nestrans

EQUALITY IMPACT ASSESSMENT

Stage 1: Title and aims of the activity ("activity" is an umbrella term covering policies, procedures, guidance and decisions).	
Organisation	Nestrans
Title of the activity etc.	Regional Transport Strategy 2040
Aims and desired outcomes of the activity	1.1. Nestrans is the Regional Transport Partnership for the north east of Scotland with a statutory duty to produce and deliver a Regional Transport Strategy. This RTS is a long-term strategy for the areas of Aberdeen City and Aberdeenshire, which sets the vision and direction for transport in the region for the next 20 years. 1.2. Our vision to 2040: ***To provide a safer, cleaner, more inclusive and accessible transport system in the north east, which contributes to healthier, more prosperous and fairer communities.*** 1.3. In support of this vision, the strategy has been developed under four equal and overlapping pillars that align with and support the pillars of the National Transport Strategy which was published in February 2020. <table><tr><td colspan="4">**RTS Pillars**</td></tr><tr><td>Promoting equality across the north east</td><td>Reducing our impact on climate change and protecting the natural and built environment</td><td>Helping the north east economy prosper</td><td>Improving health and wellbeing across the north east.</td></tr></table> 1.4 Six Strategic Priorities: 1. Improved Journey Efficiencies to enhance connectivity 2. Zero fatalities on the road network 3. No exceedances of World Health Organisation safe levels of emissions from transport 4. Significantly reduced carbon emissions from transport to support net-zero nationally by 2045 5. Accessibility for all 6. A step change in public transport and active travel provision enabling a 50:50 mode split between car driver and sustainable modes.
Author(s) & Title(s)	Kelly Wiltshire, Transport Executive

Stage 2: List the evidence that has been used in this assessment.	
Internal data (customer satisfaction surveys; equality monitoring data; customer complaints).	Nestrans Monitoring Report – Nestrans Annual Monitoring Report provides information and background data to support the development of the RTS. It monitors 48 key indicators and highlights a number of key trends. Nestrans Equalities Reports – Mainstreaming the Equality Duty – April 2017 Nestrans Equalities Outcomes Report – April 2017
Internal consultation with staff and other services affected.	A Health Inequalities Impact Assessment workshop (attached as appendix 1) was carried out with key partner stakeholders in December 2019 which highlighted some key issues around equalities and data that was missing.
External consultation (partner organisations, community groups, and councils.	National Transport Strategy 2, EIA reports North East Transport Consultative Forum www.nestrans2040.org.uk used as external consultation where discussion papers were published and it was open for comments on them. Consultation meetings and other activities taken place in last 18 months, See Appendix 2 for list of consultation activities that have taken place. These activities have helped to shape the RTS.
External data (census, available statistics).	External data has been used to compile information for our Nestrans monitoring report as above.

Other (general information as appropriate).	Nestrans is one of seven Regional Transport Partnerships across Scotland. This strategy has been written to follow on from the National Transport Strategy 2 (NTS2) document published earlier in 2020 and will feed into Local Transport Strategies that will be produced by Aberdeenshire Council and Aberdeen City Council.

The NTS2 EIA document stated *"Transport affects access to services, amenities, economic opportunities and social activities for all people across all parts of Scotland. Once finalised the NTS2 will therefore affect any person in Scotland who:*

- *Travels for any purpose and by any mode*
- *Interacts with, or faces barriers to accessing, the transport system, e.g. as a resident, worker or visitor.*

Reflecting the high level and strategic purpose of the document, all components of the Draft NTS2 have been designed to apply universally rather than to target specific demographic groups. Improvements to the transport system and the resulting improvement in equality, climate sustainability, inclusive growth, and health and well-being can be expected to impact all people in Scotland."

Nestrans in developing the new Regional Transport Strategy(RTS) would agree that this is also the case for the RTS.

Transport Scotland identified the following themes of relevance to transport and to protected characteristics.

Infrastructure and Connectivity: how do different demographic groups access and use the transport system?

Demographics: how does transport respond to demographic changes and influence population growth across Scotland?

Education and Earnings: how does transport influence access to employment and associated socio-economic outcomes for different demographic groups?

Income and Wealth: what is the relationship between transport and income and wealth distribution across Scotland?

Health: How does Transport influence access to healthcare services and health outcomes for different demographic groups?

Security and Safety: what is the relationship between transport, crime, safety and security across Scotland?

Nestrans will consider the above themes and also assess the main actions/outcomes from the Strategy as part of this EIA.

1. Developing the rail network
2. Aberdeen Rapid Transit
3. Improving the region's bus network
4. Maximising the benefits of park and ride
5. Increasing the number of people travelling actively for health and environment
6. Managing Demand
7. Reducing Emissions from transport
8. Encouraging behaviour change
9. Maintaining and improving the region's road network
10. Facilitating the movement of freight
11. External air and sea connections
12. Road Safety and casualty reduction
13. Improving accessibility in rural areas
14. Improving access to health
15. The affordability of transport
16. Improving access to transport network for all
17. Planning and designing places for people
18. Future impact of new technologies |

Stage 3: Evidence Gaps.	
Are there any gaps in the information you currently hold?	We currently have gaps on information about religion and beliefs, gender reassignment and sexual orientation.

Stage 4: Measures to fill the evidence gaps.		
What measures will be taken to fill the information gaps before the activity is implemented? These should be included in the action plan at the back of this form.	**Measures:**	**Timescale:**
	Work with Grampian Regional Equality Council (GREC) to gather information and consult with relevant groups.	End 2020
	Continue to work with North East Transport Consultative Forum (NETCF) and extend membership to other groups where appropriate	ongoing
	This assessment along with the draft RTS 2040 and the other assessments (Fairer Scotland Duty, Strategy Environmental Assessment and Health Inequalities Assessment) will form part of the public consultation package and comments during this public consultation will help to form an action plan, amendments where appropriate to the above documents and mitigate any further issues raised.	Public consultation likely to take part over 10 weeks during Summer and Autumn 2020.

Stage 5: Are there potential impacts on protected groups? The protected groups covered by the equality duty are: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation. The duty also covers marriage and civil partnerships, but only in respect of eliminating unlawful discrimination.

Who is affected by the activity or who is intended to benefit from the proposed policy and how?

Please complete for each protected group by inserting "yes" in the applicable box/boxes below.

1. Action/outcome from RTS – Developing the Rail network

	Positive	Negative	Neutral	Unknown
Age – Younger Eliminating unlawful discrimination, harassment and victimisation Advancing equality of opportunity Promoting good relations among and between different age groups	yes			
Age – Older	yes			
Disability	yes			
Race – (includes Gypsy Travellers)	yes			
Religion or Belief				yes
Sex (Gender)	yes			
Pregnancy and maternity	yes			
Sexual orientation – (includes Lesbian/ Gay/Bisexual)				yes
Gender reassignment – (includes Transgender)				yes
Marriage and Civil Partnership eliminating unlawful discrimination			yes	

2 - Action/outcome from RTS – Aberdeen Rapid Transit				
	Positive	Negative	Neutral	Unknown
Age – Younger Eliminating unlawful discrimination, harassment and victimisation Advancing equality of opportunity Promoting good relations among and between different age groups	yes			
Age – Older	yes			
Disability	yes			
Race – (includes Gypsy Travellers)	yes			
Religion or Belief				yes
Sex (Gender)	yes			
Pregnancy and maternity	yes			
Sexual orientation – (includes Lesbian/ Gay/Bisexual)				yes
Gender reassignment – (includes Transgender)				yes
Marriage and Civil Partnership eliminating unlawful discrimination			yes	

