as well as at other sites such as Headingley and around the Universities).

- 5.15 This impact is likely to be significant where the NGT connects high concentrations of children to family-friendly facilities and services such as those in Leeds city centre.

Impact: health effects

- 5.16 NGT is an electrified trolleybus system which is expected to result in reductions in overall journey times, congestion and emissions.
- 5.17 The scheme is therefore expected to improve air quality locally, due to changes in traffic flows and the use of electricity to power the trolleybus. However, regional air quality is likely to reduce slightly because of emissions associated with power generation.
- 5.18 In addition, the construction of the scheme has the potential to have a negative short term impact on air quality, due to emissions from onsite plant and vehicles, and congestion due to changes in traffic flows. On site dust emissions are also likely.
- 5.19 Air pollution has a generally negative social effect which may be particularly pronounced for the young, the old and disabled residents, all of whom tend to suffer disproportionately from respiratory illnesses such as asthma.<sup>6</sup>
- 5.20 NGT may contribute to improvement in health by addressing issues around physical activity. When combined with active modes such as walking or cycling (which are often used to reach a public transport access point) high quality public transport provision such as NGT can have a positive impact on health. In particular, it can contribute towards addressing the significant problem of one in ten children suffering from obesity, which is a key government priority.<sup>xxi</sup>

Impact – loss of and/or changes to open space for younger people

- 5.21 Young people are likely to lose out to some extent due to the likely loss of open space as a result of the scheme. Open spaces in Stourton, Belle Isle and Monument Moor will all be used for parts of the NGT route, and will house work compounds during the construction phase.
- 5.22 In addition, several of the University playing fields at Bodington will be relocated to incorporate the Park and Ride. While there is no net loss of open space as a result, and the redeveloped playing fields and sports pitches will be in approximately the same location, there may be some temporary disruption during the construction process, and a lack of familiarity with the new arrangements which may deter use, at least temporarily.

### Children and Younger People: Opportunities and Mitigation Measures

- 5.23 There are a number of areas where use of NGT by younger people could be supported. These are detailed below.

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<sup>6</sup> Asthma is more widespread in children than in adults. It is the most common long-term childhood medical condition, affecting 1.1 million in the UK – one in ten children. (Asthma UK)

### Affordability

- 5.24 Maximising the economic benefits of the NGT scheme for younger people, particularly those aged 16-24, will depend in part on the affordability of the scheme. As identified by stakeholders, financing alternative forms of transport is not always a viable option for young people or those on low incomes, therefore reduced price ticketing on services for young people will help encourage more use by this group, and bringing greater flexibility to fares is also likely to be beneficial. Ensuring a simple fare structure and minimising overall prices will be significant in terms of encouraging modal shift by younger people.

### Information

- 5.25 The availability of a Freephone number or an integrated website should be used to make access to NGT timetables as easy as possible.<sup>7</sup> Young people do not always perceive it to be easy to access information on public transport. By making timetable information simpler and more accessible, younger people may be encouraged to make use of the NGT trolleybus network and would thereby gain access to a wider range of services and facilities that serve their needs.
- 5.26 The use of Short Message Service (SMS) text messaging or a smartphone application could provide valuable means of communicating bus times, fares, and real time service information to younger people who may be well engaged with such technologies.

### Personal security

- 5.27 Young people, like other groups often express safety concerns when using public transport, particularly at night. Research by Transport for London, for example, notes that:
- 5.28 *'young people make up a significant proportion of people travelling on public transport, and we know they can sometimes feel more vulnerable or susceptible to crimes such as sexual offences, theft, robbery or bullying'*<sup>xxii</sup>.
- 5.29 As such, putting in place mitigating security measures is likely to support the use of the public transport system and pedestrian routes by younger people. Incorporation of best practice design concerning security, which may include effective lighting, CCTV, help points, landscaping and natural surveillance, could help to expand the use of NGT by people with a range of protected characteristics, including younger people, and parents travelling with their children.

### Older People: Impacts

- 5.30 This section highlights the potential impact of the NGT scheme on older people. It is based on a review of the published evidence in this area and will be updated to include stakeholder evidence when it becomes available.

#### Impact: improving access to public services

- 5.31 It is a common perception that older people experience lower levels of mobility. Indeed, older people are more likely to experience reduced mobility, both as a result of health conditions

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<sup>7</sup> It should be noted that freephone timetable advice is available through Traveline and that an integrated NGT website is under development. It may, therefore be the case that there is a need to better publicise such services once developed across Leeds.

associated with age (such as rheumatoid arthritis) meaning that they are less likely to walk and cycle, and because they are less likely to own a car.

- 5.32 2011 NTS data suggests that the number of older people holding a full driving licence has increased substantially in the last 15-20 years. Between 1995 and 2011 the proportion of people aged 70+ holding a licence increased from 38 per cent to 59 per cent. Over the same period, the proportion of people aged 60-69 holding licences has increased from 63 per cent to 79 per cent. The survey emphasises that this is due to ageing of existing licence holders rather than large numbers of newly qualified drivers in older age groups.<sup>xxiii</sup>
- 5.33 Nonetheless, this is still below the rate for other age groups and research suggests that older people still have comparatively low levels of access to personal transport. Indeed, many older people cannot drive due to age-related health conditions, or choose not to due to the cost of keeping a car on the road.<sup>xxiv</sup>
- 5.34 Their reliance on public transport and buses in particular, is a corollary of this. The NTS identifies older people as the second highest users of bus services after those aged 17-20.<sup>xxv</sup> The introduction of concessionary travel for those aged over 60 has also substantially increased the use of public transport by older people. According to NTS data the number of over-60s who have taken up concessionary bus fares has increased from 49 per cent in 1998/1999 to 79 per cent in 2011 and the proportion of people aged 60 and over who said they use a local bus at least once a week also continues to rise.<sup>xxvi</sup>
- 5.35 Research has also shown that many older people place particular value on the kind of 'local' and 'daytime' travel that will be provided by NGT. The scheme could therefore play an important role in enabling full participation in community life for many older people; they tend to use public transport to visit their families and friends, shopping, and going to localised entertainment facilities such as pubs, day clubs and similar activities depending on their level of independence.

Impact: improving health and access to healthcare

- 5.36 The Centre for Research in Social Policy noted that older people make a larger proportion of healthcare-related trips.<sup>xxvii</sup> Because older people are more likely to require access to health services than other sections of the population, the benefits of high quality and reliable public transport, such as that provided by NGT, are significant. As noted in stakeholder consultation feedback, having a more reliable and accessible local public transport service will be largely beneficial for elderly residents within Leeds, particularly those who depend upon public transport for attending health appointments on a regular basis. Indeed, a key benefit noted by the Social Exclusion Unit was the improved access to health centres and healthy affordable food for older people.<sup>xxviii</sup>
- 5.37 Implementation of schemes such as NGT can in itself encourage a healthier lifestyle, with studies showing there to be a positive correlation between public transport usage and pedestrian activity directly contributing to healthy lifestyles.<sup>xxix</sup> This is particularly beneficial to older people who are amongst those most susceptible to ill health. A recent study published in the Journal of Epidemiology and Community Health<sup>xxx</sup> highlighted that older people who use public transport were 25 per cent less likely to be obese than those who did not, indicating that there are considerable health benefits to using public transport through encouraging outside activity and mobility.
- 5.38 Research has further shown that the positive impacts that local public transport schemes such as NGT can deliver in terms of enhanced accessibility and retention of independence have knock-on

effects in terms of older people's mental health and psychological health, physical and mental wellbeing; thereby prolonging self-sufficient living.<sup>xxxii</sup>

Impact: tackling social and economic exclusion

- 5.39 The 2007 Centre for Research in Social Policy '*Evidence Base Review on Mobility*' indicated that older people '*predominantly travel for shopping, personal business (notably healthcare) or to visit friends*'. Maintaining independence and accessing essential services and social opportunities underpin older people's quality of life.
- 5.40 A lack of transport can mean difficulty accessing essential services and facilities, such as pension services and medical services, and can lead to social isolation and loneliness.

As such, transport is a key element in reducing the risks of social exclusion among older people.<sup>xxxiii</sup> An older DfT study from 2000 showed that some older people considered buses to be a lifeline which stopped them from feeling isolated – this almost certainly remains the case.<sup>xxxiii</sup> Those holding concessionary passes reported the satisfaction and comfort they took in being able to travel for shopping with their friends several times a week.<sup>xxxiv</sup> Explorations of the relationship between social exclusion and public transport, suggest that older people do not identify a particular inclination to seek activities at any significant distance from their homes; and many express little interest in travelling great distances, particularly in the evenings, due to personal security concerns.<sup>xxxv</sup>

- 5.41 Addressing such concerns, whilst providing improved public transport links could support and encourage older people to become more socially active, helping to reduce social isolation.

Impact – concerns about loading of passengers

- 5.42 If the service provided by NGT is intended to be quicker and more reliable than conventional services, there may be pressure for drivers to keep to schedule. This can often result in hurried journeys and practices that make travelling more difficult and less pleasant for those with mobility difficulties.
- 5.43 Previous consultations on public transport schemes have suggested that staff often seem inadequately trained to deal with reduced mobility customers. Many can demonstrate impatience (which is often also due to the timetabling constraints mentioned above). For example, bus drivers do not always pull up to the kerb to load older passengers or wait until those passengers are seated before pulling off.<sup>xxxvi</sup> This concern is widely expressed by disabled and older people and is backed up by research from Transport For All which showed that 42 per cent of older and disabled passengers felt that they were not given adequate time to sit down after boarding.<sup>xxxvii</sup>
- 5.44 This is an issue in itself but may also cause anxiety for older people and disabled people who might find the pressure of having to board quickly intimidating. It can deter older people from using public transport independently, which can subject them to a reduced journey quality and experience.

