

## EqIA Stage 2 Guidance & Template

Having established in the Stage 1 analysis that your scheme is relevant to equality, diversity and inclusion issues, Stage 2 of the EqIA allows you to undertake a more in-depth analysis of the impact on those with Protected Characteristics. Where these impacts are negative, it allows the opportunity to amend the scheme to mitigate these. Where the impact is positive, it allows you to identify the most pro-active ways to further our duties.

<b>Points to consider</b>
What relevant equality information do I have available and where can I get this from?
Who can support me/am I relying on to gather data?
Does my data display a blend of quantitative and qualitative evidence?
Can I use data from national and/or local research reports, the Census, ward profiles, customer profile or feedback data, complaints, recommendations from inspections/audits etc?
What previous data collection/research/engagement exercises can I draw on?
Have I gathered as thorough a body of relevant evidence as possible?
Do I have any gaps in my data and what can I do to fill these?
Will a desk-top research exercise fill the gaps?
Will a focused engagement process fill the gaps?

### **Reminder:**

If you have gaps in your information that can't be easily filled, consider what longer term measures you will take to fill these gaps. Ensure that actions to achieve this are referenced in the EqIA action plan.

## Analysing the equality information

- Using the evidence that you have gathered, you should now be able to interrogate it to answer the question, “If I take action X, what will the actual or potential outcomes of this activity be on equality?”
- It is important that your EqIA specifically identifies disproportionate impacts on equality; an impact that affects all customers in the same way, regardless of whether they have a protected characteristic or not, would not be a disproportionate impact. The test is, “**Does this scheme affect different groups of people differently?**”
- Where your EqIA identifies a disproportionate impact, it will be important for you to state the nature of this impact and identify any actions to be taken in response; this might mean adjusting some aspects of the scheme or could involve signposting to other services.

<b>Following your analysis, your EqIA will be able to identify</b>
Which characteristics will be impacted and how, including an analysis of cumulative/cross-characteristic impacts where applicable,
Which aims of the equality duty relate to your scheme and how they are affected
How any disproportionate impacts can be mitigated as required

<b>Documenting your conclusions</b>
The conclusions of your analysis should be recorded on the EqIA. Be aware that this document will be published and so it should:
Provide the context and detail of your scheme clearly, in a way that a member of the public can relate to
Demonstrate your point clearly, evidencing how the data was analysed and what it told you
Where actions have arisen from your EqIA, ensure that these are recorded on the EqIA Action Plan, or that you indicate which other action plan if elsewhere.

## **Monitor and evaluate**

It is important to monitor the impacts that your EqlA has highlighted and to evaluate whether the actions in your EqlA Action Plan have been implemented and are effective. Where actions have not been effective, they should be revisited and revised accordingly.

It is recommended that your EqlA review takes place 12 months after the scheme that was originally being assessed has become implemented. Your EqlA Action Plan should timetable this review in.

Stage 2 – Equality Impact Assessment

<b>Project/Policy Name:</b>		<b>Date: 20.09.2023</b>
<b>Bus Reform Assessment</b>		
<b>Officer responsible:</b>	Adam Clarke, Policy Assistant	<b>Department:</b> Bus Policy
<b>Date Stage 1 completed:</b>	05.04.2022	<b>Date Stage 2 commenced:</b> 27.07.2023
<b>Head of Service:</b>	Alex Clarke	<b>Directorate:</b> Transport Policy and Delivery

## 1. About your scheme

<p>Briefly describe the key delivery objectives of the scheme being assessed.</p>	<p>The National Bus Strategy required all Local Transport Authorities in England (LTAs) to establish an Enhanced Partnership (EP) or franchising scheme in their areas to receive long-term government funding to improve their bus networks.</p> <p>The Combined Authority undertook a twin track approach to assessing options for bus reform. Firstly, to guarantee government funding, the Combined Authority agreed and entered an Enhanced Partnership with operators in April 2022.</p> <p>Secondly, the Combined Authority approved a notice of intent to prepare a franchising scheme and the assessment process commenced.</p> <p>Through the Bus Reform Assessment, the Combined Authority undertook an analysis of three methods of administering a bus network to ascertain which would best meet the objectives of bus reform.</p> <p>Bus reform objectives:</p> <ul style="list-style-type: none"> <li>• Improved experience for bus customers, maximising deliverability of the Combined Authority’s Bus Service Improvement Plan by 2030.</li> <li>• The wider journey – objectives that demonstrate the contribution that bus makes towards the Combined Authority’s Transport Strategy 2040 and wider organisational policy structured around economy, environment and social issues in the region.</li> <li>• A value for money and affordable option that ensures a governance model that presents value for money for public spending and an affordable option for the Combined Authority.</li> </ul> <p>The options considered were:</p> <p><b>Enhanced Partnership (EP)</b> – this provided the basis against which the other reform options were compared. It is a statutory partnership between the Combined Authority and bus operators that sets out how they will deliver the BSIP.</p>
---	--

	<p><b>Enhanced Partnership plus (EP+)</b> – this scheme aims to build on the agreements made in the EP and push more control in the partnership to the Combined Authority, subject to operator agreement.</p> <p><b>Franchising</b> – this scheme would give the Combined Authority control over the bus network, fares and ticketing, customer service and information, bus priority and the ability to set standards over fleet.</p> <p>A decision to franchise the West Yorkshire bus network in of itself would have a limited immediate impact on how passengers with protected characteristics experience the system.</p> <p>However, recognising that a decision to franchise the bus network would give the Combined Authority control and decision making over the bus network, fares and ticketing, customer service and information, bus priority and the ability to set standards over fleet, the EqlA has identified areas where Combined Authority control could address issues related to protected characteristics. In particular, the EqlA has identified access, safety and air quality as pertinent issues.</p> <p>Should a decision be taken to franchise the bus network, further detailed equality impact assessments will be undertaken to conduct in-depth analysis of the impact of any subsequent changes to the bus network on those with Protected Characteristics.</p> <p>This equality impact assessment uses existing research to understand how protected characteristics can affect someone’s experience of the bus. It identifies the people most likely to rely on the bus and therefore disproportionately be affected by a change in how the bus network is governed.</p> <p>It identifies no negative impacts but highlights how control over decision making could lead to positive outcomes.</p>
<p>What are the desired outcomes from this scheme?</p>	<p>The desired outcomes for franchising are based around the West Yorkshire Bus Service Improvement Plan (BSIP) delivery areas of:</p> <ul style="list-style-type: none"> <li>• A radically enhanced, fully inclusive and more cohesive bus and public transport network – which takes people where they need to go, when they need to go, and caters for the complexity of modern travel patterns.</li> <li>• Clear and simple fares– to make paying for bus travel more affordable, easier, convenient and flexible.</li> </ul>