3 - Action/outcome from RTS – Improving the region's bus network				
	Positive	Negative	Neutral	Unknown
Age – Younger Eliminating unlawful discrimination, harassment and victimisation Advancing equality of opportunity Promoting good relations among and between different age groups	yes			
Age – Older	yes			
Disability	yes			
Race – (includes Gypsy Travellers)				yes
Religion or Belief			yes	
Sex (Gender)	yes			
Pregnancy and maternity	yes			
Sexual orientation – (includes Lesbian/ Gay/Bisexual)			yes	
Gender reassignment – (includes Transgender)			yes	
Marriage and Civil Partnership eliminating unlawful discrimination			yes	

4 - Action/outcome from RTS – Maximising the benefits of park and ride				
	Positive	Negative	Neutral	Unknown
Age – Younger Eliminating unlawful discrimination, harassment and victimisation Advancing equality of opportunity Promoting good relations among and between different age groups	yes			
Age – Older	Yes			
Disability	yes			
Race – (includes Gypsy Travellers)				yes
Religion or Belief			yes	
Sex (Gender)	yes			
Pregnancy and maternity	yes			
Sexual orientation – (includes Lesbian/ Gay/Bisexual)			yes	
Gender reassignment – (includes Transgender)			yes	
Marriage and Civil Partnership eliminating unlawful discrimination			yes	

5 - Action/outcome from RTS – Increasing the number of people travelling actively for health and environment				
	Positive	Negative	Neutral	Unknown
Age – Younger Eliminating unlawful discrimination, harassment and victimisation Advancing equality of opportunity Promoting good relations among and between different age groups	yes			
Age – Older	yes			
Disability		yes		
Race – (includes Gypsy Travellers)				yes
Religion or Belief			yes	
Sex (Gender)	yes			
Pregnancy and maternity	yes			
Sexual orientation – (includes Lesbian/ Gay/Bisexual)			yes	
Gender reassignment – (includes Transgender)			yes	
Marriage and Civil Partnership eliminating unlawful discrimination			yes	

6 - Action/outcome from RTS – Managing Demand				
	Positive	Negative	Neutral	Unknown
Age – Younger Eliminating unlawful discrimination, harassment and victimisation Advancing equality of opportunity Promoting good relations among and between different age groups				yes
Age – Older		yes		
Disability		yes		
Race – (includes Gypsy Travellers)				yes
Religion or Belief			yes	
Sex (Gender)				yes
Pregnancy and maternity			yes	
Sexual orientation – (includes Lesbian/ Gay/Bisexual)			yes	
Gender reassignment – (includes Transgender)			yes	
Marriage and Civil Partnership eliminating unlawful discrimination			yes	

7 - Action/outcome from RTS – Reducing emissions from transport				
	Positive	Negative	Neutral	Unknown
Age – Younger Eliminating unlawful discrimination, harassment and victimisation Advancing equality of opportunity Promoting good relations among and between different age groups	yes			
Age – Older	yes			
Disability	yes			
Race – (includes Gypsy Travellers)	yes			
Religion or Belief	yes			
Sex (Gender)	yes			
Pregnancy and maternity	yes			
Sexual orientation – (includes Lesbian/ Gay/Bisexual)	yes			
Gender reassignment – (includes Transgender)	yes			
Marriage and Civil Partnership eliminating unlawful discrimination	yes			

8 - Action/outcome from RTS – Encouraging behaviour change				
	Positive	Negative	Neutral	Unknown
Age – Younger Eliminating unlawful discrimination, harassment and victimisation Advancing equality of opportunity Promoting good relations among and between different age groups	yes			
Age – Older		yes		
Disability		yes		
Race – (includes Gypsy Travellers)				yes
Religion or Belief				yes
Sex (Gender)	yes			
Pregnancy and maternity	yes			
Sexual orientation – (includes Lesbian/ Gay/Bisexual)			yes	
Gender reassignment – (includes Transgender)			yes	
Marriage and Civil Partnership eliminating unlawful discrimination			yes	

9 - Action/outcome from RTS – Maintaining and improving the region's road network				
	Positive	Negative	Neutral	Unknown
Age – Younger Eliminating unlawful discrimination, harassment and victimisation Advancing equality of opportunity Promoting good relations among and between different age groups	yes			
Age – Older	yes			
Disability	yes			
Race – (includes Gypsy Travellers)	yes			
Religion or Belief	yes			
Sex (Gender)	yes			
Pregnancy and maternity	yes			
Sexual orientation – (includes Lesbian/ Gay/Bisexual)	yes			
Gender reassignment – (includes Transgender)	yes			
Marriage and Civil Partnership eliminating unlawful discrimination	yes			

10 Action/outcome from RTS – Facilitating the movement of freight				
	Positive	Negative	Neutral	Unknown
Age – Younger Eliminating unlawful discrimination, harassment and victimisation Advancing equality of opportunity Promoting good relations among and between different age groups			yes	
Age – Older			yes	
Disability			yes	
Race – (includes Gypsy Travellers)			yes	
Religion or Belief			yes	
Sex (Gender)			yes	
Pregnancy and maternity			yes	
Sexual orientation – (includes Lesbian/ Gay/Bisexual)			yes	
Gender reassignment – (includes Transgender)			yes	
Marriage and Civil Partnership eliminating unlawful discrimination			yes	

11 - Action/outcome from RTS – External air and sea connections				
	Positive	Negative	Neutral	Unknown
Age – Younger Eliminating unlawful discrimination, harassment and victimisation Advancing equality of opportunity Promoting good relations among and between different age groups	yes	15		
Age – Older	yes			
Disability	yes			
Race – (includes Gypsy Travellers)				yes
Religion or Belief				yes
Sex (Gender)	yes			
Pregnancy and maternity	yes			
Sexual orientation – (includes Lesbian/ Gay/Bisexual)			yes	
Gender reassignment – (includes Transgender)			yes	
Marriage and Civil Partnership eliminating unlawful discrimination			yes	

12 - Action/outcome from RTS - Road safety and casualty reduction				
	Positive	Negative	Neutral	Unknown
Age – Younger Eliminating unlawful discrimination, harassment and victimisation Advancing equality of opportunity Promoting good relations among and between different age groups	yes			
Age – Older	yes			
Disability	yes			
Race – (includes Gypsy Travellers)	yes			
Religion or Belief	yes			
Sex (Gender)	yes			
Pregnancy and maternity	yes			
Sexual orientation – (includes Lesbian/ Gay/Bisexual)	yes			
Gender reassignment – (includes Transgender)	yes			
Marriage and Civil Partnership eliminating unlawful discrimination	yes			

13 - Action/outcome from RTS - Improving accessibility in rural areas				
	Positive	Negative	Neutral	Unknown
Age – Younger Eliminating unlawful discrimination, harassment and victimisation Advancing equality of opportunity Promoting good relations among and between different age groups	yes			
Age – Older	yes			
Disability	yes			
Race – (includes Gypsy Travellers)	yes			
Religion or Belief	yes			
Sex (Gender)	yes			
Pregnancy and maternity	yes			
Sexual orientation – (includes Lesbian/ Gay/Bisexual)	yes			
Gender reassignment – (includes Transgender)	yes			
Marriage and Civil Partnership eliminating unlawful discrimination	yes			

14 - Action/outcome from RTS - Improving access to health				
	Positive	Negative	Neutral	Unknown
Age – Younger Eliminating unlawful discrimination, harassment and victimisation Advancing equality of opportunity Promoting good relations among and between different age groups	Yes			
Age – Older	yes			
Disability	yes			
Race – (includes Gypsy Travellers)	yes			
Religion or Belief	yes			
Sex (Gender)	yes			
Pregnancy and maternity	yes			
Sexual orientation – (includes Lesbian/ Gay/Bisexual)	yes			
Gender reassignment – (includes Transgender)	yes			
Marriage and Civil Partnership eliminating unlawful discrimination	yes			