Impact: concerns about accessibility and community severance

- 5.45 There is a concern amongst some stakeholders that accessibility for older people with mobility difficulties may be reduced where trolleybus stops are positioned too far apart. In particular, elderly residents within the Hyde Park area of Leeds would need to walk further to access the service, which could cause reluctance to use the service as a mean of travel.

- 5.46 In addition, the NGT route has some limited potential to act as a barrier to some people with protected characteristics who live on either side of the proposed route and who would need to cross the line in order to access services. There may be a perception that the trolleybus route is more problematic to cross than other sections of carriageway. The changes in existing crossings along the length of the route may exacerbate this perception of severance.
- 5.47 However, the impact is likely to be relatively minor as the current route runs with existing traffic for much of its 14km length. The trolleybus system differs from conventional traffic only with the presence of overhead power cables; no tracks or grooves are required for operation. Severance effects therefore are likely to be a matter of perception, which can be overcome with appropriate information provision.

### Older People: Opportunities and Mitigation Measures

- 5.48 There are a number of actions that could help to maximise the usage of the NGT scheme by older people. Some of these are part of the proposals for the scheme and all should be considered.

#### Accessibility

- 5.49 Older people in particular consider the accessibility of public transport stop and interchange facilities to be important;<sup>xxxviii</sup> and this issue is frequently identified in surveys and other published literature.<sup>xxxix</sup> Accessibility is focussed around three key issues:
- stops need to be appropriately sited. Accesscode advises that signed stops should be provided at 400m intervals to prevent passengers from having to walk too far. It is important to note that many older passengers experience mobility challenges or suffer from disabilities such as arthritis, which prevent them from being able to walk comfortably or for prolonged distances;
  - stops need to be physically accessible. Compliance with the *Equality Act* (formerly the *Disability Discrimination Act* (DDA)) is an essential component of good transport infrastructure design and incorporating features such as step free access, and raised or dropped kerbs as appropriate, will support the use of NGT by older people; and
  - stops need to provide the right facilities. In addition, older people can often arrive at stops requiring somewhere to rest and find it difficult or painful to stand for more than five to ten minutes. Elderly passengers may also require protection from the rain or cold winds while waiting. Therefore, wherever possible, shelters with seats are advised for all NGT stops. These needs correspond to those of disabled users (see below).

#### Staff training

- 5.50 Consultation feedback identifies that a bad experience when using public transport can deter users from making use of the service in the future. A lack of staff awareness of users' needs, in particular older or elderly people with mobility or visual difficulties, can deter older people from using public transport independently and/or they are subject to a reduced quality of journey experience.
- 5.51 Appropriate staff awareness training (in particular for bus drivers) which is focussed around the carriage of older people as well other people with restricted mobility, such as disabled people and parents with young children in pushchairs or buggies, would help to mitigate this.

### Personal security

- 5.52 Many older people express increased safety concerns about using public transport, particularly after dark. Issues such as this could limit the potential benefits experienced by older people. As such, best practice safety measures such as those described for younger people above could be installed to ensure maximum benefit for older people and all vulnerable groups.

### Summary

- 5.53 People from different age groups have different transport needs. Children, younger people and older people all make greater use of public transport than people aged 25 - 64. Use of local buses in particular indicates that these groups would stand to benefit from the NGT scheme.
- 5.54 However, a number of barriers, ranging from concerns over personal safety, cost and accessibility are faced by these groups and the NGT scheme developers will need to ensure that detailed scheme design meets these needs to maximise benefits to older and younger people alike.



## 6. Disability

### Introduction

- 6.1 This chapter provides the key potential disproportionate positive and negative impacts of the NGT scheme for people with disabilities.

### Disabled People: Impacts

#### Impact: improving access to employment

- 6.2 Disabled people are a key user group for local public transport. Studies undertaken by the DfT, Disabled Persons Transport Advisory Committee (DPTAC), the Campaign for Better Transport (CBT) and the Centre for Transport Studies (CfTS) have all indicated that disabled people are less likely to have access to a car than non-disabled people.<sup>xi</sup> Some disabilities, such as visual impairments, mean that people do not have the option of driving and wider studies have shown that 60 per cent of disabled people have no car in their household.<sup>xii</sup>
- 6.3 Particularly important for disabled people is the use of buses and other local forms of transport (that include schemes of the same nature as NGT); findings from a 2009 poll, commissioned by DPTAC, showed that disabled people are more dependent on using buses (using them approximately 20 per cent more frequently than non-disabled people).<sup>xiii</sup> Research by the Royal National Institute for Blind People (RNIB) shows that blind people in particular are active bus users, with 41 per cent of blind and partially sighted people currently using bus transport.<sup>xiiii</sup>
- 6.4 Public transport schemes such as NGT could therefore provide significant benefits for disabled people, who often face substantial transport barriers in accessing employment opportunities. The Office for Disability Issues' (ODI) 2011 '*Life Opportunities Survey*' asked people with disabilities about the barriers they faced in accessing employment opportunities; 29 per cent of adults with a disability who were seeking employment found that 'difficulty with transport' was a key barrier to taking up employment opportunities (compared with 24 per cent of adults without a disability). Stakeholders stressed that there is a real opportunity to make public transport more accessible, particularly with regard to vehicle design including accessible seats and wheelchair spaces. The provision of high quality public transport from the NGT scheme will therefore help to address many of these barriers associated with transport in accessing employment.

#### Impact: improving access to healthcare and community facilities

- 6.5 Public transport interventions can provide better access to healthcare facilities, which can be important for many disabled people. The ability to attend hospital and GP appointments and regular medical check-ups can lead to the better maintenance and management of long term conditions and ultimately an improvement in health. NGT will provide many disabled people in Leeds with more convenient links to GP and dental surgeries, pharmacies and hospitals (including Leeds General Infirmary) which will help to reduce the accessibility limitations that can often be felt by local disabled people.
- 6.6 The ODI '*Life Opportunities Survey*' found that many disabled people did not access public services or amenities, or take part in leisure activities as much as they would have liked to. Difficulty with transport was reported as a key barrier more frequently by adults with a disability than adults without a disability (13 per cent and five per cent respectively). NGT therefore has the



potential to alleviate the transport barriers disabled people currently experience in accessing community services and amenities.

6.7 Local public transport is also extremely important for many disabled people so that they retain their independence. Loss or limited independence can often lead to social and economic isolation (and the associated exacerbation of mental and physical health problems that this can, in turn, cause).<sup>xliv</sup> The passenger Transport Executive Groups noted that services:

6.8 *‘...enable people to get out and about independently to shops, services and activities. Furthermore, they mean that vulnerable people can simply get out of the house and see other people, something that can make a big difference to a person’s wellbeing and likelihood of keeping healthy’.*<sup>xlv</sup>

6.9 The provision of regular, accessible public transport links across the north and south of Leeds will therefore enable easier mobility across the city, helping to support the social needs of disabled people.

Impact: improving the physical accessibility of public transport services

6.10 In addition to the availability of public transport, physical accessibility is important. Disabled people often find public transport largely inaccessible and have difficulty getting on and off vehicles. They can also experience a lack of flexibility in their travel choices; often travelling involves planning ahead (for example, booking assistance for rail travel, or booking community transport 48 hours in advance), making it difficult to be spontaneous.<sup>xlvi</sup>

6.11 The NGT trolleybuses will provide easy on board access and facilities for people with disabilities, enabling more confident and reliable travel.

Impact: access challenges for mobility or visually impaired bus users

6.12 While members of many equality groups use public transport buses more than other sections of the population, many find it very difficult to do so due to mobility or visual difficulties. For example, people with physical or visual disabilities can sometimes experience difficulties boarding and exiting buses, or navigating around once on board. In addition, the easy use of related services, such as ticketing machines, is often limited by the poor provision of communication and guidance. This can lead to a greater reliance upon other people’s assistance when using the service, which reduces the user’s independence.

6.13 Orientation for visually impaired users in particular whilst on board buses has also been identified as a key issue by stakeholders, particularly the inability to tell where a stop is and/or where to exit the bus. In addition, visually impaired or partially sighted people also often have no way of knowing what service is/has approached, other than by asking other users.

6.14 There could potentially be a disenfranchising impact on people with disabilities or those with mobility problems (for example older people and parents with pushchairs) who find it more difficult to use the bus than other sections of the population.

## Opportunities and Mitigation Measures

6.15 There are a number of actions that could help to maximise the usage of the proposed NGT scheme by disabled people. Key opportunities and mitigations for any negative impacts identified are outlined below.

### Providing information in the right formats

- 6.16 The provision of information in formats appropriate to the needs of different disabled people, for example, speech recognition, audio points and audible vehicles, visual displays (destination maps and timetables), hearing loops, Braille, clear signage and large print may help to ensure that disabled people are made fully aware of and are able to make full use of the NGT service. The incorporation of different methods of communication into services associated with NGT may also increase the ease of use of NGT by disabled people.
- 6.17 The provision of appropriate staff training (as outlined below) could also support this approach to communicate with a range of people with different disabilities.