	<ul style="list-style-type: none"> <li>• Improved, more inclusive customer service and support – so all passengers have the right tools to travel with confidence and help they need if their journey does not go to plan.</li> <li>• Priority for buses on our road – so journeys by bus are quicker, with less time spent stuck in traffic, and are a viable alternative to the private car.</li> <li>• More green and better vehicles – to improve the onboard experience and make bus the sustainable choice for travel in West Yorkshire.</li> </ul>
--	---

## 2. About the people and communities who use the scheme

<b>Do you currently have existing data, completed consultations and engagements about the scheme in relation to each protected characteristic?</b>			
	<p><b>If Yes</b>, what information has been analysed to inform the content of this EqIA?</p> <p>Please include details of any data compiled by the service, any research that has been undertaken,</p>	<p><b>If No</b>, please explain why this is the case and / or note how you will prioritise gathering this equality data – who will you consult with and how?</p>	<p><b>How did you/are you planning to consult them?</b></p> <p><b>Date and method of planned consultation</b></p>

	any engagement that was carried out etc.		
Age	<p><b><u>Older age groups (based on national data):</u></b></p> <ul style="list-style-type: none"> <li>• <a href="#">Research by Age UK</a> shows us that: <ul style="list-style-type: none"> <li>- the most frequent reasons for not using public transport among those aged 65 and over are that it is not convenient and does not go where you want.</li> <li>- Older people in rural areas don't have sufficient access to public transport. Just 20% of those aged 70-74 living in rural areas use public transport weekly, compared to 38% of those who live in an urban setting.</li> <li>- 18% of those over 65 living in rural areas don't use public transport because none is available, compared to 2% of those living in urban areas.</li> <li>- 32% of those 65 and over never use public transport, whilst another 27% use it once a month or less. The proportion of older people who regularly use public transport is highest amongst</li> </ul> </li> </ul>		<p>The Combined Authority will launch a public consultation of the proposals to reform the West Yorkshire bus network, should it decide to proceed to that stage in the process set out by legislation.</p> <p>The consultation approach will aim for engagement with a proportional representation of protected groups.</p>



	<p>the 70-74 age group, before declining with age.</p> <ul style="list-style-type: none"> <li>- The proportion of men aged 50-59 who use public transport steadily increased, from 15% in 2006 to 20% in 2012.</li> <li>- Approximately 35,000 people aged 65-84 in England are restricted to using public transport and have difficulty walking even a short distance, yet more than half (approximately 20,500 people) do not use public transport. Among the over 85s, even more people - 50,000 - are restricted to using public transport and have difficulty walking a short distance and even more, 80% (approximately 40,000 people), do not use it. This indicates that current public transport provision is not meeting the needs of those who need it most.</li> <li>• The Centre for Ageing Better <a href="#">published research</a> that explains how travel options become more limited with age with an increased reliance on often limited public or community transport provision. Equity in access to transport options</li> </ul>		
--	--	--	--

	<p>across rural and urban areas also needs to be considered.</p> <ul style="list-style-type: none"> <li>• In 2020 there were 74,000 seniors making daily bus journeys in West Yorkshire, 16% of the total daily passengers.</li> </ul> <p><b><u>Younger age groups (based on national data):</u></b></p> <p>Research from <a href="#">Urban Transport Group</a> has shown that women, those without access to a car, young people and people with lower skill levels are particularly dependent on bus services.</p> <ul style="list-style-type: none"> <li>- Young people are among the biggest users of bus services.</li> <li>- Bus use declines after the age of around 20 but increases again as people enter their 60s.</li> </ul> <ul style="list-style-type: none"> <li>• <a href="#">Government annual bus usage statistics</a> display that the total concessionary journeys (elderly or disabled, and youth concessions) in the financial year ending 2022 made up 32.7% (928 million passenger journeys) of all local bus passenger journeys in England.</li> </ul>		
--	---	--	--

- Further [government research](#) indicates that young people, particularly those under the age of 16, are less likely to have alternative modes of transport e.g. private car to travel.
- In 2020 34,000 (7% of total) under 26/students and 101,000 (22%) of total, daily bus passengers in West Yorkshire (Bus operator ticket data, March 2020 *as found in Bus Reform Compelling case for change document*).

**West Yorkshire Public perceptions of transport survey results 2022/23:**

- 15% of 16 - 34 year olds recorded themselves as being dissatisfied with bus frequencies, compared to 34% who recorded themselves as satisfied.
- 20% of 35 - 64 year olds recorded themselves as being dissatisfied with bus frequencies, compared to 34% who recorded themselves as satisfied.
- 21% of 16 – 34 year olds recorded themselves as being dissatisfied with bus punctuality,

	<p>compared to 28% who recorded themselves as satisfied.</p> <ul style="list-style-type: none"> <li>• 20% of 35 – 64 year olds recorded themselves as being dissatisfied with bus punctuality, compared to 34% who recorded themselves as satisfied.</li> <li>• 17% of those aged 65+ recorded themselves as being dissatisfied with bus punctuality, compared to 45% who recorded themselves as satisfied.</li> <li>• 2.8% of those aged 16 to 34 recorded themselves as being dissatisfied with ease of purchasing bus tickets, compared to 63% who recorded themselves as satisfied.</li> <li>• 1% of people aged 35 – 64 recorded themselves as being dissatisfied with ease of purchasing bus tickets, compared to 80% who recorded themselves as satisfied.</li> <li>• Less than 1% of people aged 65+ recorded themselves as being dissatisfied with ease of purchasing bus tickets, compared to 45% who recorded themselves as satisfied.</li> <li>• 12.72% of 16 – 34 year olds recorded themselves as dissatisfied with bus ticket prices, compared to 36% who</li> </ul>		
--	---	--	--