15- Action/outcome from RTS - The affordability of transport				
	Positive	Negative	Neutral	Unknown
Age – Younger Eliminating unlawful discrimination, harassment and victimisation Advancing equality of opportunity Promoting good relations among and between different age groups	yes			
Age – Older	yes			
Disability	yes			
Race – (includes Gypsy Travellers)	yes			
Religion or Belief	yes			
Sex (Gender)	yes			
Pregnancy and maternity	yes			
Sexual orientation – (includes Lesbian/ Gay/Bisexual)	yes			
Gender reassignment – (includes Transgender)	yes			
Marriage and Civil Partnership eliminating unlawful discrimination	yes			

16- Action/outcome from RTS - Improving access to the transport network for all				
	Positive	Negative	Neutral	Unknown
Age – Younger Eliminating unlawful discrimination, harassment and victimisation Advancing equality of opportunity Promoting good relations among and between different age groups	yes			
Age – Older	yes			
Disability	yes			
Race – (includes Gypsy Travellers)	yes			
Religion or Belief	yes			
Sex (Gender)	yes			
Pregnancy and maternity	yes			
Sexual orientation – (includes Lesbian/ Gay/Bisexual)	yes			
Gender reassignment – (includes Transgender)	yes			
Marriage and Civil Partnership eliminating unlawful discrimination	yes			

17 - Action/outcome from RTS - Planning and designing places for people				
	Positive	Negative	Neutral	Unknown
Age – Younger Eliminating unlawful discrimination, harassment and victimisation Advancing equality of opportunity Promoting good relations among and between different age groups	yes			
Age – Older	yes			
Disability	yes			
Race – (includes Gypsy Travellers)				yes
Religion or Belief				yes
Sex (Gender)	yes			
Pregnancy and maternity	yes			
Sexual orientation – (includes Lesbian/ Gay/Bisexual)				yes
Gender reassignment – (includes Transgender)				yes
Marriage and Civil Partnership eliminating unlawful discrimination				yes

18- Action/outcome from RTS - Future impact of new technologies				
	Positive	Negative	Neutral	Unknown
Age – Younger Eliminating unlawful discrimination, harassment and victimisation Advancing equality of opportunity Promoting good relations among and between different age groups	yes			
Age – Older		yes		
Disability	yes			
Race – (includes Gypsy Travellers)				yes
Religion or Belief				yes
Sex (Gender)	yes			
Pregnancy and maternity	yes			
Sexual orientation – (includes Lesbian/ Gay/Bisexual)				yes
Gender reassignment – (includes Transgender)				yes
Marriage and Civil Partnership eliminating unlawful discrimination			yes	

Stage 6: What are the positive and negative impacts? – Action 1 – Developing the Rail Network		
Impacts.	Positive (describe the impact for each of the protected characteristics affected)	Negative (describe the impact for each of the protected characteristics affected)
Please detail the potential positive and/or negative impacts on those with protected characteristics you have highlighted above. Detail the impacts and describe those affected.	Positive impacts for all characteristics if there is a more reliable, more frequent rail network. New stations may open up the rail network to new people who otherwise would be unable to travel.	
		In the Nestrans region, not everyone will be able to access the rail network as there are currently only 8 railway stations in Aberdeen and Aberdeenshire (9th due to open later in 2020). So alarge part of Aberdeenshire are not able to access a railway station easily.

Stage 6: What are the positive and negative impacts? – Action 2 – Aberdeen Rapid Transport		
Impacts.	Positive (describe the impact for each of the protected characteristics affected)	Negative (describe the impact for each of the protected characteristics affected)
Please detail the potential positive and/or negative impacts on those with protected characteristics you have highlighted above. Detail the impacts and describe those affected.	Faster, easier to use transport should help all protected characteristics. Any scheme would include modern, fully accessible vehicles and information. As this would involve significant new infrastructure, there are significant opportunities to improve integration, information provision and safety.	Characteristics age older and disability may be anxious about how to use a new form of transport.

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Stage 6: What are the positive and negative impacts? – Action 3 – Improving the Region's Bus network		
Impacts.	Positive (describe the impact for each of the protected characteristics affected)	Negative (describe the impact for each of the protected characteristics affected)
Please detail the potential positive and/or negative impacts on those with protected characteristics you have highlighted above. Detail the impacts and describe those affected.	This should have a positive impact on all characteristics but especially age – younger and older people as well as women, who often depend on the bus network more than other characteristics.	

Stage 6: What are the positive and negative impacts? – Action 4 – Maximising the benefits of park and ride		
Impacts.	Positive (describe the impact for each of the protected characteristics affected)	Negative (describe the impact for each of the protected characteristics affected)
Please detail the potential positive and/or negative impacts on those with protected characteristics you have highlighted above. Detail the impacts and describe those affected.	This should have a positive impact on all characteristics as by encouraging more people to use park and ride (either bus or bicycle) then it should reduce the number of vehicles in the city centre and reduce congestion, improve safety and improve air quality. Creation of a new park and ride facility would ensure a high-quality interchange, safe and well-lit waiting areas, which will help to increase confidence of using public transport for those who are more vulnerable.	

Stage 6: What are the positive and negative impacts? – Action 5 – Increasing the number of people travelling actively for health and environment		
Impacts.	Positive (describe the impact for each of the protected characteristics affected)	Negative (describe the impact for each of the protected characteristics affected)
Please detail the potential positive and/or negative impacts on those with protected characteristics you have highlighted above. Detail the impacts and describe those affected.	This should have a positive benefit on all characteristics if more people are travelling actively (walking and cycling) then the roads should be quieter, safety improved and air quality improved, as well as health and fitness levels of those taking part in the active travel. A focus on walking/wheeling as well as cycling will include consideration of the needs of all protected characteristics, particularly those with reduced mobility or other disabilities.	There may be some negative impacts on those who find it difficult to travel actively for example characteristics disability and age older as they may not be able to take part and will still depend on other modes of travel. Design of shared spaces will need to take careful consideration of the needs of those with disabilities, particularly the visually impaired. In the case of shared cycle paths there can be conflict between the needs of different users and therefore the design and location of such facilities will need to be carefully considered to take account of the protected characteristics.

Stage 6: What are the positive and negative impacts? – Action 6 – Managing Demand		
Impacts.	Positive (describe the impact for each of the protected characteristics affected)	Negative (describe the impact for each of the protected characteristics affected)
Please detail the potential positive and/or negative impacts on those with protected characteristics you have highlighted above. Detail the impacts and describe those affected.	This may have a positive impact of reducing congestion and improving air quality which should benefit all characteristics.	This may affect age older and disability, if they struggle with technology in regard to how to pay, how the system works etc. Issues of affordability may also affect some of the protected characteristics if there is a charge associated

Stage 6: What are the positive and negative impacts? – Action 7 – Reducing emissions from transport		
Impacts.	Positive (describe the impact for each of the protected characteristics affected)	Negative (describe the impact for each of the protected characteristics affected)
Please detail the potential positive and/or negative impacts on those with protected characteristics you have highlighted above. Detail the impacts and describe those affected.	This should be positive for all characteristics, as improved air quality and reducing climate change emissions will affect all.	There may be a negative impact for all characteristics on low incomes, if they have to pay to upgrade to a low emission vehicle.

Stage 6: What are the positive and negative impacts? – Action 8 – Encouraging Behaviour Change		
Impacts.	Positive (describe the impact for each of the protected characteristics affected)	Negative (describe the impact for each of the protected characteristics affected)
Please detail the potential positive and/or negative impacts on those with protected characteristics you have highlighted above. Detail the impacts and describe those affected.	Encouraging behaviour change to encourage a cultural shift to more sustainable forms of transport should have a positive impact on all characteristics.	This may be a negative impact for age older and disability characteristics if they find it difficult to change behaviour or unable due to disability. However the emphasis of the strategy is on choice and recognising that public transport, cycling or walking will not always be suitable for all.