### Ensuring accessible pedestrian routes and environments

- 6.18 Also, to ensure that the benefits of NGT are realised by disabled people, the importance of design of the pedestrian environment was stressed by stakeholders, an emphasis reaffirmed in existing published literature. Stakeholders highlighted the need for step-free pedestrian facilities and surfaces which are easy for those with visual impairments and mobility limitation to navigate (i.e. free from street furniture, with tactile paving and well-maintained footways which don't pose problems for white cane, walking stick and wheelchair users).
- 6.19 To ensure that pedestrian routes are accessible to disabled people, all new street designs must comply with established statutory and, where possible, good practice guidance. All designs must be compliant with the Equality Act and Public Sector Equality Duty, following national design guidelines, and where possible meet the standards set out by bodies such as Guide Dogs for the Blind and their 'Inclusive Streets' guide book.<sup>xlvii</sup> Accessible design such as this is a statutory requirement and will be essential for ensuring that disabled people are not excluded from services and facilities in the city and to ensure compliance with disability aspects of equality legislation.
- 6.20 Dropped kerbs are deemed essential for disabled people, particularly those in wheelchairs or scooters, to cross roads safely. All dropped kerbs must comply with national guidance on the design of streets including the DfT's 'Guidance on the use of tactile paving'. However, as detailed above, some minor concerns were raised about potential hazards of dropped kerbs, especially for small children. To address these concerns it will be necessary to incorporate (into design) a means by which to alert pedestrians of dropped kerb features on the footway, such as particular colour contrasting or texturing, as per national guidance. In addition, it will be essential to ensure that all dropped kerbs are consistent in both format and design along the entirety of the route.
- 6.21 Further consultation with older people and disabled people on detailed designs for all aspects of the scheme is recommended to secure buy-in to any changes to be implemented.

### Crossings and pedestrian routes intersecting NGT

- 6.22 Crossing points would need to be intelligent enough to allow disabled people a longer time period to cross (i.e. detect that they are still on the crossing) because disabled people can require additional time to undertake some tasks including crossing roads.
- 6.23 To ensure that disabled people and those with reduced mobility are able to cross the NGT route and avoid issues of severance, pedestrian crossings need to be safe and fully accessible. This includes the use of crossing interface buttons, which need to be positioned within easy reach of users (including wheelchair users), using surface materials which will guide those with visual impairments whilst allowing people enough time to cross over before the flow of traffic resumes.

In addition, all crossings will be designed following national guidance to allow disabled people adequate time to cross. This will help to reduce the apprehension that disabled groups may feel when using pedestrian crossings.

- 6.24 As part of the consultation exercise, stakeholders have also raised concerns about the anticipated quietness of the NGT trolleybuses, which may cause problems for people with visual impairments in particular whereby it would be more difficult to know when a trolleybus is near or approaching. To help mitigate this, the development of in-built artificial noise in trolleybuses or the development of varied road surfaces has been suggested to make the route (and approach) of trolley buses more audible for those with visual impairments.

#### Shared spaces

- 6.25 Shared space is an urban design approach which seeks to minimise demarcations between vehicle traffic and pedestrians, often by removing features such as kerbs, road surface markings, traffic signs, and regulations.
- 6.26 A range of disability organisations have raised concerns about the use of ‘shared spaces’ as part of urban redevelopment schemes. Guide Dogs for the Blind have raised significant questions about the use of the concept and have raised challenges against schemes in London and other parts of the country. Concern raised by Guide Dogs suggest that for blind and partially sighted people ‘the lack of boundaries makes these streets extremely difficult to navigate, and therefore very frightening’.<sup>xlviii</sup> The campaign against shared space streets is supported by 40 organisations including the Royal National Institute for the Blind, Royal National Institute for the Deaf, Mencap, Scope and Transport for All.<sup>xlix</sup>
- 6.27 In consultation feedback, the notion of shared space was identified as creating safety concerns, particularly for people with visual impairments. Shared space is considered to be potentially dangerous, causing problems in terms of movement around such an environment for visually impaired people. Stakeholders identified that the provision of tactile paving where shared space is in place could help to mitigate these concerns. Other mitigating design features which have also been identified as important include colour contrast, textural differentiation, presence of some kerb upstand and designated crossing points. Providing opportunities for people to walk within shared space areas of the NGT route would also help to reassure visually impaired people. The significance of consultation to achieve a broad consensus for such measures however is important.

#### Staff training

- 6.28 Research and consultation with disabled user groups suggests that the drive towards quicker, more reliable and more cost effective services may result in greater pressure for drivers to keep to schedule. This may cause problems for disabled people as drivers may be in a hurry to set off and keep to their timetable, or be trying to gain time as they are running late. This may cause anxiety for disabled people and the pressure for them to board quickly may be intimidating.
- 6.29 A lack of staff awareness to the needs and requirements of disabled people was highlighted as a key concern in consultation feedback. As noted previously, poor attitudes amongst staff or a bad experience in accessing public transport can often put users off and reduce inclination to use the service in the future.
- 6.30 As with older people above, appropriate staff and driver training which is focussed around awareness raising and the carriage of all passengers, in particular on dealing with people who have disabilities or sensory impairments, would help to mitigate this.

## Summary

- 6.31 NGT is likely to improve accessibility for disabled people but will result in a number of changes to the public realm, including shared spaces, new pedestrian infrastructure, and changes to highway layout and design.
- 6.32 The implementation of the mitigation measures and the recommendations for improving equality of opportunity will therefore need to be supplemented with further considerations at the further, more detailed scheme design phases. Factors such as policy on mobility scooters, wheelchairs and concessionary fares, vehicle design, stop design, the nature of audio-visual information, staff (such as the use of conductors), and docking procedures can all be considered. Many of the issues raised will be subject to further customer consultation and involvement prior to the appropriate technical specifications being written leading in to the procurement process.

## 7. Race and Ethnicity

### Challenges and Impacts

Impact: improving access to employment and economic opportunities

- 7.1 It is widely documented that people from certain BAME communities are less likely to own a car and rely more heavily on public transport than their White counterparts. For example, in 2010, the proportion of adults living in a household with a car was highest amongst people from White British (83 per cent), Pakistani (83 per cent) and Indian (81 per cent) backgrounds.<sup>i</sup>
- 7.2 As such, there are significant discrepancies between White and Asian groups, and people from Black backgrounds. Only 59 per cent of adults from Black backgrounds lived in households with access to a car. These variations in car availability have knock on effects on travel patterns by different ethnic groups, with White people making more trips than members of any other ethnic group.<sup>ii</sup>
- 7.3 As with other groups, it is travel by bus that is by far the most used mode of transport for people from BAME groups – 55 per cent use the bus three or more times a week (compared with only 47 per cent for white people).<sup>iii</sup>
- 7.4 The provision of the NGT in Leeds will provide new alternatives to those without access to a car and will as such serve to improve the travel opportunities for people from BAME groups along the NGT route in the north and south of Leeds.
- 7.5 Access to employment, education and training is vitally important for BAME groups, as is access to community facilities. Improved access to healthcare is also important for this group as BAME groups tend to experience health inequalities.
- 7.6 Cabinet Office research into ethnic minority groups' labour market participation has concluded that there are wide variations in the economic achievements of different ethnic-minority groups. It highlighted poor transport as one of the barriers that needed to be overcome in order to redress disproportionately low economic participation rates. More recent research indicates that BAME groups depend more on public transport to travel to work than white adults and that ethnic minorities are more geographically restricted in their job-seeking activities. Both of these factors potentially limit the job opportunities available to them.<sup>iiii</sup>
- 7.7 As highlighted above, the enhanced accessibility that schemes such as NGT can offer, therefore, provide considerable potential in terms of widening employment possibilities for members of BAME groups. Indirectly this could contribute to diversity within the local labour market and make it more representative of the local community.

Impact: improving access to community services and facilities

- 7.8 For members of some BAME groups, public transport provides an essential means of access to local and community facilities. However, members of some ethnic minority groups face major public transport challenges. For example, some do not have a good grasp of English and are, as such, less confident in using the public transport network. Also, because some ethnic communities traditionally have larger family groups, the cost and logistics involved can make travelling by public transport prohibitively expensive. It is possible that many such families would

not choose public transport over private modes of travel. Furthermore, many people from BAME groups express increased safety concerns about using public transport, particularly after dark.<sup>liv</sup>

- 7.9 If public transport interventions take into account new demographic patterns and needs, there is the possibility for schemes to deliver cultural (as well as religious) benefits to BAME communities by providing better access to facilities and venues. A public transport system that provides information and services which take account of the cultural and language profile of local communities, and operate at different times and in different ways has considerable social value.

Impact: confusion over service changes due to lack of English language capability

- 7.10 For those whose first language is not English – particularly those from BAME groups – there may be barriers to making full use of the improved service provided by NGT. Firstly, changes to familiar timetables, routes and services may be confusing and prevent certain people from some BAME backgrounds from being able to reap the benefits of NGT. Secondly, information about the service itself, including fares, stop information, routes, and connecting/interchange points may not be accessible to people whose first language is not English.

## Opportunities and Mitigation Measures

- 7.11 There are a number of actions that could help to maximise the usage of the NGT scheme by people from BAME communities.

Making information available in appropriate languages

- 7.12 Members of some BAME groups do not have a good grasp of English, which can make them less confident in using the public transport network independently. Many are unable to understand signage on the public transport network (or directing them to it), or are unable to understand marketing and communications advertising services and entitlements to, for example, concessionary fares. As such, this could prevent BAME people from taking advantage of the NGT scheme.