	<p>recorded themselves as satisfied.</p> <ul style="list-style-type: none"> <li>• 21.94% of 35 – 64 year olds recorded themselves as dissatisfied with bus ticket prices, compared to 54% who recorded themselves as satisfied.</li> <li>• 9% of people aged 65+ recorded themselves as dissatisfied with bus ticket prices, compared to 50% who recorded themselves as satisfied.</li> <li>• Those aged 65+ were identified as a group that felt unsafe when travelling by bus after dark.</li> </ul>		
Disability	<p><b><u>Centre for Ageing Better – Ageing and mobility: A grand challenge:</u></b></p> <ul style="list-style-type: none"> <li>• People with a mobility disability might find it difficult to walk to the bus stop, while visual decline will stop some people from being able to drive anymore, highlighting the importance of access to bus stops and the potential of increased reliance on the bus network.</li> </ul>		

**Urban Transport Group – The cross-sector benefits of backing the bus:**

- The bus is the most commonly used form of public transport among disabled people.
- Disabled people are less likely to have access to a car, and more likely to use bus services than non-disabled people.

**Governments annual bus usage statistics:**

- Total concessionary journeys (elderly or disabled, and youth concessions) in the financial year ending 2022 made up 32.7% (928 million passenger journeys) of all local bus passenger journeys in England.
- Adults with mobility issues typically use local buses less than those who do not.

**UK government – The Inclusive Transport Strategy: achieving equal access for disabled people:**

- This strategy explains the legal requirements of operators and local authorities to provide bus services, including infrastructure, to a standard

	<p>which makes it accessible to people with a disability.</p> <ul style="list-style-type: none"> <li>• The government’s long-term plan is for all passengers to be able to plan journeys which meet their needs as easily as non-disabled passengers do at present.</li> <li>• Accessibility standards on buses are expected to keep pace with the evolving need of disabled people and the mobility aids they use.</li> <li>• Between January and March 2023, the employment rate of disabled people was 53.7% (this statistic is reflected in the <a href="#">WYCA EqIA toolkit</a> which highlights people with a disability as more likely to be unemployed and more likely to be reliant on public transport to access employment and educational opportunities) significantly lower than the rate for non-disabled people – 82.7%.</li> </ul> <p><b><u>Bus operator ticket data (March 2020):</u></b></p> <ul style="list-style-type: none"> <li>• 2020 bus operator data informs us that 29,000 disabled/companion passengers accessed the bus, accounting for 6% of the daily passengers in West Yorkshire.</li> </ul>		
--	--	--	--

**The Transport Accessibility Gap:**

- Disabled adults make 38% fewer trips than those with non-disabled adults, and travel just 46% of the distance travelled by the latter.

**Transport: disability and accessibility statistics, England: 2019 to 2020:**

- Disabled adults undertook 26% fewer trips by public transport than those with non-disabled adults. They are more reliant on trips by taxi and trips as car passengers.

**Disabled people's travel behaviour and attitudes to travel:**

- In terms of public transport use, disabled people are more likely to use the bus and less likely to use rail.

**West Yorkshire Public perceptions of transport survey results 2022/23:**

- 22% of people who disclosed they had a 'little disability' recorded themselves as being dissatisfied with current bus frequencies, compared with 37% who reported being satisfied.



	<ul style="list-style-type: none"> <li>• 24% of people who disclosed they had 'a lot of disability' recorded themselves as being dissatisfied with current bus frequencies, compared with 30% who reported being satisfied.</li> <li>• 23% of people who disclosed they had 'a little disability' recorded themselves as dissatisfied with current bus punctuality, compared to 32% who recorded themselves as satisfied.</li> <li>• 31% of people who disclosed they had 'a lot of disability' recorded themselves as dissatisfied with current bus punctuality, compared to 29% who recorded themselves as satisfied.</li> <li>• 4% of people who disclosed they had 'a little disability' recorded themselves as dissatisfied with ease of buying a bus ticket, compared to 62% who reported being satisfied.</li> <li>• Less than 1% of people who disclosed they had 'a lot of disability' recorded themselves as dissatisfied with ease of buying a bus ticket, compared to 57% who recorded themselves as satisfied.</li> <li>• 13% of people who disclosed they had 'a little disability'</li> </ul>		
--	--	--	--

	<p>recorded themselves as dissatisfied with price of a bus ticket, compared to 39% who recorded themselves as satisfied.</p> <ul style="list-style-type: none"> <li>• 7% of people who disclosed they had 'a lot of disability' recorded themselves as dissatisfied with price of a bus ticket, compared to 47% who recorded themselves as satisfied.</li> </ul> <p><b><u>Mayor's Big Bus Chat:</u></b></p> <ul style="list-style-type: none"> <li>• 11% of people who responded agreed that bus shelters are well designed for disabled people.</li> <li>• 70% of people who are limited a lot by a disability disagreed that bus shelters are well designed for disabled people.</li> </ul> <p><b><u>West Yorkshire state of the region report (2022):</u></b></p> <ul style="list-style-type: none"> <li>• Females, people from some ethnic minority groups and disabled people face a greater exposure to access inequality due to a combination of reasons, including higher likelihood of living in a deprived area, lack of access to a car and greater reliance on the bus network.</li> </ul>		
--	--	--	--

Gender reassignment	<p><a href="#"><u>National LGBT Survey Research Report (2018):</u></a></p> <ul style="list-style-type: none"> <li>• 68.7% of trans women who responded to the survey avoided being open about their gender identity on public transport for fear of a negative reaction from others.</li> <li>• 58.7% of trans men who responded to the survey avoided being open about their gender identity on public transport for fear of a negative reaction from others.</li> <li>• 67.8% on non-binary people who responded to the survey avoided being open about their gender identity on public transport for fear of a negative reaction from others.</li> </ul>	<p>In addition to the following information, post-assessment we will also run a statutory public consultation on franchising to enable us to gather primary data and statistics on public perceptions and attitudes towards bus franchising. EDI is embedded in our public consultations by design, both in terms of how we reach our local population and in terms of the type questions that we ask. As part of our stakeholder engagement we will seek to engage with various local stakeholders that are representatives of protected characteristic groups to ensure that any decision taken on is inclusive of all members of our community.</p>	
Race	<p><a href="#"><u>Women’s Budget Group – Towards gender-inclusive and sustainable transport systems</u></a></p> <ul style="list-style-type: none"> <li>• The WBG report identified that BAME women are twice as likely as white workers to have</li> </ul>		

insecure work, largely including low-paid health and social care jobs and are therefore disproportionately affected by transport systems that do not adequately enable care-related journeys, as they are built to optimise long distance radial journeys into city centres during peak hours.