Stage 6: What are the positive and negative impacts? – Action 9 – Maintaining and improving regions road network		
Impacts.	Positive (describe the impact for each of the protected characteristics affected)	Negative (describe the impact for each of the protected characteristics affected)
Please detail the potential positive and/or negative impacts on those with protected characteristics you have highlighted above. Detail the impacts and describe those affected.	If the road network is maintained and improved this should benefit all characteristics as the roads will be in good condition and thus safer and easier to use for travel and transport. Any improvements to the road network should be in line with the transport hierarchy taking into consideration the needs of pedestrians, cyclists and public transport users above the needs of the car so benefits for safety for all.	

Stage 6: What are the positive and negative impacts? – Action 10 – Facilitating the movement of freight		
Impacts.	Positive (describe the impact for each of the protected characteristics affected)	Negative (describe the impact for each of the protected characteristics affected)
Please detail the potential positive and/or negative impacts on those with protected characteristics you have highlighted above. Detail the impacts and describe those affected.	This should have a positive impact on all characteristics as if freight can move properly then it allows the economy to move and ensures a supply of goods. There is also an emphasis on encouraging freight onto the most appropriate routes with benefits for safety and local air quality which affect all.	This may have a negative impact on all characteristics if they live on a freight route or have more freight vehicles pass their home, in terms of air quality, noise and potential safety concerns.

Stage 6: What are the positive and negative impacts? – Action 11 – External air and sea connections		
Impacts.	Positive (describe the impact for each of the protected characteristics affected)	Negative (describe the impact for each of the protected characteristics affected)
Please detail the potential positive and/or negative impacts on those with protected characteristics you have highlighted above. Detail the impacts and describe those affected.	This should have a positive impact on all characteristics to have options to travel by air or sea	This may have a negative impact on greenhouse gas emissions, air quality and noise which may negatively impact on all characteristics who live near a harbour, port or airport.

Stage 6: What are the positive and negative impacts? – Action 12 – Road Safety and Casualty Reduction		
Impacts.	Positive (describe the impact for each of the protected characteristics affected)	Negative (describe the impact for each of the protected characteristics affected)
Please detail the potential positive and/or negative impacts on those with protected characteristics you have highlighted above. Detail the impacts and describe those affected.	This should be a positive impact for all characteristics as reducing casualties and improving safety will make the road safer for everyone.	

Stage 6: What are the positive and negative impacts? – Action 13 – Improving accessibility in rural areas		
Impacts.	Positive (describe the impact for each of the protected characteristics affected)	Negative (describe the impact for each of the protected characteristics affected)
Please detail the potential positive and/or negative impacts on those with protected characteristics you have highlighted above. Detail the impacts and describe those affected.	In Aberdeenshire many people live in rural areas and do not have access to regular public transport or have access to a car. This is a particular issue for age – older and age – younger. Improving access will be positive for all characteristics.	

Stage 6: What are the positive and negative impacts? – Action 14 – Improving Access to Health		
Impacts.	Positive (describe the impact for each of the protected characteristics affected)	Negative (describe the impact for each of the protected characteristics affected)
Please detail the potential positive and/or negative impacts on those with protected characteristics you have highlighted above. Detail the impacts and describe those affected.	This should have a positive impact on all characteristics and in particular disability and age older characteristics as it should be easier for them to access health services	

Stage 6: What are the positive and negative impacts? – Action 15 – The affordability of transport		
Impacts.	Positive (describe the impact for each of the protected characteristics affected)	Negative (describe the impact for each of the protected characteristics affected)
Please detail the potential positive and/or negative impacts on those with protected characteristics you have highlighted above. Detail the impacts and describe those affected.	This should have a positive impact on all characteristics as affordability was a key issue for characteristics age -older and age – younger and disability in our consultations. If affordability of transport is improved this should help all characteristics.	

Stage 6: What are the positive and negative impacts? – Action 16 – Improving access to the transport network for all		
Impacts.	Positive (describe the impact for each of the protected characteristics affected)	Negative (describe the impact for each of the protected characteristics affected)
Please detail the potential positive and/or negative impacts on those with protected characteristics you have highlighted above. Detail the impacts and describe those affected.	Improving access to the transport network for all, should have a positive impact on all characteristics.	

Stage 6: What are the positive and negative impacts? – Action 17 – Planning and designing places for people		
Impacts.	Positive (describe the impact for each of the protected characteristics affected)	Negative (describe the impact for each of the protected characteristics affected)
Please detail the potential positive and/or negative impacts on those with protected characteristics you have highlighted above. Detail the impacts and describe those affected.	This should have a positive impact on all characteristics by ensuring that new developments are planned and designed with all characteristics in mind	This may have a negative impact on characteristics such as age older- age younger or disability, for areas that are already built and may not be able to be retrofitted easily and increase the differences between newer areas and older and increase differences and affordability.

Stage 6: What are the positive and negative impacts? – Action 18 – Future impact of new technologies		
Impacts.	Positive (describe the impact for each of the protected characteristics affected)	Negative (describe the impact for each of the protected characteristics affected)
Please detail the potential positive and/or negative impacts on those with protected characteristics you have highlighted above. Detail the impacts and describe those affected.	Age younger – More inclined to use new technology and use it as the norm	Age older – May have difficulty using and accessing new technology
	Age older and disability– New technology such as driverless vehicles may make access to services easier in future	

Stage 7: Have any of the affected groups been consulted?
If yes, please give details of how this was done and what the results were. If no, how have you ensured that you can make an informed decision about mitigating steps?
Yes, age older, age younger and disability groups have been consulted through our North East Transport Consultative Forum and through individual visits and talks to various groups across Aberdeen and Aberdeenshire over the past 18 months. Full details are available in appendix 2. Further consultation will happen through the formal public consultation of the draft RTS 2040 over Summer and Autumn 2020.

Stage 8: What mitigating steps will be taken to remove or reduce negative impacts?		
These should be included in any action plan at the back of this form.	Mitigating Steps	Timescale
	Promotion of why the actions are being taken	To be done when the action is being introduced or implement
	Promotion/education on how new transport systems work	To be done before, during and ongoing when the action is implemented.
	Promote any grants or concessionary passes that may be available	Ongoing
	Design of all new infrastructure to take account of the needs of all protected characteristics. Public and stakeholder consultations on design should include consultation with groups and individuals representing the needs of protected characteristics.	Ongoing

Stage 9: What steps can be taken to promote good relations between various groups?	
These should be included in the action plan.	Good promotion and behaviour change should be promoted to ensure good relations between various groups. For example, expected behaviour when using public transport or using shared use paths, to ensure that everyone can travel safely despite their characteristic or ability.

Stage 10: How does the policy/activity create opportunities for advancing equality of opportunity?
The Regional Transport Strategy 2040 will create opportunities for advancing equality of opportunity as part of its vision, pillars and priorities is to reduce inequalities and promote equalities and wellbeing in all of our policies and actions. This will be done by ensuring that transport is more easily accessible, whether this is by using new technology, affordability, improving access to health and improving access in our rural communities. The other actions such as reducing transport emissions should help to reduce greenhouse gas emissions and improve air quality, which should make our places more accessible and nicer to spend time in.

Stage 11: What equality monitoring arrangements will be put in place? How the EIA will be used to monitor the proposal	
These should be included in any action plan (for example customer satisfaction questionnaires).	Nestrans will have a monitoring report for its regional transport strategy that is published annually and will incorporate the above actions. Nestrans will also continue to monitor its equalities as part of its public bodies duties. This EIA and its impacts will become part of this monitoring.