- 7.13 While it is no longer government policy to translate all publicly available information,<sup>lv</sup> reliable information in other languages can be important for people from BAME communities; the availability of translation services into a range of different languages appropriate to the ethnic diversity of the area would be of considerable benefit<sup>lvi</sup>. Improvements to audio visual information should be accessible to everyone i.e. in many languages and in plain English. Multi-lingual staff or signage which direct passengers to stops, information and signage at stops themselves will go some way to mitigating problems of communication for members of BAME communities who do not have English as their first language.

- 7.14 In addition, any future communication strategy for the scheme should have BAME communities in mind, taking on board not just language barriers, but also different methods of communicating focussing on media and public spaces used by a variety of social groups.

- 7.15 The use of SMS text messaging, or a smartphone application could provide valuable means of communicating bus times, fares, and real time service information to non-English speakers. Greater promotion of this type of service is therefore strongly recommended.

### Further consultation and communication with BAME communities

- 7.16 Engagement with local stakeholders going forward is strongly urged during the construction and into the operational phase. Engagement with key community and stakeholder groups can be enormously beneficial, both for the groups concerned and for the service provider. It can help to tailor any additional mitigation measures and will be useful in ensuring signage is appropriately located and targeted and is displayed in the most effective locations. Increased ownership of the development by local groups has the potential to improve long term usage of the NGT. Failure to maintain communication with stakeholders can result in feelings of disaffection and lack of ownership amongst user groups. Fundamentally, on-going engagement will help to ensure compliance with the PSED.
- 7.17 Further consultation could also explore the implementation of multi-lingual signage directing passengers to public transport stops and stations and information at public transport hubs and on vehicles themselves. As for disabled people above, it is important that any communication strategy has BAME communities in mind.

### Personal security

- 7.18 Research undertaken by the DfT in 2009 found that 55 per cent of people from BAME communities use bus travel on three or more days per week. However, high percentages of Asian people feel unsafe while waiting at a stop (44 per cent), compared with black (30 per cent), and white individuals (35 per cent).<sup>lviii</sup> Racial harassment affects this community group's willingness to use public transport. It is well recognised that improved lighting and surveillance at bus stops could help to combat this problem.
- 7.19 As such, and in accordance with the opportunities identified to encourage use of NGT by other groups with protected characteristics, mitigating security measures are likely to support the use of the NGT route by members of BAME groups who have personal safety concerns surrounding public transport.

### Summary

- 7.20 Lower level of car access amongst some BAME groups, alongside generally higher levels of bus and other local public transport use means that BAME groups could potentially benefit significantly from the proposed NGT scheme.
- 7.21 However, language barriers, personal safety concerns and other factors may prohibit use, and in order to maximise patronage from BAME groups, and hence maximise the benefits to this group, these concerns will need to be address as part of on-going development of the scheme.



## 8. Sex and Gender

### Impacts

Impact: improving access to employment

- 8.1 Women are less likely to have access to a car, and are more likely to travel by bus, foot, community transport or taxi than men.<sup>lviii</sup> Women are also more likely than men to be responsible for childcare.<sup>lix</sup> This is reflected in the results of the 2011 NTS, which notes that males make more car driver trips than females (435 per year compared to 361 respectively), whereas women make more bus trips than men (74 trips per person per year compared to 54 trips respectively).<sup>lx</sup> The survey also shows that the uptake of concessionary passes among women aged 60 and over is higher than males. In 2011, 76 per cent of men aged 60 and over had a concessionary fare pass compared to 82 per cent of women in Great Britain.<sup>lxi</sup>

- 8.2 In terms of travel for employment purposes, males are more likely to make commuting journeys; in 2011, of all trips made by males, an average of 169 trips per year were for commuting compared with 125 for women.<sup>lxii</sup>

Impact: supporting women with children and childcare responsibilities

- 8.3 The lack of car ownership amongst women, and the common need to fit their lifestyle around childcare, can preclude labour market participation. Also, as with some other social groups, interventions in terms of public transport use do not always meet women's needs; this is related in part to personal security concerns in using services (particularly after dark) and due to their role as primary carers of children and the journeys and tasks associated with this care. These challenges are often compounded by the need to make complex trip chains in association with these roles, making bus travel difficult and inconvenient at times.

- 8.4 Where local public transport schemes, such as NGT, are sensitive to these needs and take into account the need for regular off-peak as well as on-peak travel, this could deliver significant benefits to those women who are not economically active or are presently reliant on part time work as a result of caring commitments.

Impact: improving access to community services and facilities

- 8.5 The Centre for Transport Studies concludes that women are at greater risk of social exclusion than men due to their more limited access to private transport. As identified in the 2011 NTS, the majority of trips made by women are for social purposes such as shopping trips, visiting friends and relations.<sup>lxiii</sup>

- 8.6 As such, the provision of high quality public transport can have a significant role to play in ensuring that exclusion is addressed. This is significant to NGT whereby the new, local public transport service will connect numerous local communities and community facilities, hence facilitating improved social participation.

### Opportunities and Mitigation Measures

- 8.7 There are a number of actions that could help to maximise the usage of the NGT scheme by women. Some of these are part of the proposals for the scheme, though all should be considered carefully going forward.

## Personal security

- 8.8 Women express more personal safety concerns regarding public transport use than men; this is particularly the case for travel at night.<sup>lxiv</sup> This fear can often deter many women from using public transport, especially in poorly lit areas.<sup>lxv</sup>

There are also some concerns amongst women who cite footpaths and the pedestrian environment as playing a major role in their perception of personal safety<sup>lxvi</sup>. According to a Young Women's Christian Association (YWCA) survey, 39 per cent of young women are apprehensive about walking on the streets at night<sup>lxvii</sup> and are concerned about becoming victims of crime. Gay, lesbian, bisexual and transgender groups have also expressed similar safety concerns.<sup>lxviii</sup> Improved lighting along footways would be a way of addressing this.

- 8.9 Nearly 50 per cent of young women were deterred from using bus stop facilities because they would be required to walk from the bus stop late at night<sup>lxix</sup>. DfT research also indicates that young people in general and young women in particular are more vulnerable to abuse, threats and violence while using bus services.<sup>lxx</sup>
- 8.10 Without this issue being addressed, women may not be able to derive maximum benefits from the NGT scheme. NGT therefore need to incorporate best practice design concerning security including effective lighting, CCTV, help points, landscaping and natural surveillance wherever possible. As with other groups – this will be a key task for further detailed design work.

## Summary

- 8.11 Improved public transport in the form of the NGT scheme will support improved accessibility to employment and social and cultural facilities for women, who tend to be more reliant on the bus than men.
- 8.12 It will be important for NGT vehicles to be accessible to women charged with the care of children during the day who may need to use pushchairs and buggies on the services. In addition, detailed design must continue to embrace best practice security measures to ensure that women are not deterred from using NGT, particularly in the hours of darkness.

## 9. Conclusions and Recommendations

### Summary of Findings: Equality Impact Matrix

- 9.1 The matrix overleaf provides a summary of the findings of this EqIA.
- 9.2 It should be noted that while no explicit negative impacts have been identified, the effective delivery of the proposed NGT scheme will depend on maximising the opportunities to enhance equality and ensure that people with all protected characteristics have access to the benefits of the NGT scheme.
- 9.3 It should be further noted that the table below identifies groups that have been assessed as experiencing no disproportionate positive or negative impacts but for whom there still exist opportunities to improve or enhance equality of access to the benefits of the NGT scheme.

Table 9.1: Equality impact matrix

Group	Potential disproportionate impact	Particular sub-groups affected	Potential impacts	Positive (+) or negative (-)	Mitigation measures required	Opportunities to promote equality
Age	Yes	Children Younger people Older people	Improving access to education for children and younger people	+	No mitigation measures required	Addressing affordability Providing useful information Ensuring accessibility Provision of staff training Personal security measures
			Improving access to employment for younger people	+	No mitigation measures required	
			Improving access to leisure facilities for children and younger people	+	No mitigation measures required	
			Air quality and associated health effects for children	+	No mitigation measures required	
			Improving access to public services for older people	+	No mitigation measures required	
			Improving health and access to healthcare for young and older people	+	No mitigation measures required	
			Concerns about loading of reduced mobility passengers	-	Driver training Appropriate timetabling	
			Loss of and/or changes to open space for younger people	-	Relocation of playing fields	
			Concerns about accessibility and community severance	-	Appropriate crossing facilities Communication and information Crossing design	

Group	Potential disproportionate impact	Particular sub-groups affected	Potential impacts	Positive (+) or negative (-)	Mitigation measures required	Opportunities to promote equality
			Tackling social and economic exclusion of older people	+	No mitigation measures required	
<b>Disability</b>	Yes	People with mobility, sensory and learning disabilities	Improving access to employment	+	No mitigation measures required	Providing information in the right formats
			Improving access to healthcare and community facilities	+	No mitigation measures required	Ensuring accessible pedestrian routes and environments
			Improving the physical accessibility of public transport services	+	No mitigation measures required	Crossings and pedestrian routes intersecting NGT Addressing concerns regarding shared spaces
			Access challenges for mobility impaired bus users	-	Driver training Detailed design of stops and vehicles	Provision of staff training
<b>Gender reassignment</b>	No					Personal security measures
<b>Marriage and Civil Partnership</b>	No					
<b>Pregnancy and maternity</b>	No					
<b>Race and ethnicity</b>	Yes	People from BAME groups, particularly people from Black backgrounds	Improving access to employment and economic opportunities	+	No mitigation measures required	Provision of information in appropriate languages
			Improving access to community services and facilities	+	No mitigation measures required	Further consultation and communication with BAME communities
			Confusion over service changes for those whose first language is not English	-	Provision of appropriate information in the right languages	Personal security measures