**West Yorkshire Combined Authority EqIA toolkit:**

- Females, ethnic minorities and people who are disabled are less likely to be in employment – but may be more reliant on public transport to access employment and educational opportunities.

**English indices of deprivation 2019:**

The most disadvantaged areas in West Yorkshire are clustered around town and city centres and their periphery. A key issue of concern is that a third of residents in the most deprived areas are from an Ethnic Minority group.

<p><b><u>West Yorkshire Public perceptions of transport survey results 2022/23:</u></b></p> <ul style="list-style-type: none"><li>• 14% of people who categorised as an ethnic minority recorded themselves as dissatisfied with bus frequencies, compared to 39% who recorded themselves as satisfied.</li><li>• 20% of white British people recorded themselves as dissatisfied with bus frequencies, compared to 35% who recorded themselves as satisfied.</li><li>• 15% of people who categorised as an ethnic minority recorded themselves as dissatisfied with bus punctuality, compared to 37% who recorded themselves as satisfied.</li><li>• 21% of white British people recorded themselves as dissatisfied with bus punctuality, compared to 34% who recorded themselves as satisfied.</li><li>• 3% of people who categorised as an ethnic minority recorded themselves as dissatisfied with ease of buying a bus ticket, compared to 66% who recorded themselves as satisfied.</li><li>• 1.44% of white British people recorded themselves as</li></ul>		
---	--	--

	<p>dissatisfied with ease of buying a bus ticket, compared to 72% who recorded themselves as satisfied.</p> <ul style="list-style-type: none"> <li>• 10% of people who categorised as an ethnic minority recorded themselves as dissatisfied with price of bus tickets, compared to 37% who recorded themselves as satisfied.</li> <li>• 8% of white British people recorded themselves as dissatisfied with price of bus tickets, compared to 51% who recorded themselves as satisfied.</li> </ul> <p><b><u><a href="#">Car or van ownership, Gov.uk statistics:</a></u></b></p> <ul style="list-style-type: none"> <li>• In most ethnic minority groups, a higher proportion of adults live in households without access to a car or a van than is the case for the white group. For example, only 17% of white adults live in a household without access to a car or van, increasing to 22% for Asian / Asian British and 39% for Black / African / Caribbean / Black British groups.</li> </ul> <p><b><u><a href="#">Travel by distance, trips, type of transport and purpose:</a></u></b></p>		
--	--	--	--

Data on the average number of trips on local bus services made per person by ethnicity shows that Asian and White groups take significantly fewer trips via this mode. Nationally, people from the black and mixed groups made the highest average number of trips by local bus at 55 and 51 per annum respectively, compared with a figure of 36 for the white group and an average for all ethnic groups of 36.

**West Yorkshire state of the region report (2022):**

- Females, people from some ethnic minority groups and disabled people face a greater exposure to access inequality due to a combination of reasons, including higher likelihood of living in a deprived area, lack of access to a car and greater reliance on the bus network.
- In most ethnic minority groups a higher proportion of adults live in households without access to a car or a van than is the case for the White group. For example, whereas only 17% of White adults live in a household without access to a car / van, the proportion increases to 22%

	<p>for Asian / Asian British and 39% for Black / African / Caribbean / Black British groups.</p> <p>The evidence gathered from the above source indicates changing the governance of the bus service would have a disproportionate impact on the people as above due to an existing reliance on the network.</p>		
Religion or belief (or lack of)			
Sex	<p><b><u><a href="#">Age UK – The future of transport in an ageing society:</a></u></b></p> <ul style="list-style-type: none"> <li>• Women, those with lower incomes, and those without a car were less likely to state that public transport was inconvenient.</li> <li>• The proportion of men aged 50-59 who use public transport steadily increased, from 15% in 2006 to 20% in 2012.</li> </ul> <p><b><u><a href="#">Urban Transport Group – The cross-sector benefits of backing the bus:</a></u></b></p>		



	<ul style="list-style-type: none"> <li>• Women are less likely hold a full driving licence and more likely to use the bus than men.</li> </ul> <p><b><u>'Invisible Women' by Caroline Criado-Perez (2019):</u></b></p> <ul style="list-style-type: none"> <li>• The book highlights inequalities within the transport network - specifically that women are more likely to use buses than men, yet public transport networks are geared towards centres of employment and around traditional peak hour working patterns, not the more complex (and challenging to serve) trip patterns of many women.</li> </ul> <p><b><u>National Federation of Women's Institute – A new route for local bus services:</u></b></p> <ul style="list-style-type: none"> <li>• Women are more likely than men to have caregiving duties and be in part-time work which can mean taking multiple short journeys during the day.</li> <li>• Just 18% of the people who responded to the survey said that they had access to a frequent, reliable bus service, compared with 50% in non-rural areas.</li> </ul>		
--	---	--	--

	<ul style="list-style-type: none"> <li>• Women are hesitant to rely on evening bus services as a result of few and irregular services. When asked how comfortable they would feel using the bus after 5pm, 43% of female respondents said 'not comfortable' or 'very uncomfortable'. This has significantly affected those who work part-time or have caring responsibilities, which often fall outside of the peak 9am-5pm hours. 50% said more bus services would encourage them to use the bus more, and 36% said bus timetables that meet their needs.</li> </ul> <p><b><u>Women's Budget Group – Towards gender-inclusive and sustainable transport systems</u></b></p> <ul style="list-style-type: none"> <li>• The WBG report identified that BAME women are twice as likely as white workers to have insecure work, largely including low-paid health and social care jobs and are therefore disproportionately affected by transport systems that do not adequately enable care-related journeys, as they are built to optimise long distance radial</li> </ul>		
--	--	--	--

journeys into city centres during peak hours.