Stage 12: What is the outcome of the Assessment?		
Please complete the appropriate box/boxes	1	No negative impacts have been identified –please explain.
	2	Negative Impacts have been identified, these can be mitigated - please explain. * Please fill in Stage 13 if this option is chosen.
	The negative impacts can be mitigated by ensuring that there is enough promotion of any changes of how systems work. Such as new buses, Aberdeen Rapid Transport or managing demand. This includes behavioural change such as encouraging good relations between characteristics whilst using public transport or shared use paths when travelling actively. Consultation throughout the project development and design phase will also be critical to ensure schemes and projects are designed with the needs of all protected characteristics in mind.	
	3	The activity will have negative impacts which cannot be mitigated fully – please explain. * Please fill in Stage 13 if this option is chosen

* Stage 13: Set out the justification that the activity can and should go ahead despite the negative impact.

Stage 14: Sign off and authorisation.		

1)	Title of Policy/Activity	Regional Transport Strategy 2040	
2)	**Authors:** I/We have completed the equality impact assessment for this policy/ activity.	Name: Kelly Wiltshire Position: Transport Executive Date: Signature:	Name: Kirsty Chalmers Position: Transport Executive Date: Signature:
		Name: Position: Date: Signature:	Name: Position: Date: Signature:
4)	Consultation with Service Manager	Name: Paul Finch Date:	
5)	Authorisation by Director or Head of Service	Name: Rab Dickson Position: Director Date:	Name: Position: Date:
		RTS 2040 is due to go to the Nestrans Board on 24 June 2020. The supporting assessments will be available on the Nestrans website and will form part of the consultation package and will be published on www.nestrans2040.org.uk date for public consultation still to be confirmed.	
	Has the completed form been published on the website? YES		Date:

Action Plan					
Action	Start	Complete	Lead Officer	Expected Outcome	Resource Implications
Public Consultation for the EIA	tbc			Public respond with comments and the RTS 2040 will be amended where appropriate or actions mitigated further where appropriate	Staff time to go through comments and respond to them.
Send copies of draft RTS and assessments to groups representing the various characteristics	tbc			Groups respond with comments and the RTS 2040 and it will be amended or actions mitigated where appropriate.	Staff time to go through comments and respond to them.
All actions/projects in the RTS 2040 will consider equalities as it is a key pillar of the strategy.	Ongoing			Equalities to be a key aspect of consideration in all actions and projects of the RTS 2040 as equalities is a key pillar of the strategy	Staff, partners and stakeholders to ensure that equalities are considered and training given where appropriate.

Appendix 1

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Health Inequality Impact Assessment on the Regional Transport Strategy

Report

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Workshop report

Policy/service title	Regional Transport Strategy
Date of workshop:	22nd November 2019
Location:	The Town House, Aberdeen
Policy lead	Rab Dickson, Acting Director, Nestrans
Report Author:	Susan Forbes, Health Improvement Officer, Aberdeenshire, Health & Social Care/ Council
Facilitators	Joanne Riach, Public Health Practitioner, Public Health Directorate Katie Cunningham, Public Health Coordinator, Aberdeen City Susan Forbes, Health Improvement Officer, Aberdeenshire, Health & Social Care/ Council
Date of report	

This is a report of the findings from a Health Inequalities Impact Assessment workshop held to identify potential impacts of this policy, including differential impacts on different population groups. Findings are based on the knowledge and experience of those present at the workshop.

This report is not a definitive statement or assessment of impacts but presents possible impacts that may require further consideration. The report also identifies some questions to be addressed to understand the impacts further. The purpose of further work following this stage is to inform recommendations to improve impacts on health and enhance actions to reduce health inequalities.

People present:

- Rab Dickson, Acting Director, Nestrans
- Kelly Wiltshire, Transport Executive (Travel Plans and Delivery), Nestrans
- Andrew Stewart, Health & Transport Action Plan Programme Manager (Nestrans/NHSG)
- Paul Finch, Strategic Transportation Manager, Aberdeenshire Council
- Stephen McNamee,Transformation Programme Manager, Aberdeen City Health and Social Care Partnership
- Donna Laing, Planner, Aberdeen City Council
- Sandra Macdonald, Councillor and Nestrans Chair, Aberdeen City Council

Workshop facilitators:
- Joanne Riach, Public Health Practitioner, Public Health Directorate
- Katie Cunningham, Public Health Coordinator, Aberdeen City
- Susan Forbes, Health Improvement Officer, Aberdeenshire H&SCP/Council

Rationale and aims of policy:

The Regional Transport Strategy (RTS) vision over the next 20 years is "To provide a clean, resilient, inclusive and accessible transport system in the north east, which contributes to improved quality of life through healthier, safer, more prosperous and fairer communities". The vision, objectives and key themes of the RTS closely align with the four pillars of the National Transport Strategy:

- Helping the northeast economy prosper;
- Improving health and wellbeing across the northeast;
- Taking action to reduce impact on climate change and protect the natural and built environment of the north east; and
- Promoting equality across the north east.

1. How will the policy impact on people?

The group sought to identify potential differential impacts of the policy on different population groups. These impacts are noted below.

Population groups and factors contributing to poorer health	Potential Impacts and explanation why	Recommendations to reduce or enhance such impacts
Age: older people; middle years; early years; children and young people.	Young people • Public transport is a challenge for young people aged 12 – 20 years old. Those with a car license are more likely to drive as no incentive to take public transport • Concern regarding the number of teenage driver accidents • Expensive for younger people on low incomes, who may not have concessions Older people • There is a growing older demographic • Concessionary travel does not include railway travel or taxi discounts • Safety fears • Lack of transportation can be geographical, leading to social isolation and less access to healthcare • The best travel deals go to those most "tech-savvy" • Overall decline in bus patronage, making some services at threat • Lack of input from elderly groups at consultations	• Incentives to use bus transport – 33% decline in bus use in recent years and increase in car transport instead. Investment required for sustainable travel options. Promote existing initiatives e.g. shared car schemes • Increased community transport options, but there is a perception that these are only for older people, younger people could be encouraged to use. These are a safety net for some. In communities, who can influence rural transport? • Review 'payment policy' for community transport eg customers charged to use Dial A Bus • Transparency of fares, and access for all eg work with DWP. Discounted fares tend not to be offered from age 16 but could still be in education/low paid work • Education partners can encourage cycling to school, and sustained behaviour change, uptake can be good in primary, but drops off in

		secondary school. There is a challenge to schools to keep encouraging this • Increased paths in rural areas, to avoid walking on roads • Build social capital for those who are isolated in communities
Sex: men; women; transgender people.	• There is a gender inequality with perception of safety on public transport, with there being a wider societal issue of safety with any minority group • Bias towards male dominated car users • Rural/urban poverty • There is a bias towards women being injured more in car accidents, perhaps due to cars being designed around men? • The strategy will positively impact on women as more women than other gender groups use multiple forms of transport • Women proportionately more likely to be killed or injured on bikes, and are less confident on bikes • Lack of inequalities training with transport staff	• Women are more receptive to safety messages need focus on other gender groups • More awareness/education/training of transport staff of minority groups, inc LGBT • Gap in consultation / surveys with these equality groups eg LGBT community (Four Pillars Organisation)
Pregnancy and Maternity: women before and after childbirth; breastfeeding.	• Safety in general • Lack of confidence on public transport • There is little or no concessions for this group, even for a short time. Kids for a Quid rail discount is poorly promoted • Lack of breastfeeding welcome schemes on buses • Inadequate changing facilities	• Patient transport services should consider pregnancy • Streamlining of appointments to increase access to appointments • Investigate / promote concessionary fares • More awareness/education/training for transport staff on this group
Disability: physical, sensory and learning impairment; mental	• Bullying on public transport • For those with visual impairments, seeing bus numbers/destinations can be difficult • This group is more dependent on public transport, rail is an	• Better audio announcements • Support should cover hearing and sight, and not just physical disabilities • Increased promotion of the Thistle

		Card bus assistance card
health conditions; long-term medical conditions.	issue • Mental ill health needs to also be considered • Poor access to some railway stations in Aberdeenshire	• Training for bus drivers on sensory issues • A digital solution to help people • Encourage customers to use mobile phone APPs / Google maps to advise on up and coming bus stops • Improve promotion of existing initiatives e.g. ShopMobility/Able-deen, and volunteer services • Consultation with this group at early stages of design of initiatives to mitigate potential barriers.