Group	Potential disproportionate impact	Particular sub-groups affected	Potential impacts	Positive (+) or negative (-)	Mitigation measures required	Opportunities to promote equality
<b>Religion and belief</b>	No					
<b>Sex</b>	Yes	Women	Improving access to employment	+	No mitigation measures required	Personal security measures
			Supporting women with children and childcare responsibilities	+	No mitigation measures required	
			Improving access to community services and facilities	+	No mitigation measures required	
<b>Sexual orientation</b>	No					Personal security measures

## Conclusions: Overall Assessment in Terms of Equality

- 9.4 The following key conclusions can be drawn from this EqIA. Mitigation measures and opportunities associated with these impacts have been provided in individual chapters but are summarised alongside identified impacts in the equality impact matrix.
- 9.5 **Improved access to community facilities including health, education, and leisure and improved access to employment:** overall, the provision of a new and frequent public transport service in the form of a trolleybus network will improve access to a whole range of social and economic resources along the route including the City Centre, Leeds' two universities, a major hospital, and a whole range of other facilities from shops to places of worship.
- 9.6 **Construction disruption, disturbance and severance:** the construction (and to a lesser extent operational) phase may have a negative effect on a range of local socio-demographic groups and communities, restricting access to a range of local facilities and services, causing annoyance, confusion and upset. All of which having a negative impact on the community.
- 9.7 **Short term lack of familiarity:** for some equality groups there is some limited potential for benefits not to be realised to the same extent as others. For example, for those without English as a first language (some BAME groups), and some disabled people, information about NGT, its route, timetable and benefits may not be as readily understood. This could cause confusion and / or disorientation when using the new service or accessing stops and other infrastructure, meaning some groups may not experience journey time benefits to the same degree as others. However, these impacts will only be experienced in the short term.
- 9.8 **Implementation of the scheme is also likely to cause changes to traffic levels, amenity, and severance:** (because of road closures and diversions). In turn causing changes to the frequency, amenity, journey times or availability of both private and public transport services. These changes have the potential to reduce accessibility, negatively impacting people with a range of protected characteristics.
- 9.9 **Supporting improvements to health and wellbeing:** the proposed NGT scheme variously supports improvements to overall health and wellbeing for a number of protected characteristics through a combination of encouraging modal shift that can be combined with active modes such as walking, providing improved access to health and leisure facilities, and contributing to positive changes in local air quality by reducing congestion through the use of electrically powered vehicles. The scheme, therefore, has
- 9.10 **Benefits and challenges associated with shared space:** the plans for a number of areas along the route include proposals for 'shared spaces'; this may provide benefits to some users but presents challenges to others, particularly those with visual impairments. The shared space concept has been considered in the context of disabled user groups and this will continue to the case at detailed design.
- 9.11 **Meeting equality policy objectives:** the proposed NGT scheme meets many equality goals and objectives. As such it contributes to the equality goals of local and national government and particularly of the *Local Transport Plan for Leeds*.
- 9.12 **Compliance with the PSED:** the proposed NGT scheme improves the accessibility of Leeds city centre and a number of key locations, including the universities, Leeds' major hospital and new housing and business developments by a means of transport that is used disproportionately many groups with protected characteristics. The proposed scheme has been designed to be *Equality Act 2010* (and therefore DDA) compliant, and will be fully accessible to people with



mobility impairments. The development process for the NGT has included various opportunities for members of different equality groups to comment on the plans and coheres with the aims of the PSED in showing due regard to equality in its development. The commissioning of this EqlA also supports compliance with the PSED.

## Recommendations: Enhancing the NGT Scheme

9.13 There are a number of ways in which the NGT scheme could be further enhanced in order to better or more effectively support equality objectives. Key recommendations are included for each disproportionately affected protected characteristic as part of the opportunity and mitigations sections of the relevant chapters. They can however, be summarised as follows:

- working to ensure the **affordability** of the NGT service for all equality groups who tend disproportionately to experience low incomes.
- ensuring that **information is available** in the language, format, location and by the means most valuable to different groups. This should include use of appropriate technologies to communicate with younger people, the use of accessible formats for people with disabilities, the availability of translation for some members of BAME communities and the provision of appropriate information at stops, online, or in local community facilities.
- the provision of **staff training** to ensure both sensitivity and practical ability to meet the various needs and requirements of different groups – particularly those of disabled people and older people. Standardisation of practices regarding docking, allowing sufficient dwell times for passengers to take their seats, and other aspects of service delivery could be addressed here.
- ensuring that the remodelled pedestrian environments, crossings, stops and other infrastructure associated with the scheme meets national guidelines and best practice **accessibility** guidance. In particular, it will be important to ensure that all shared space elements are undertaken with appropriate input from disabled stakeholders.
- best practice **personal safety and security** measures are applied including the use of CCTV, natural surveillance, and appropriate lighting at all stops and route facilities such as Park and Ride sites.
- on-going **communication and consultation** with different groups to ensure that all views are taken on board, regardless of the stage in the process at which they are expressed. In particular, the view of different group will need to be considered to ensure the accessibility of the scheme as detailed designs are drawn up.

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# Annex A. Findings for Other Protected Characteristics

## Introduction

- A.1 This appendix provides additional information for those protected characteristics where no specific disproportionate positive or negative impacts were identified. These characteristics are as follows:
- gender reassignment;
  - marriage and civil partnership;
  - pregnancy and maternity;
  - religion and belief; and
  - sexual orientation.
- A.2 In each case, no specific impacts were identified. However, general measures have been identified which could enhance the scheme and increase its value and utility to members of these groups. In the case of NGT, these measures increase the benefits of the scheme, and increase the likelihood that people with these protected characteristics will use and benefit from it.

## Gender reassignment

### Challenges and impacts

- A.3 No specific impacts of the NGT scheme have been identified as part of this assessment; however, transgender people have said that when travelling on public transport hate crime is a concern for them.<sup>lxxi</sup> In 2011-2012, there were 3 incidences of hate crime against transgender people reported to West Yorkshire police.<sup>lxxii</sup>

### Opportunities and mitigation measures

- A.4 There are some actions that could help to maximise the usage of the NGT scheme by transgender people. They are focussed around personal security.

### **Personal safety**

- A.5 Many equality groups experience more personal security concerns than the public per se. Reports of security issues surrounding the use of buses by trans individuals are not common as such, but are increasingly evident. For example, one transgender public transport user in Scotland commented that ‘people on public transport talk openly of the violence they wish to visit on you and everyone laughs.’<sup>lxxiii</sup>
- A.6 Putting in place mitigating security measures is likely to support the use of the public transport system and pedestrian routes by a range of groups including transgender people. Incorporation of best practice design concerning security, as detailed under the mitigations suggested for younger and older people above, will help to expand the use of the NGT scheme by people with this protected characteristic



## Marriage and civil partnership

### Challenges and impacts

- A.7 Because marriage and civil partnerships are only covered by equality legislation with regard to unlawful discrimination and because there is no evidence that the NGT scheme will differentiate on any level between single people, people who are married and people who are in civil partnerships, this protected characteristic has been scoped out of this assessment.

## Pregnancy and maternity

### Challenges and impacts

- A.8 No specific disproportionate impacts have been identified for this protected characteristic. However, this does not necessarily mean that this group will not benefit from the development of the NGT scheme, merely that any benefits that do accrue will not be felt disproportionately by this group over other sections of the population. In addition, many of the impacts likely to be experienced by women under the ‘sex’ protected characteristic are related to the continuing broad trends associated with women being the primary carers for young children during the day.

### Opportunities and mitigation measures

- A.9 No specific opportunities or mitigations have been identified for this group in particular. See Chapter 9 on ‘sex / gender’ for further information on mitigations and opportunities that may have some advantages for this protected characteristic.

## Religion and belief

### Challenges and impacts

- A.10 No specific disproportionate (positive or negative) impacts of the NGT scheme have been identified for this protected characteristic.

### Opportunities and mitigation measures

- A.11 It should, however, be noted that in 2011-2012, there were 45 incidences of hate crime against people of religious backgrounds reported to West Yorkshire police.<sup>lxxiv</sup> Concerns about hate crimes on public transport may deter people from certain religious backgrounds from using the NGT.
- A.12 When combined with the fact that there are no minority places of worship on the NGT route, measures may need to be taken to maximise the benefits of the scheme to religious communities.
- A.13 Such measures could include best practice security measures to address personal safety concerns, and ensuring that onwards links to religious facilities are possible from NGT stops.

## Sexual Orientation

### Challenges and impacts

- A.14 No specific disproportionate (positive or negative) impacts have been identified for this protected characteristic.