**West Yorkshire Combined Authority EqIA toolkit:**

- Women are statistically more likely to use public transport than men.
- Females, ethnic minorities and people who are disabled are less likely to be in employment – but may be more reliant on public transport to access employment and educational opportunities.

**West Yorkshire Public perceptions of transport survey results 2022/23:**

- 20% of females recorded themselves as dissatisfied with bus frequency, compared with 35% who recorded themselves as satisfied.
- 16% of males recorded themselves as dissatisfied with bus frequency, compared with 39% who recorded themselves as satisfied.

	<ul style="list-style-type: none"><li>• 19% of females recorded themselves as dissatisfied with bus punctuality, compared with 35% who recorded themselves as satisfied.</li><li>• 19% of males recorded themselves as dissatisfied with bus punctuality, compared with 35% who recorded themselves as satisfied.</li><li>• Less than 1% of females recorded themselves as dissatisfied with ease of buying a bus ticket, compared with 74% who recorded themselves as satisfied.</li><li>• 3% of males recorded themselves as dissatisfied with ease of buying a bus ticket, compared with 66% who recorded themselves as satisfied.</li><li>• 5% of females recorded themselves as dissatisfied with cost of bus tickets, compared with 51% who recorded themselves as satisfied.</li><li>• 12% of males recorded themselves as dissatisfied with cost of bus tickets, compared with 41% who recorded themselves as satisfied.</li><li>• 43% of females reported feeling confident about personal safety</li></ul>		
--	--	--	--

	<p>while using a bus in the dark, compared with 69% for males.</p> <p><b><u>West Yorkshire state of the region report (2022):</u></b></p> <ul style="list-style-type: none"> <li>• Females, people from some ethnic minority groups and disabled people face a greater exposure to access inequality due to a combination of reasons, including higher likelihood of living in a deprived area, lack of access to a car and greater reliance on the bus network.</li> </ul>		
Sexual orientation	<p><b><u>National LGBT Survey Research Report (2018):</u></b></p> <ul style="list-style-type: none"> <li>• 70% of respondents with a minority sexual orientation said they avoided being open about their sexual orientation for fear of a negative reaction from others. The most commonly cited locations for this were on public transport and in the workplace.</li> <li>• Public spaces considered unsafe and therefor sometimes avoided altogether by respondents included public transport, such as trains and buses.</li> </ul>		

	<ul style="list-style-type: none"> <li>Gay and lesbian respondents were more likely to avoid being open about their sexual orientation, for example, on public transport (71%).</li> </ul>		
Marriage and civil partnership			
Pregnancy and maternity	<p><b><u><a href="#">Transport Scotland Equalities Impact Assessment (2022):</a></u></b></p> <ul style="list-style-type: none"> <li>Pregnant women are more vulnerable to the adverse effects of air pollution including an increasing risk of miscarriage as well as premature births and low birth weights.</li> </ul> <p><b><u><a href="#">London Sustainable Transport Walking and Cycling draft EqIA (2021)</a></u></b></p> <ul style="list-style-type: none"> <li>Evidence shows that women are likely than men to be travelling with buggies and/or shopping, and often find that travelling with children and buggies can be difficult and stressful at times, especially on buses. Qualitative research by Transport for</li> </ul>		

	<p>London on the experience of people travelling with buggies on buses found that they often experienced overcrowding, which can make it difficult to manoeuvre a buggy and keep their child/children safe. They also cite negative attitudes of other passengers, difficulties getting on and off the bus and drivers refusing to allow buggies on as barriers.</p>		
--	--	--	--

### 3. Analysis of the evidence

Does your analysis indicate a <b>disproportionate</b> impact relating to <b>Age</b> ?	<b>Y</b>	<b>N</b>	
<p><b>What does the data tell you?</b></p> <p>Describe the nature of any disproportionate impact/s or potential impacts as indicated by the data.</p>	<p>The data tells us that franchising the bus system will have a disproportionate impact on younger and older people in West Yorkshire because they rely on the existing bus network the most. The data speculates why this might be.</p> <p>Older people have identified barriers to bus use:</p> <ul style="list-style-type: none"> <li>- Services do not go where older people need them to go</li> <li>- There is not enough access to bus services in rural areas</li> </ul> <p>Franchising the bus network would give control of decisions of where the network runs and fleet standards to the Combined Authority.</p>		

<p>If no impact is identified, please explain your rationale based on the data.</p>	
<p><b>What can you do?</b></p> <p><b><i>Negative impacts</i></b> - What are the potential actions you can take to avoid, reduce or mitigate any negative impacts/potential negative impacts?</p> <p><b><i>Are there opportunities to:</i></b></p> <ul style="list-style-type: none"> <li>• Advance equality of opportunity</li> <li>• Foster good relations between people in any protected group and those who are not? (See guidance)</li> </ul>	<p>Franchising could give the Combined Authority more control to plan bus services and fare incentives that support young and old people to travel by bus.</p> <p>Franchising will give the Combined Authority more control over the onboard offer and provide a consistent onboard service.</p> <p>Franchising the bus service will allow the Combined Authority to create a single point of contact for customers, helping to make bus system more navigable. Customer complaints could be streamlined.</p> <p>The Combined Authority will need to be conscious of services it provides - technology should be suitable for older/younger people. However, franchising will help customers navigate the bus system more easily.</p> <p>The data illustrated that older people feel more unsafe when travelling by bus after dark. A greater focus on marketing the bus safety feedback tool to this group would give the Combined Authority a greater understanding of the safety experience of this group and approach improvements appropriately.</p> <p>Increased after-dark services could be considered with control over the network. This will benefit younger people. UK statistics show that over 40% of night-time workers are under 24.</p>
<p><b>What are your next steps?</b></p>	<p>The possible impact franchising the bus network could have on protected characteristics will be considered as part of the bus reform assessment. Further steps to collecting data and</p>