Race and ethnicity: minority ethnic people; non-English speakers; gypsies/travellers; migrant workers.	• Is there enough translation?
	• Is there enough access to information?
	• Aberdeen has large student population, of whom English may not be their first language
	• Gypsy/travellers – sites may not be easily accessible/lack of understanding of this ethnic group
	• Safety: Driving on the left may be an issue for tourists/seasonal workers
	• Some of the fishing towns have a distinct ethnic workforce who may need transportation at times when it is not available e.g. over night
		• Large print and translated versions of policies and plans and materials should be made available.
		• Better engagement with ethnic groups around transportation in general eg GREC, Aberdeen Multicultural Society, Ethnic Minority Forum.
		    o Consultation on timetables
		    o Safety and awareness
		• Gap in the understanding about the needs of the Gypsy/traveller population. Need to engage / consult. Contact Aberdeen City / Shire Gypsy Liaison Officer.

Refugees and asylum seekers	• Poverty and affordability – gig economy can mean poverty so limited affordability to sustainable travel options eg cycling/safety equipment • Trauma and social isolation issues • Human trafficking awareness	• Promote First Bus Modern Slavery Policies- share with other agencies • Promoting to transport staff awareness/education/training of issues such as human trafficking

		• Provision of bikes, and affordable accessories, to encourage active travel eg Aberdeen City Wardens provide ad-hoc bike lights for free to those who don't have
Religion and belief: people with different religions or beliefs, or none.	• Is there enough cultural awareness of different religions and beliefs/lifestyles?	• Consultation with these groups to identify lifestyle patterns and impact on travel needs within different religious communities e.g. GREC, community stakeholders • Increased awareness/education/training of staff
Sexual orientation: lesbian; gay; bisexual; heterosexual.	• As previously • Is there a lack of awareness e.g. of terms about this equality characteristic?	• Increased awareness/education/training of staff • Need to increase understanding of lifestyle patterns and impact on travel needs within this community • Need to engage with TSO such as Four Pillars as advocates for this community & their transport needs
Marriage & Civil Partnership: people who are married, unmarried or in a civil partnership.	• There is a bias towards those not married, or part of family groups. Discounts are often given to groups, and single travellers pay full price	• Need to solve this disparity
Poverty People living in poverty / people of low income	• Affordability of transport, or purchasing bikes etc • Access to concessions • Health can often pick up the cost of this e.g. providing access to healthcare, or ambulances being used inappropriately	• Work with partners to promote existing initiatives • Promote accessibility of NHSG shuttle bus

	• There may be a lack of storage facilities for bikes in temporary/social housing • Accessible, affordable transport can provide those living in poverty with opportunities to access and sustain employment and contact wider society, including contact with a range of services and friends and family. Lack of affordable transport can lead to social isolation. • Those with the means to leave communities sometimes do, lack of social, employment opportunities and transport solutions can influence this.	• Look into 'Costa Coffee' approach where a record of purchased fares can get you a free fare (buy 9 get 10th free), rather than requirement to purchase multi-journey tickets in advance • Recycling of bikes e.g. Police initiative to recycle bikes that go to the dump • Availability of free/loan items • Promote Co-Wheels car share scheme • Universities often loan out bikes to students over the academic year. • Dundee has electric charging points in areas of deprivation • Recommendations to address transport poverty is available in Poverty and Inequalities Report – Andrew Stewart to circulate • Work with DWP to explore the impact of travel costs & routes on their clients • Lack of fares discount from age 16 but could still be in education or traineeship (i.e. very low paid work).
Homelessness: people on the street; staying temporarily with friends/family; in hostels, B&Bs.	• Some travel schemes require an address, leading to lack of access to concessionary memberships • Rurality in some areas of Grampian • Affordability • Temporary housing might mean that people may not have many belongings, let alone have a bike	• Awareness of addresses that homeless people could use e.g. DWP • Care experienced children, give opportunities to own/access for bikes

Involvement in the criminal justice system: offenders in prison/on probation, ex-offenders.	• Lack of understanding of the support available to families, to visit family members in prison, especially if in prison far from home	• Gap in understanding this issue more. Consultation with key groups.
People with mental health illness	• Suicide prevention, transport has a role to play	• Increased awareness/education/training for transport staff
Care Experienced Young People (incl. accommodated) children and young people	• Affordability • There may be a lack of storage facilities for bikes in temporary/social housing	• Increased awareness/education/training for those working the Looked After Children/Care experienced, opportunities to access bikes etc. • Schools could be used as a way of passing bikes on/ upcycling/increasing availability
Low literacy / Health Literacy: includes poor understanding of health and health services as well as poor written language skills.	• As with non-English speaking groups • It was felt that there was a good handle of literacy when designing resources	• Use of pictorial resources • Greater use of data/stats to inform and monitor resources
Living in remote, rural and island locations	• Lack of transportation can be geographical, leading to social isolation and less access to healthcare	• Incentives to use bus transport. Investment required for sustainable travel options. Promote existing initiatives e.g. shared car schemes • Increased community transport groups, but there is a perception that these are only for older people, everyone could be encouraged to

		use. In communities, who can influence rural transport? • Review 'payment policy' for community transport e.g. customers charged to use Dial A Bus • Transparency of fares, and access for all e.g. work with DWP. Fares discount stop at age 16 but could still be in education/low paid work • Increased paths in rural areas, to avoid walking on roads • Build social capital for those who are isolated in communities
Carers: paid/unpaid, family members.	• There can be a lack of available transport between communities i.e. poor "intra-community" connections e.g. from one part of Mastrick to another which can compromise carers especially if they work part time.	• Access to free/concessionary travel
Staff: full/part time; voluntary; delivering/accessing services.	• Cheaper season tickets only benefit those working full time. Tendency for this type of work to require set times	• Travel companies can do more to promote flexi-working formula for concessionary fares (carers / parents) • Focus on SME • Encourage businesses to produce staff travel plans, off peak working hours

2. How will the policy impact on the causes of health inequalities?

The group identified the following potential impacts of the policy on the causes of health inequalities

Will the policy impact on?	Potential impacts and any particular groups affected	Recommendations to reduce or enhance such impacts
What impact will the proposal have on health-related behaviour? • Diet and nutrition • Exercise and physical activity • Substance misuse • Sexual health • Learning and skills	• Will have a positive effect on physical activity • Will lead to a better environment, which will encourage a more active lifestyle • Active travel is not just about cycling, walking is just as important. There is a tendency to fixate on cycle routes, walking routes should also be considered. • Links with access to healthy/local grown produce. • Those on low income may choose active transport solutions out of necessity (to save money) rather than through choice. • Quality of infrastructure e.g. paths, lighting can impact on perceived acceptability of active travel.	• Focus on walking as well as cycling • High quality and safe paths • Marketing of the strategy in a non-patronising way • Develop links between Food Growing Strategy and the RTS • Nestrans have less established links with SME – need to improve
What impact will the proposal have on the social environment? • Social status • Employment (FSD) • Income and income inequality (FSD) • Crime and fear of crime • Family support and social networks • Stress, resilience and community assets • Participation and social	• Affordability for those people who have low income. Impact on access to job opportunities • People should not be sanctioned because they are unable to get to DWP appointments due to transport issues • Maintenance of the physical environment will help the social environment • Accessible, affordable transport can improve connection with wider society, improving mental health. • Local employment opportunities may be improved for those living on low income if improved transport links improve the range of employers	• Link with DWP for advice on how to access transport effectively, to help with getting back into work. • Help with bus fares • Help with chaotic lifestyles • Use of lift share to get to appointments