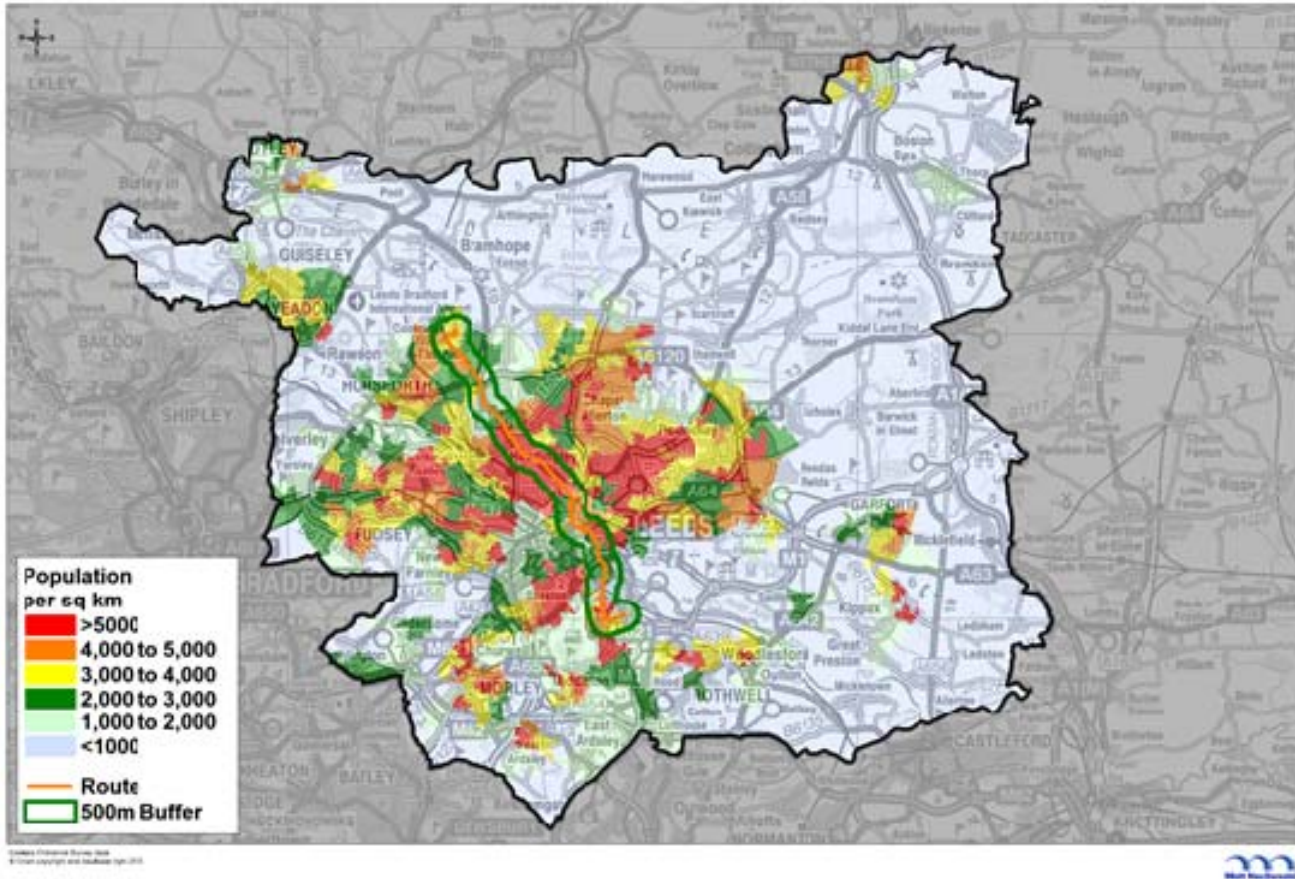
## Opportunities and mitigation measures

### **Personal security**

- A.15 As with other groups, LGB people have expressed when surveyed a range of concerns regarding personal security whilst using public transport. LGB people have said that when travelling on public transport, hate crime is a concern for them.<sup>lxxv</sup> In 2011-2012, there were 36 incidences of hate crime against LGB people reported to West Yorkshire police.<sup>lxxvi</sup>
- A.16 As such, and as with other protected characteristics, NGT designers should strive wherever possible to incorporate best practice personal security measures at stops and on vehicles.