<p>Please indicate what actions will be taken to address these impacts.</p>	<p>understanding how franchising may affect different groups of people will be taken as part of the formal statutory consultation if agreed to proceed.</p> <p>Furthermore, understanding the needs of customers is key to the development of franchising. Future opportunities to collect passenger feedback will be considered.</p> <p>In 2022 the Combined Authority piloted a bus safety feedback tool that allows passengers to report what types of things are making them feel unsafe and where and when that is happening. Further analysis of this data will be explored, and actions planned appropriately.</p>		
<p>Does your analysis indicate a <b>disproportionate</b> impact relating to <b>Disability</b>?</p>	<p><b>Y</b></p>	<p><b>N</b></p>	
<p><b>What does the data tell you?</b></p> <p>Describe the nature of any disproportionate impact/s or potential impacts as indicated by the data.</p> <p>If no impact is identified, please explain your rationale based on the data.</p>	<p>Bus is the most used form of public transport for people with a disability. But people with a long-term illness or a disability reported feeling unsafe when travelling by bus after dark.</p> <p>There are legal requirements for operators to provide accessible bus services, but there is little appetite to go above and beyond this outside of London due to existing governance structures.</p> <p>The data collected does not differentiate between different types of disability. The Combined Authority could seek to capture this data through public consultation.</p>		
<p><b>What can you do?</b></p> <p><b>Negative impacts</b> - What are the potential actions you can</p>	<p>Journey and bus information should have accessibility assurances attached, so those with visual and cognitive conditions can easily access information.</p> <p>Franchising would provide the Combined Authority with control over the accessibility of the bus fleet and allow for a consistent onboard offer with adequate space for wheelchairs.</p>		

<p>take to avoid, reduce or mitigate any negative impacts/potential negative impacts?</p> <p><b>Are there opportunities to:</b></p> <ul style="list-style-type: none"> <li>• Advance equality of opportunity</li> <li>• Foster good relations between people in any protected group and those who are not? (See guidance)</li> </ul>	<p>The Combined Authority would have control over the information offer in the event of a decision to franchise the bus system. The offer could then be made consistent, ensuring passengers understand the accessibility standards and support available across the region.</p> <p>Franchising would give the Combined Authority control over the network and the ability to consider social implications of decisions more widely.</p> <p>Franchising would give the Combined Authority control over the bus fleet and where buses run.</p>	
<p><b>What are your next steps?</b></p> <p>Please indicate what actions will be taken to address these impacts.</p>	<p>The possible impact franchising the bus network would have on protected characteristics will be considered as part of the bus reform assessment. While the existing data does help to illustrate the experience of using the bus for people with disabilities, further steps could be taken to further understand different types of disability and how that impacts experience of the bus system.</p> <p>In 2022 the Combined Authority piloted a bus safety feedback tool that allows passengers to report what types of things are making them feel unsafe and where and when that is happening. Further analysis of this data will be explored, and actions planned appropriately.</p>	
<p>Does your analysis indicate a <b>disproportionate</b> impact relating to <b>Gender Reassignment</b>?</p>	<p><b>Y</b></p>	<p><b>N</b></p>

<p><b>What does the data tell you?</b></p> <p>Describe the nature of any disproportionate impact/s or potential impacts as indicated by the data.</p> <p>If no impact is identified, please explain your rationale based on the data.</p>	<p>UK government research indicates that trans people feel unsafe being open about their gender identity for fear of a negative reaction from others on public transport.</p>
<p><b>What can you do?</b></p> <p><b>Negative impacts</b> - What are the potential actions you can take to avoid, reduce or mitigate any negative impacts/potential negative impacts?</p> <p><b>Are there opportunities to:</b></p> <ul style="list-style-type: none"> <li>• Advance equality of opportunity</li> <li>• Foster good relations between people in any protected group and those who are not? (See guidance)</li> </ul>	<p>Franchising the bus system would give the Combined Authority the ability to design a network that aligns to the Bus Service Improvement Plan objective to provide a fully inclusive network – this includes the onboard offer and customer service.</p>
<p><b>What are your next steps?</b></p>	<p>The possible impact franchising the bus network would have on protected characteristics will be considered as part of the bus reform assessment. Further steps to collecting data and</p>

<p>Please indicate what actions will be taken to address these impacts.</p>	<p>understanding how franchising may affect different groups of people could be taken as part of the formal statutory consultation if agreed to proceed.</p> <p>Furthermore, understanding the needs of customers is key to the development of franchising. Future opportunities to collect passenger feedback will be considered.</p> <p>In 2022 the Combined Authority piloted a bus safety feedback tool that allows passengers to report what types of things are making them feel unsafe and where and when that is happening. Further analysis of this data will be explored, and actions planned appropriately.</p>		
<p>Does your analysis indicate a <b>disproportionate</b> impact relating to <b>Race</b>?</p>	<p><b>Y</b></p>	<p><b>N</b></p>	
<p><b>What does the data tell you?</b></p> <p>Describe the nature of any disproportionate impact/s or potential impacts as indicated by the data.</p> <p>If no impact is identified, please explain your rationale based on the data.</p>	<p>The data illustrates that the impact of franchising the bus network is likely to have a greater impact on people depending on their ethnicity.</p> <p>Ethnic minorities are more likely to be reliant on public transport links to access education and employment opportunities.</p> <p>Generally, in West Yorkshire, people from an Ethnic Minority background reported higher levels of satisfaction with bus punctuality and reliability than White British people.</p> <p>However, White British bus passengers reported more satisfaction with the ease of buying a bus ticket and the cost of a bus ticket than passengers from an Ethnic Minority.</p> <p>The NUS has reported that Black and Asian communities are disproportionately facing higher levels of air pollution, which is then linked to higher risk of respiratory and cardiovascular diseases.</p>		
<p><b>What can you do?</b></p>	<p>Franchising the bus system would give the Combined Authority control over network and the ability to design a network that aligns to the Bus Service Improvement Plan objective to provide a fully inclusive network.</p>		