• interaction • Influence and sense of control • Identity and belonging	choosing to locate in local areas. • Employment opportunities can be limited by costly inaccessible transport in rural areas. • Fewer employment opportunities in local communities can have a negative impact on the perception of communities, may be seen as run down and lacking assets and the sense of belonging to a community can be reduced.	
What impact will the proposal have on the physical environment? • Living conditions (FSD) • Working conditions (FSD) • Natural space • Pollution • Climate change • Unintentional injuries and public safety: • Transmission of infectious disease: • Resource allocation	• Improved air quality • Place making and better environment • Improved respiratory issues • Road safety with vulnerable road users. In the city centre pedestrians are more at risk. • There is a perception that walking and cycling are not safe	• LEZ – Local emission zone • Encourage the use of local infrastructure such as AWPR and Park n Ride • Use of shared space e.g. Belmont Street • Ensure that any new infrastructure is not vulnerable to land erosion and extreme weather
How will the proposal impact on access to and quality of services? • Healthcare • Transport and connections • Social services • Housing quality, mix, flexibility	• Education - increased provision of free childcare will help	• Subgroup established Re: access to health NHSG Shuttle bus – promote more to general public • THInC in the City - demand grossly exceeds supply • Road safety, travel planning • Sustain & increase work with schools e.g. road safety and travel planning

• Education provision • Culture, leisure and play provision • Resources allocation		

3. Will there be any cumulative impacts as a result of the relationship between this policy and others?

Working across physical planning, economic strategy and regional transportation has the cumulative effect of working more consistently.

4. What sources of evidence have informed your impact assessment?

Appendix 1 provides a comprehensive list of evidence that informed discussions. There are some gaps identified that would require further consideration.

5. Summary of key impacts, research questions and evidence sources

The following is a summary of the key areas of impact identified at the workshop. This is not a definitive or necessarily complete list of issues identified and some may turn out on further assessment not to be relevant. The work done to explore these issues should be proportionate to the expected benefits and potential to make changes as a result.

Evidence-informed recommendations are central to a robust impact assessment; however, 'evidence' to support the development of recommendations can be thought of more widely than just formal research. Furthermore, a lack of available robust evidence should not lead to the impact assessment process being delayed or stopping altogether. Often there is poor or insufficient evidence about the links between a proposal and health; there may, however, be plausible theoretical grounds to expect an impact.

6. Who else needs to be consulted?

The HIIA workshop participants agreed that the following additional stakeholders should be involved or consulted in the process:

Equality Characteristics groups:

- Sex: Men and women, transgender, LGBT

- Religious and faith groups
- People in the criminal justice system
- Gypsy travellers

7. Suggested initial recommendations

Discussions about the potential impacts of the policy were determined by those present at the workshop. It was acknowledged that stakeholders representing the communities were not present, therefore this was a limitation of the HIIA.

During the workshop participants identified some initial suggestions to improve the policy. The suggestions are noted below but will need discussion and refinement by the steering group.

i. Promote existing initiatives that currently support the RTS's key aims and objectives that supports population groups covered in the HIIA, especially for those who are socially and financially vulnerable. Initiatives include; concessionary fares, car sharing schemes, bike recycling, ShopMobility, active travel, community transport, translation services, First Bus Modern Slavery Policy,

ii. Review and improve existing initiatives to consider the needs of population groups, in particular; young people, unemployed/low paid, unmarried people, pregnant women, homeless, those living in remote/rural areas, carers, staff. Suggestions include: Transport organisations review concessionary payment policies eg 'buy 9 fares and get one free'; Work with DWP regards concessionary fares and support for those with social and financial difficulties; Breastfeeding friendly transport; Improve audio announcements/promotion of digital APPs for those with disabilities/hearing and vision impairments on bus and rail travel. Investigate Dundee initiative providing electric charging points in deprived areas. Transport organisations when developing plans should; build in actions that promote social capital to prevent negative impacts on rural / remote communities; mitigate poor intra-community connections that can be challenging and costly to people travelling across towns/cities; investigate and work with business's to develop concessionary fares formula for staff/carers/parents who are flexi-working. Walking and cycling initiatives should promote that these activities are safe, incorporate use of road safety messages.

iii. Increased awareness of the needs of population groups through staff training/education. Population groups include: transgender, LGBT, pregnant women, human trafficking, religious and faith groups, those suffering mental health issues (suicide prevention)

iv. Further develop valuable input from services to support vulnerable young people eg schools support Care Experienced Young People/ higher education establishments support students by linking in with organisations who recycle bikes/concessions and other cheaper modes of travel.

v. Consultation required with the following population groups to address gaps in information about transport needs:

- Sex: Men and women, transgender, LGBT
- Religious and faith groups
- People in the criminal justice system
- Gypsy travellers

vi. Consultation with disability groups must happen at the early stages of design of an initiative to prevent potential future barriers.

vii. Strengthen the role that travel has on communities being able to access affordable, healthy food. The RTS to continue to work with the Food Growing Strategy and look to work with other organisations to influence this agenda.

viii. The RTS will have a positive impact on exercise and physical activity through promoting, supporting and influencing people to be active travellers. There should be a focus on walking not just cycling e.g. increase safe, quality walking paths, especially in rural/remote areas.

ix. The RTS aims to improve air quality, partners should promote use of the AWPR, Park and Ride, sustainable and active travel. Ensure that new infrastructure is not vulnerable to land erosion and extreme weather.

8. Conclusions

During the HIIA workshop the participants considered the potential impacts arising from implementing this policy. These potential impacts have been summarised above. As a result of this workshop we conclude;

The policy requires some adjustments to mitigate and enhance potential impacts.

Susan Forbes
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Appendix 1

Evidence type	Evidence available		Gaps in evidence
Population data e.g. demographic profile, service uptake.			
Consultation e.g. any engagement with service users, local community, particular groups.	**RTS ongoing consultation: below list of stakeholders**	**Date**	Equality Characteristics groups:
	• Macular Society	15/03/2019	- Men and women, transgender
	• West Locality - City Health and Social Care	26/03/2019	- Religious and faith groups
	• Aberdeen and Grampian Chamber of Commerce	30/04/2019	- People in the criminal justice system
	• Fraserburgh Harbour	15/05/2019	
	• GREC Voice of Experience	30/05/2019	
	• GREC	31/05/2019	
	• Aberdeen Airport	24/05/2019	
	• Aberdeen and Grampian Chamber of Commerce	23/05/2019	
	• Vanguard City & AGCC		
	• Taxis (Licensing ACC)	20/06/2019	
	• Health and Transport Action Plan Programme Manager	18/07/2019	
	• Community Transport Association	07/08/2019	
	• HTAP Can you travel with confidence? event	07/08/2019	
	• Circular Economy and Transport	21/08/2019	
	• Eco stars meeting	09/08/2019	
	• Department for Work and Pensions - Jobcentre Plus Transport Round Table Discussion	21/08/2019	