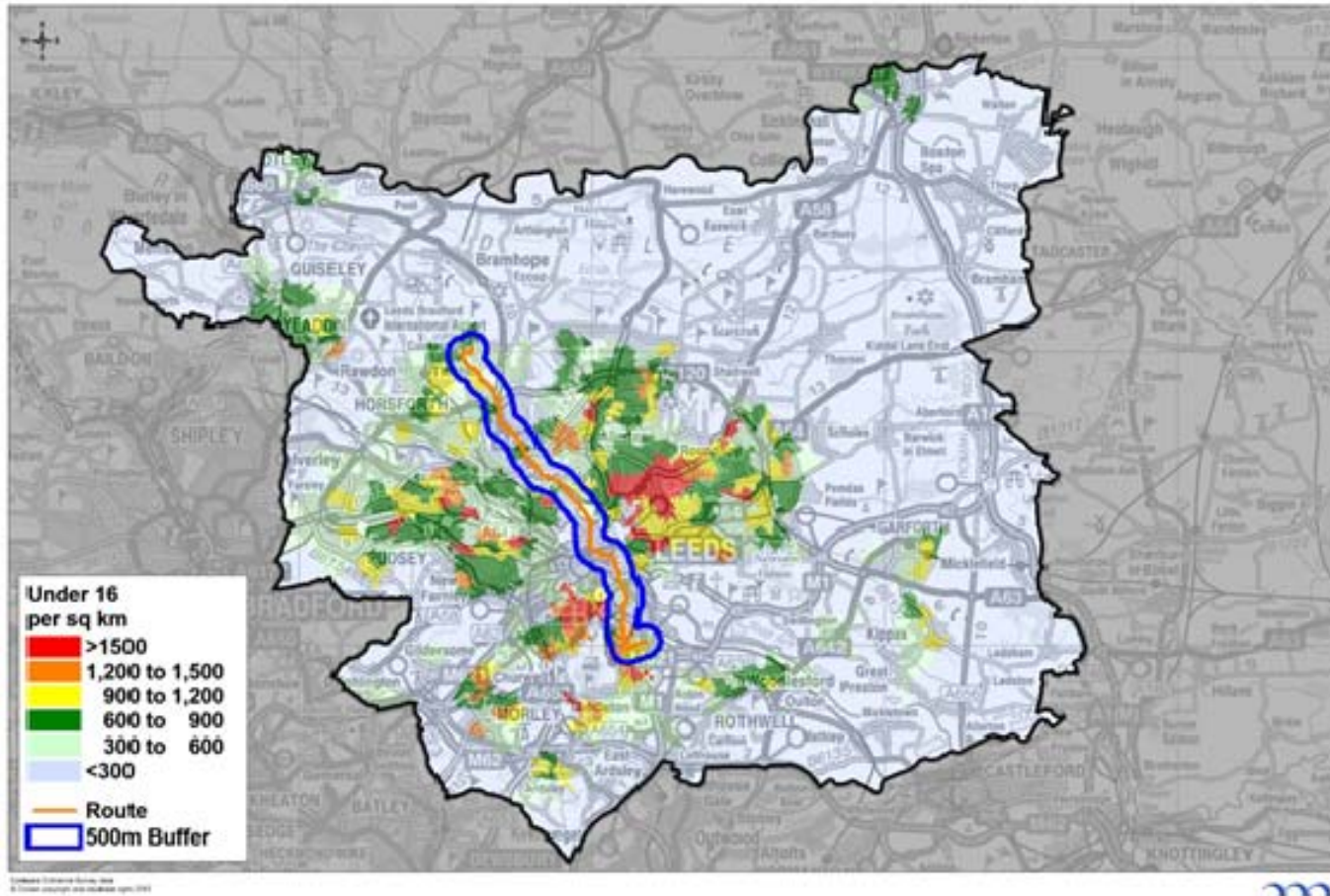
# Annex B. Figures

Figure B.1: The City of Leeds – population density



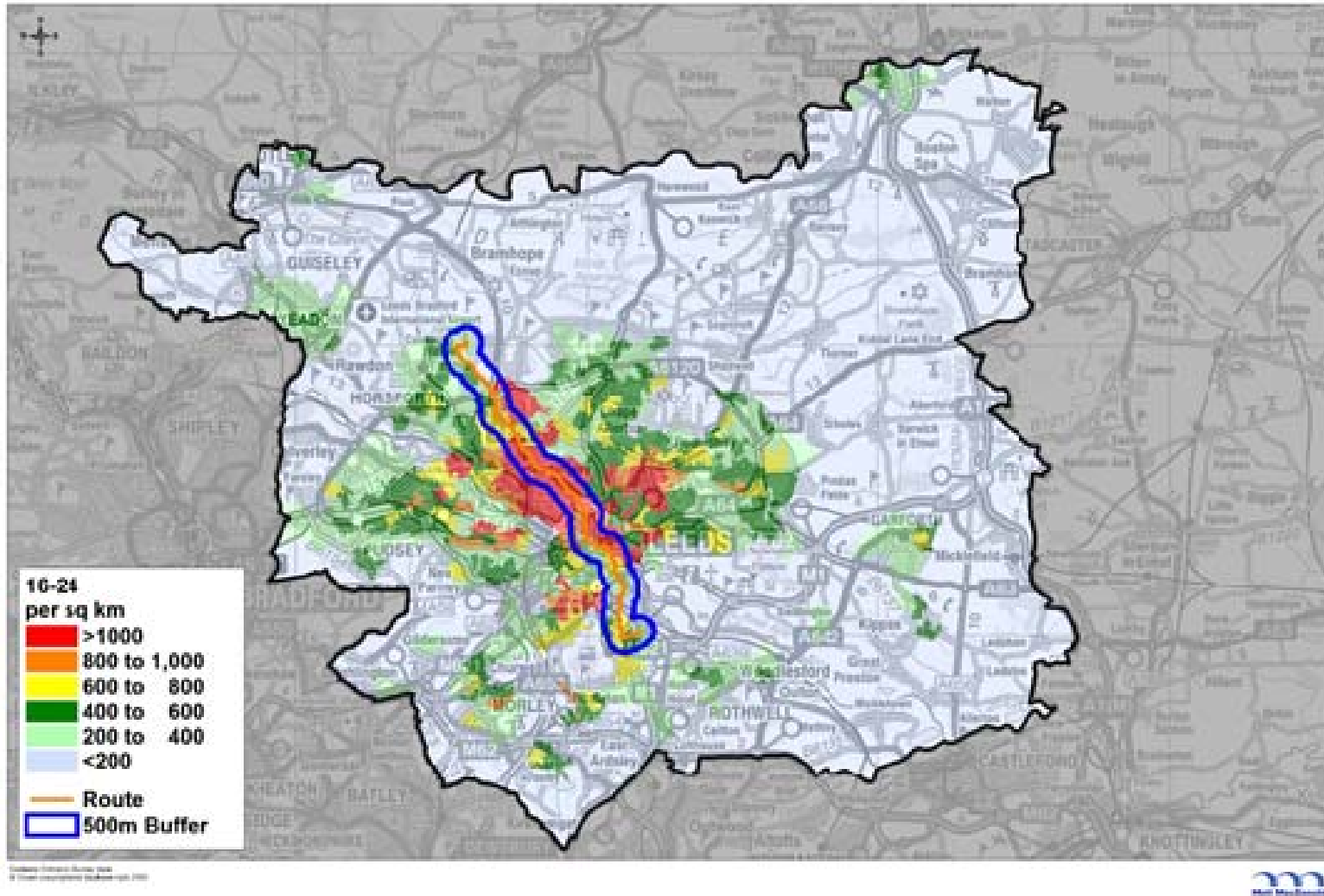
Source: Census 2011

Figure B.2: Density of children in the City of Leeds



Source: Census 2011

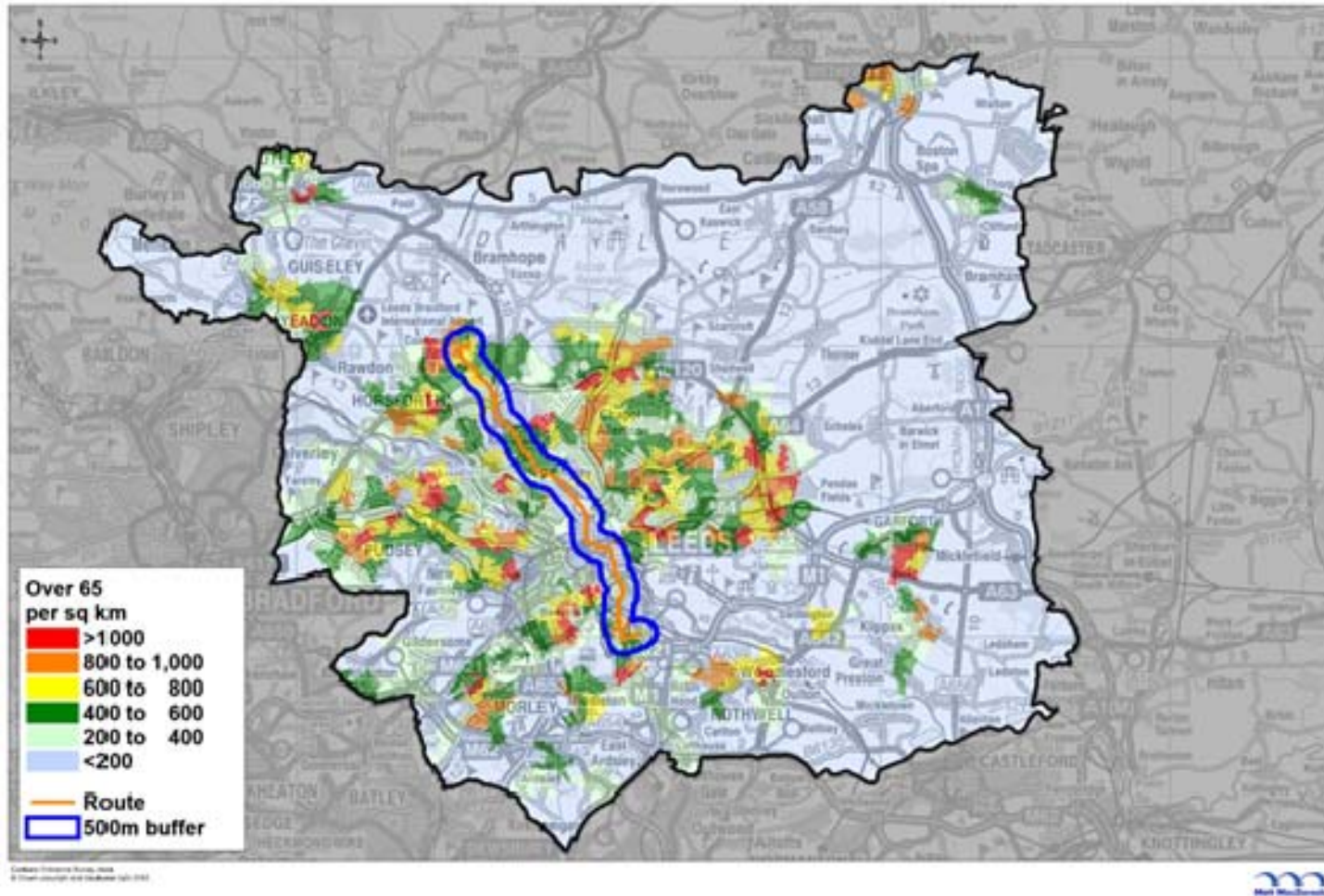
Figure B.3: Density of younger people in the City of Leeds