<p><b>Negative impacts</b> - What are the potential actions you can take to avoid, reduce or mitigate any negative impacts/potential negative impacts?</p> <p><b>Are there opportunities to:</b></p> <ul style="list-style-type: none"> <li>• Advance equality of opportunity</li> <li>• Foster good relations between people in any protected group and those who are not? (See guidance)</li> </ul>	<p>Franchising the bus system would give the Combined Authority autonomy over fares and ticketing policy. Action could be taken to address differences in satisfaction in ticketing between White British and Ethnic Minority bus passengers.</p> <p>Franchising would give the Combined Authority control over the bus fleet and where buses run. A zero emission fleet could be expedited and deployed in areas worse affected by poor air quality.</p>		
<p><b>What are your next steps?</b></p> <p>Please indicate what actions will be taken to address these impacts.</p>	<p>The possible impact franchising the bus network will have on protected characteristics will be considered as part of the bus reform assessment. Further steps to collecting data and understanding how franchising may affect different groups of people could be taken as part of the formal statutory consultation if agreed to proceed.</p> <p>Furthermore, understanding the needs of customers is key to the development of franchising. Future opportunities to collect passenger feedback will be considered.</p>		
<p>Does your analysis indicate a <b>disproportionate</b> impact relating to <b>Religion or belief</b> (or lack of)?</p>	<p><b>Y</b></p>	<p><b>N</b></p>	

<p><b>What does the data tell you?</b></p> <p>Describe the nature of any disproportionate impact/s or potential impacts as indicated by the data.</p> <p>If no impact is identified, please explain your rationale based on the data.</p>	<p>Evidence suggests that individuals who identify with particular religions or beliefs in the UK have faced marginalisation due to ethno-religious identities and migratory backgrounds. This may mean that they face multiple deprivation.</p>
<p><b>What can you do?</b></p> <p><b><i>Negative impacts</i></b> - What are the potential actions you can take to avoid, reduce or mitigate any negative impacts/potential negative impacts?</p> <p><b><i>Are there opportunities to:</i></b></p> <ul style="list-style-type: none"> <li>• Advance equality of opportunity</li> <li>• Foster good relations between people in any protected group and those who are not? (See guidance)</li> </ul>	<p>If the bus system was franchised, the Combined Authority would have control over comms, marketing and customer service, all of which could be inclusive of this protected characteristic.</p>
<p><b>What are your next steps?</b></p>	<p>The possible impact franchising the bus network will have on protected characteristics will be considered as part of the bus reform assessment. Further steps to collecting data and</p>

<p>Please indicate what actions will be taken to address these impacts.</p>	<p>understanding how franchising may affect different groups of people could be taken as part of the formal statutory consultation if agreed to proceed.</p> <p>Furthermore, understanding the needs of customers is key to the development of franchising. Future opportunities to collect passenger feedback will be considered.</p>	
<p>Does your analysis indicate a <b>disproportionate</b> impact relating to <b>Sex</b>?</p>	<p><b>Y</b></p>	<p><b>N</b></p>
<p><b>What does the data tell you?</b></p> <p>Describe the nature of any disproportionate impact/s or potential impacts as indicated by the data.</p> <p>If no impact is identified, please explain your rationale based on the data.</p>	<p>The data indicates that women are more likely to use public transport and buses than men, but existing bus networks are not designed for the more complex (and challenging to serve) trip patterns of many women.</p> <p>Women are also less likely to use evening bus services due to safety concerns.</p>	
<p><b>What can you do?</b></p> <p><b>Negative impacts</b> - What are the potential actions you can take to avoid, reduce or mitigate any negative impacts/potential negative impacts?</p>	<p>Franchising the bus system would give the Combined Authority control over fares and ticketing. The Combined Authority could investigate fares and ticketing that would make travel easier and more affordable for many women making multiple trips. The ability franchising gives to determine services and frequencies can also help create a more cohesive network which would allow for easier interchange.</p> <p>Franchising the bus system would give the Combined Authority more ability to introduce the Bus Service Improvement Plan's aim to deliver an inclusive and safe bus system. A key element of the BSIP and have more ability to influence this across the bus system under franchising due to the potential standardisation of the bus offer</p> <p>Franchising the bus network would allow to standardise customer service training to all drivers.</p>	

<p><b>Are there opportunities to:</b></p> <ul style="list-style-type: none"> <li>• Advance equality of opportunity</li> <li>• Foster good relations between people in any protected group and those who are not? (See guidance)</li> </ul>		
<p><b>What are your next steps?</b></p> <p>Please indicate what actions will be taken to address these impacts.</p>	<p>The possible impact franchising the bus network will have on protected characteristics will be considered as part of the bus reform assessment. Further steps to collecting data and understanding how franchising may affect different groups of people could be taken as part of the formal statutory consultation if agreed to proceed.</p> <p>Furthermore, understanding the needs of customers is key to the development of franchising. Future opportunities to collecting passenger feedback will be considered.</p> <p>In 2022 the Combined Authority piloted a bus safety feedback tool that allows passengers to report what types of things are making them feel unsafe and where and when that is happening. Further analysis of this data will be explored, and actions planned appropriately.</p>	
<p>Does your analysis indicate a <b>disproportionate</b> impact relating to <b>sexual orientation</b>?</p>	<p><b>Y</b></p>	<p><b>N</b></p>
<p><b>What does the data tell you?</b></p> <p>Describe the nature of any disproportionate impact/s or potential impacts as indicated by the data.</p>	<p>The 2018 Equalities Office report on experiences of LGBT people found that 65% of respondents said they hid their sexual orientation on public transport. For all respondents, public transport was sometimes avoided because of safety fears and concern about negative reactions from others.</p>	