	• SCDI 16/10/2019 • Aberdeenshire Joint Access Panels 28/10/2019 • Inverurie BID 04/11/2019 • Aberdeen Harbour Board 08/11/2019 • Pupil Participation Forum 06/11/2019 • Aberdeenshire Council, Climate Change Team Lead 22/11/2019 • Aberdeenshire Youth Forum 01/12/2019	
Research e.g. good practice guidelines, service evaluations, literature reviews.	• Christie Commission on the Future Delivery of Public Services, Christie Commission https://www.gov.scot/publications/commission-future-delivery-public-services/ • CTA Briefing Paper – Transport to Health 21st Nov 2019 • Disability Equality Scotland Patient Transport Poll – 21st Nov 2019 • Benefits of Community Transport (2015) https://www.transport.gov.scot/media/32402/j368247.pdf • Atkins Mobility As A Service – Journeys of the Future https://tinyurl.com/v99vkqo • Long Term Vision for Active Travel In Scotland 2030. https://tinyurl.com/t7f6hqz • Review of Active Travel Policy Implementation (2016) https://tinyurl.com/rv9g34s • Aberdeen In Transition Journey Towards 2050 https://issuu.com/wendydevall/docs/web_energy_transition_magazine • Logic Mapping for Better Transport Evaluations (Tavistock Institute 2010) https://tinyurl.com/v9u9pew • Providing Transport In Partnership: a guide for health boards and local authorities https://tinyurl.com/wgnov8g • Transport and Poverty in Scotland – Report of the Poverty and Inequality Commission https://tinyurl.com/smkz5l4 • Together We Can: A Guide to Partnership Working https://www.oasishumanrelations.org.uk/content/uploads/2014/05/Together-We-Can-chapter1.pdf • Barriers to Partnership Working – JIT 2009 • Characteristics of Successful Partnership JIT 2009 • Easy Steps to Health Inequality Impact Assessment https://tinyurl.com/somktcf • A Healthy Relationship: Public Health & Transport Collaboration in Local Government, Professor Adrian Davies http://www.urbantransportgroup.org/resources/types/reports/healthy-relationship-public-health-and-transport-collaboration-local • Air Quality Action Plan, Improving Air Quality in the UK, Dept for Food, Environment & Rural	Poverty and Inequalities issues Advise to review the following: Listening to the Lived Experience of Poverty in Scotland (Poverty and Inequality Commission 2019) Information about road safety issues/accidents of foreign drivers – contact Ian Wallace, Road Safety Reduction Strategy Co-ordinator.

Affairs, (2015) https://www.gov.uk/government/publications/air-quality-plan-for-nitrogen-dioxide-no2-in-uk-2017

- Public Health Priorities for Scotland, COSLA, (2018) https://www.gov.scot/publications/scotlands-public-health-priorities/
- National Walking Strategy, (2016) https://www.gov.scot/publications/lets-scotland-walking-national-walking-strategy/
- Scotland's Big Book of Accident Prevention, ROSPA, https://www.rospa.com/rospaweb/docs/advice-services/public-health/big-book-scotland.pdf
- Road Safety & Public Health, ROSPA, (2014) https://www.rospa.com/rospaweb/docs/advice-services/road-safety/practitioners/rospa-road-safety-and-public-health.pdf
- NHS Scotland Travel Plan Guidance, NHS Facilities Scotland, (2007) https://tinyurl.com/qwz96gb
- Impact of the Local Sustainable Transport Fund: Synthesis of Evidence (2018) https://tinyurl.com/sgs584t
- Review of Travel Planning in Grampian Public Bodies, HTAP commissioned, (2014)
- Essential Guide to Travel Planning, DFT, (2005) https://tinyurl.com/rgtpzle
- Making Personal Travel Planning Work Research, (2007) http://ratransport.co.uk/images/MakingPTPworkResearch.pdf
- Transport for Health & Social Care, Audit Scotland (2011) https://www.audit-scotland.gov.uk/docs/health/2011/nr_110804_transport_health.pdf
- Making Personal Travel Planning Work, Practitioners Guide, (2008) http://ratransport.co.uk/images/PTP%20practictionersguide.pdf
- Securing Healthy Returns, Realising the Financial Value of Sustainable Development, Public Health England, Sustainable Development Unit, (2016) https://tinyurl.com/vv5lsao
- Net Zero – The UK's contribution to stopping global warming, Committee on Climate Change, https://www.theccc.org.uk/publication/net-zero-the-uks-contribution-to-stopping-global-warming/
- National Transport Strategy for Scotland, https://www.transport.gov.scot/our-approach/national-transport-strategy/
- NESTRANS Regional Transport Strategy https://www.nestrans.org.uk/regional-transport-strategy/documents-regional-transport-strategy-2040/
- HITRANS Regional Transport Strategy https://hitrans.org.uk/Strategy/Regional_Transport_Strategy
- NHS Scotland, 2020 Vision (2011) https://www2.gov.scot/Topics/Health/Policy/2020-Vision
- Organisational Duty of Candour, Scottish Government, (2018) https://www.gov.scot/publications/organisational-duty-candour-guidance/
- Health & Transport Action Plan, (2015) https://tinyurl.com/yyxxt2f6

- The Scottish Health and Inequality Impact Assessment Network (SHIIAN) report – Health and Transport: A Guide 2018 https://www.scotphn.net/wp-content/uploads/2015/11/Transport-Guide-2018-Final-Formatted.pdf
- Health Impacts of Transport Initiatives, NHS Scotland, (2007) http://www.healthscotland.com/documents/2124.aspx
- Review of the GetAbout website (2013)
- Innovations in Health Transport, Community Transport Association (2018) https://ctauk.org/policy/innovations-in-health-transport/
- Scotland on the move — a joint manifesto for active travel, Transform Scotland, (2016) http://transformscotland.org.uk/wp/wp-content/uploads/2016/10/ActiveTravelManifesto-2016-FINAL-web.pdf
- Getabout Review Final Report, prepared by Ideas in Partnership (2018)
- AWPR Environmental Statement, Air Quality Cumulative Impact Assessment (2007) https://www.transport.gov.scot/publication/aberdeen-western-peripheral-route-environmental-statement/
- Working Together to Promote Active Travel, Briefing for Local Authorities, Public Health England, (2016) https://www.gov.uk/government/publications/active-travel-a-briefing-for-local-authorities
- Director of Public Health Report, NHSG, 2017-18, https://www.nhsgrampian.org/nhsgrampian/gra_display_simple_index.jsp?pContentID=8826&p_applic=CCC
- Economic benefits of walking and cycling, Transport for London, (2014) http://content.tfl.gov.uk/walking-cycling-economic-benefits-summary-pack.pdf
- World Health Organization, Health Risks & Air Pollution https://www.who.int/sustainable-development/transport/health-risks/air-pollution/en/
- Does Sharing Cars Really Reduce Car Use? (2017) https://www.transportenvironment.org/sites/te/files/publications/Does-sharing-cars-really-reduce-car-use-June%202017.pdf
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Participant knowledge e.g. experiences of working with different population groups, experiences of different policies.		

Appendix 2 – Consultation Activities

Stakeholder	Date of meeting
Macular Society	15/03/2019
West Locality - City Health and Social Care	26/03/2019
Aberdeen and Grampian Chamber of Commerce	30/04/2019
Fraserburgh Harbour	15/05/2019
Grampian Region Equality Council (GREC) Voice of Experience event	30/05/2019
GREC	31/05/2019
Aberdeen Airport	24/05/2019
Aberdeen and Grampian Chamber of Commerce Vanguard City & AGCC	23/05/2019
Taxis (Licensing ACC)	20/06/2019
HTAP Can you travel with confidence? event	07/08/2019
Aberdeen and Grampian Chamber of Commerce Circular Economy and Transport	21/08/2019
Eco stars meeting	09/08/2019
Department for Work and Pensions - Jobcentre Plus Transport Round Table Discussion	21/08/2019
SCDI	16/10/2019
Aberdeenshire Joint Access Panels	28/10/2019
Inverurie Business Improvement District	04/11/2019
Aberdeen Harbour Board	08/11/2019
Pupil Participation Forum	06/11/2019
Climate Change Aberdeenshire Council	22/11/2019
Aberdeenshire Youth Forum	01/12/2019
Presentation and workshop with Aberdeen City Council extended corporate management team	12/12/2019
Accessible Travel Event	19/02/2020