Source: Census 2011

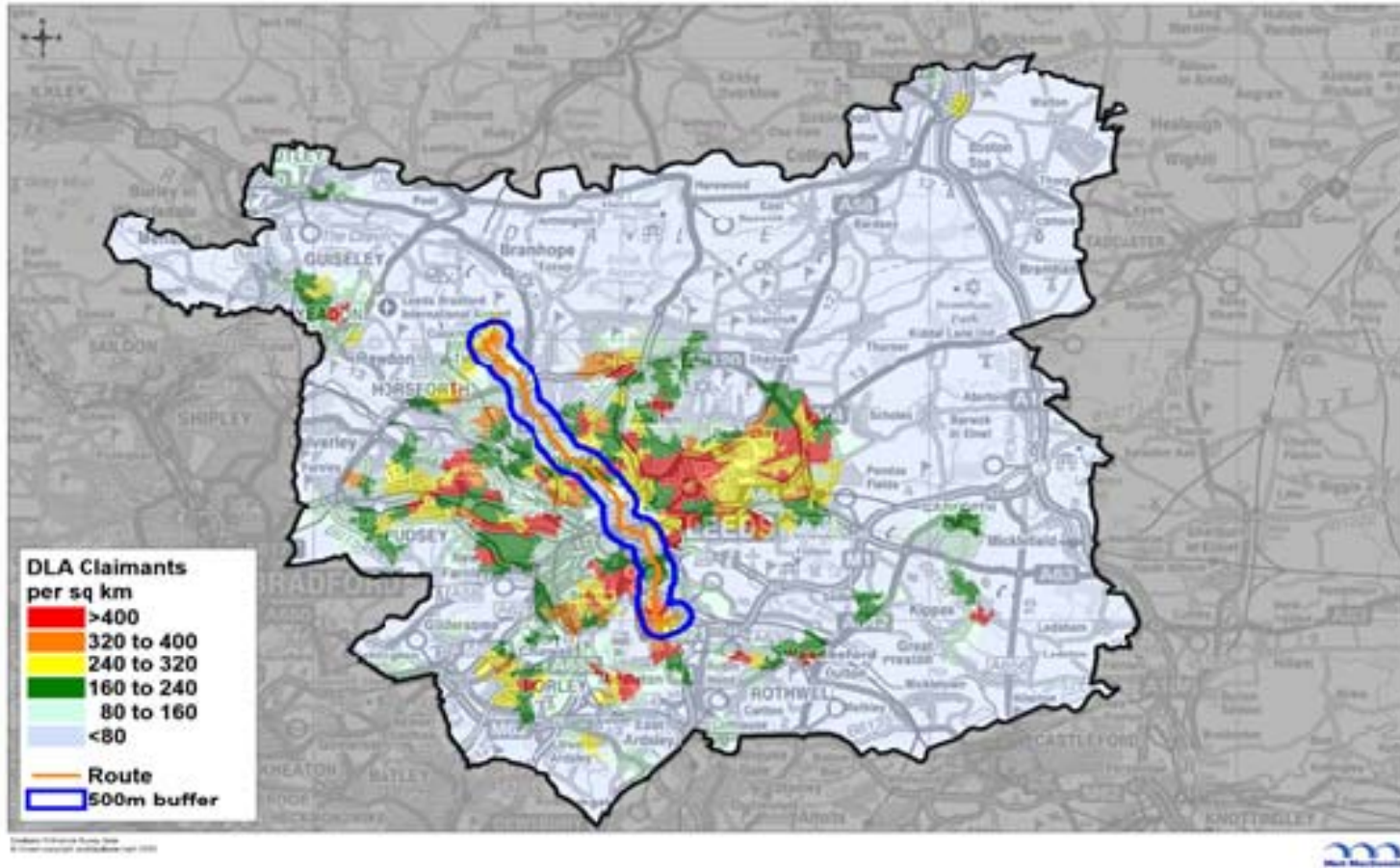


Figure B.4: Older people density (aged over 65) in the City of Leeds



Source: Nomis 2013

Figure B.5: Disabled people – population density in the City of Leeds

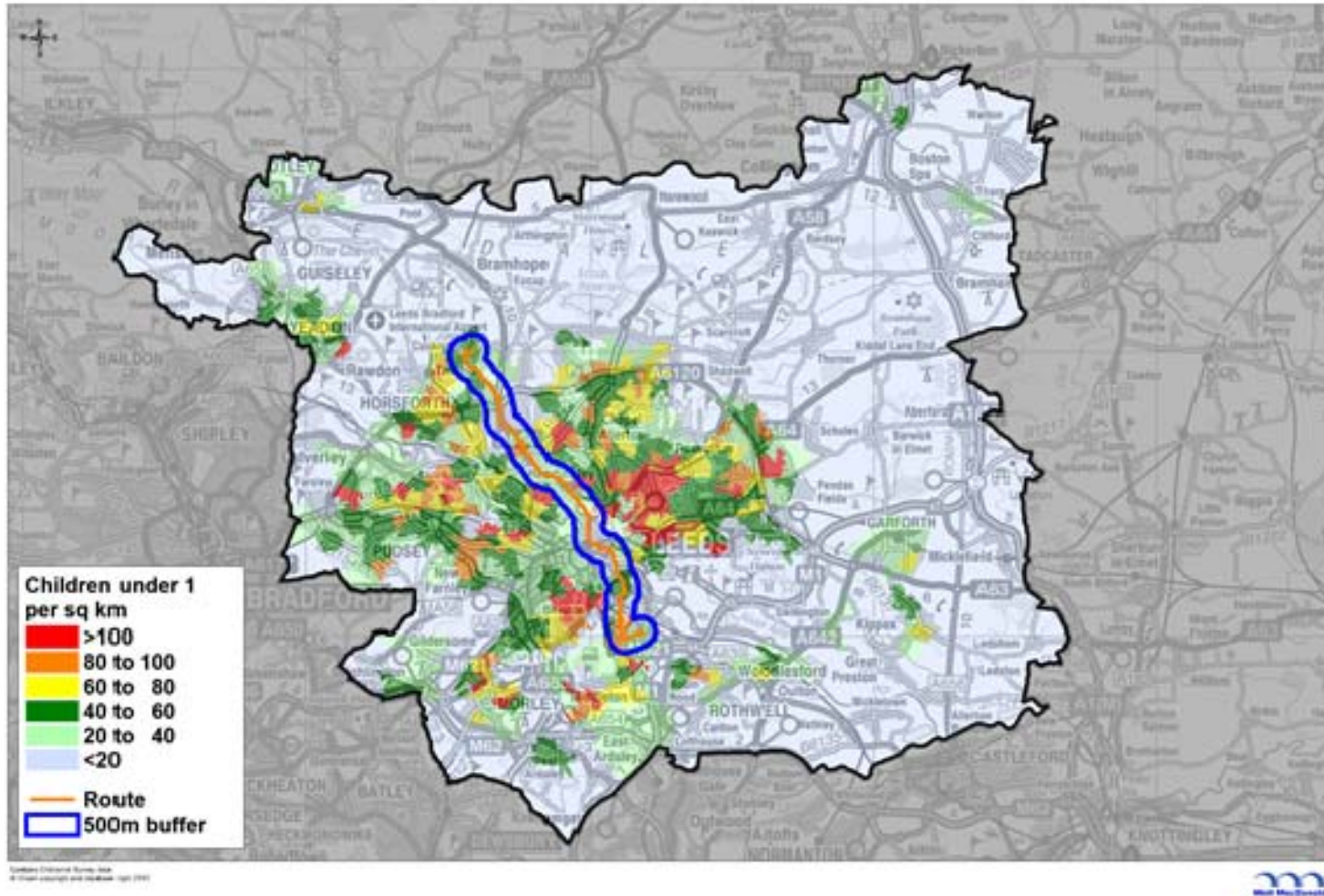


Source: Nomis 2013





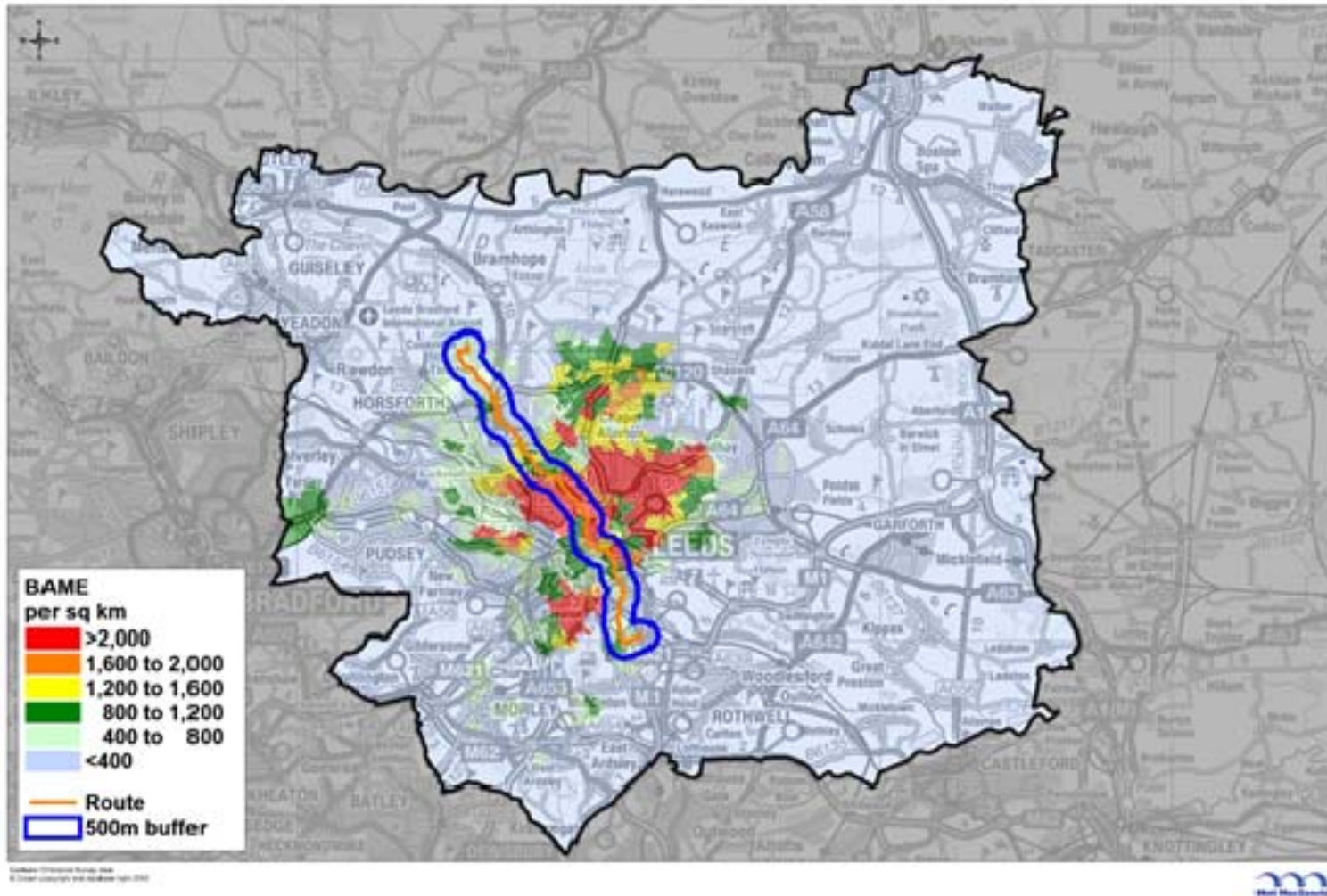
Figure B.7: Children under 1 year old



Source: Population Census, 2011



Figure B.8: BAME population density in the City of Leeds



Source: Population Census, 2011

# Glossary

BAME	<p><b>Black, Asian and Minority Ethnic</b> People from Black Asian and minority ethnic (BAME) groups are defined as all people from non-White British backgrounds as defined by the Office for national Statistics</p>
DDA	<p><b>Disability Discrimination Act</b> The Disability Discrimination Act (DDA) was first brought into law in 1995. The 2005 amendment to the Act placed a duty of public authorities to ensure accessibility of infrastructure and services to disabled people. The requirements of the DDA have now been incorporated into the Equality Act 2010.</p>
DLA	<p><b>Disability Living Allowance</b> Disability Living Allowance is a key benefit claimed by people with disabilities.</p>
EHRC	<p><b>Equality and Human Rights Commission</b> The statutory equality and human rights body for the UK.</p>
EqIA	<p><b>Equality Impact Assessment</b> An EqIA is a systematic appraisal of the disproportionate positive and negative impacts of a policy, project or programme on people with a range of characteristics protected under the Equality Act 2010.</p>
Equality Act 2010	<p><b>Equality Act 2010</b> The Equality Act 2010 is the key legislative instrument regarding equality in England and Wales and gives rise to the Public Sector Equality Duty, and the need to undertake analysis of equality issues in project and programme development.</p>
PSED	<p><b>Public Sector Equality Duty</b> The PSED is a key component of the equality act and places a duty on public bodies and those performing public functions to show due regard to equality in all aspects of their function.</p>