<p>If no impact is identified, please explain your rationale based on the data.</p>	
<p><b>What can you do?</b></p> <p><b><i>Negative impacts</i></b> - What are the potential actions you can take to avoid, reduce or mitigate any negative impacts/potential negative impacts?</p> <p><b><i>Are there opportunities to:</i></b></p> <ul style="list-style-type: none"> <li>• Advance equality of opportunity</li> <li>• Foster good relations between people in any protected group and those who are not? (See guidance)</li> </ul>	<p>Franchising the bus network would allow the Combined Authority to design a bus network more closely aligned to the Bus Service Improvement Plan objective to create a fully inclusive bus network.</p>
<p><b>What are your next steps?</b></p> <p>Please indicate what actions will be taken to address these impacts.</p>	<p>The possible impact franchising the bus network will have on protected characteristics will be considered as part of the bus reform assessment. Further steps to collecting data and understanding how franchising may affect different groups of people could be taken as part of the formal statutory consultation if agreed to proceed.</p>

	<p>Furthermore, understanding the needs of customers is key to the development of franchising. Future opportunities to collecting passenger feedback will be considered.</p> <p>In 2022 the Combined Authority piloted a bus safety feedback tool that allows passengers to report what types of things are making them feel unsafe and where and when that is happening. Further analysis of this data will be explored, and actions planned appropriately.</p> <p>It could be beneficial for the Combined Authority to commission independent research to understand more greatly how LGBTQ+ people in West Yorkshire experience the bus network, similar to <a href="#">the study</a> Transport for London published in 2012.</p>	
<p>Does your analysis indicate a <b>disproportionate</b> impact relating to <b>marriage and civil partnership</b>?</p>	<p><b>Y</b></p>	<p><b>N</b></p>
<p><b>What does the data tell you?</b></p> <p>Describe the nature of any disproportionate impact/s or potential impacts as indicated by the data.</p> <p>If no impact is identified, please explain your rationale based on the data.</p>	<p>There is no data to suggest franchising the bus network would have a disproportionate impact on people with this protected characteristic.</p>	
<p><b>What can you do?</b></p>		

<p><b>Negative impacts</b> - What are the potential actions you can take to avoid, reduce or mitigate any negative impacts/potential negative impacts?</p> <p><b>Are there opportunities to:</b></p> <ul style="list-style-type: none"> <li>• Advance equality of opportunity</li> <li>• Foster good relations between people in any protected group and those who are not? (See guidance)</li> </ul>			
<p><b>What are your next steps?</b></p> <p>Please indicate what actions will be taken to address these impacts.</p>	<p>The possible impact franchising the bus network will have on protected characteristics will be considered as part of the bus reform assessment. Further steps to collecting data and understanding how franchising may affect different groups of people could be taken as part of the formal statutory consultation if agreed to proceed.</p> <p>Furthermore, understanding the needs of customers is key to the development of franchising. Future opportunities to collecting passenger feedback will be considered.</p> <p>In 2022 the Combined Authority piloted a bus safety feedback tool that allows passengers to report what types of things are making them feel unsafe and where and when that is happening. Further analysis of this data will be explored, and actions planned appropriately.</p>		
<p>Does your analysis indicate a <b>disproportionate</b> impact</p>	<p><b>Y</b></p>	<p><b>N</b></p>	

<p>relating to <b>pregnancy and maternity?</b></p>			
<p><b>What does the data tell you?</b></p> <p>Describe the nature of any disproportionate impact/s or potential impacts as indicated by the data.</p> <p>If no impact is identified, please explain your rationale based on the data.</p>	<p>Pregnant women may be mobility restricted, particularly at later stages of pregnancy. Whilst pregnancy and maternity transect all of society, pregnant women from more deprived backgrounds are less likely to have access to a car and more reliant on public transport.</p> <p>Improvements in air quality are likely to disproportionately benefit pregnant people. Polluted air is harmful for babies in the womb and can cause premature birth or low birth weight – factors associated with infant mortality. New-born babies and infants, who are more vulnerable to pollution due to their developing airways and rapid breathing, are also likely to disproportionately benefit from improved air quality.</p> <p>Evidence shows that women are more likely than men to be travelling with buggies and/or shopping, and often find that travelling with children and buggies can be difficult and stressful at times, especially on buses. Qualitative research by Transport for London on the experience of people travelling with buggies on buses found that they often experienced overcrowding, which can make it difficult to manoeuvre a buggy and keep their child/children safe. They also cite negative attitudes of other passengers, difficulties getting on and off the bus and drivers refusing to allow buggies on as barriers.</p>		
<p><b>What can you do?</b></p> <p><b>Negative impacts</b> - What are the potential actions you can take to avoid, reduce or mitigate any negative impacts/potential negative impacts?</p> <p><b>Are there opportunities to:</b></p>	<p>Under franchising the Combined Authority would have control over the bus fleet and would have more autonomy to ensure there is enough pram space on buses. Franchising the bus network would also give the Combined Authority more control over the timescales to achieving a 100% zero emissions bus fleet.</p> <p>In addition to greater autonomy over physical infrastructure, franchising the bus system would give the Combined Authority control over the network and could seek to improve accessibility to medical facilities for pregnant women.</p>		

<ul style="list-style-type: none"> <li>• Advance equality of opportunity</li> <li>• Foster good relations between people in any protected group and those who are not? (See guidance)</li> </ul>	
<p><b>What are your next steps?</b></p> <p>Please indicate what actions will be taken to address these impacts.</p>	<p>The possible impact franchising the bus network will have on protected characteristics will be considered as part of the bus reform assessment. Further steps to collecting data and understanding how franchising may affect different groups of people could be taken as part of the formal statutory consultation if agreed to proceed.</p> <p>Furthermore, understanding the needs of customers is key to the development of franchising. Future opportunities to collecting passenger feedback will be considered.</p> <p>In 2022 the Combined Authority piloted a bus safety feedback tool that allows passengers to report what types of things are making them feel unsafe and where and when that is happening. Further analysis of this data will be explored, and actions planned appropriately.</p>

**Seek approval and confidence in the impacts and mitigation detailed by Head of Service sign off:**

<p><b>Name:</b> Alex Clarke</p>		<p><b>Date:</b> 20.09.2023</p>
<p><b>Service:</b> Bus Reform</p>		<p><b>Signature:</b></p>

