Equality Impact Assessment for Glasgow Transport Strategy

May 2023

Glasgow City Council

Contents

Summary

The Equality Act 2010 introduced a public sector equality duty which requires public authorities to try and eliminate discrimination; promote equality and good relations across a range of protected characteristics. This has been undertaken to determine the potential impacts of the **Glasgow Transport Strategy** (GTS) on people with protected characteristics, propose mitigation measures where negative impacts may arise, and identify potential areas for enhancement.

This Equality Impact Assessment (EqIA) report is the outcome of a process that began in late 2019/early 2020 with an Equality Impact Assessment scoping exercise on transport issues, as part of the development of a new suite of transport policies by the Council. This work strongly informed the approach to a major public engagement exercise on transport, the Public Conversation on Glasgow's Transport Future, in 2020. The EqIA work then moved to assessment via the Integrated Transport Assessment, a multi-criteria appraisal to support the development of the Glasgow Transport Strategy and constituent documents. An interim EqIA was carried out on the first part of the GTS, a Policy Framework. The EqIA process has now been completed in preparing for the publication of the second and final part of the GTS, a Spatial Delivery Framework.

This report sets out the approach to EqIA, baseline assessment, public and stakeholder engagement, analysis of impacts and differential impacts, and proposed mitigating actions.

Summary of the impacts

The EqIA assessment findings are detailed in the tables within sections 5.1, 5.2, and 5.3. These address the protected characteristic groups defined by the Act as well as the additional vulnerable population groups have been assessed against each of the proposed GTS interventions. The objectives relating to the Fairer Scotland Duty and Human Rights are considered sections 5.2 and 5.3.

Overall, the preferred option of the **GTS is expected to have a positive equality impact** on individuals and communities living in, working in, and visiting Glasgow through the implementation of its strategic ambitions.

Summary of overall impacts

The preferred package includes interventions improving the infrastructure of active modes of travel, public transport and road networks across Glasgow. The key impacts surrounding the **active modes of travel** interventions include the economic, social and environmental benefits associated with:

- Increased green space exposure
- Increased exercise and active travel
- Increased sustainable travel choices and access to low-cost travel choices
- Increased safety for active travel users on active travel routes

The key impacts surrounding the **public transport interventions** include the economic, social and environmental benefits associated with:

- Increased access to low-cost travel choices
- Increased safety for public transport users on public transport routes
- Increased accessibility to key facilities across Glasgow; healthcare, education, professional, leisure and recreation via improved transport routes, frequency, efficiency and flexibility of PT journeys
- Increased travel choices for all protected characteristics

The impacts surrounding **road network interventions** include the economic, social and environmental benefits associated with:

- Reduced congestion within the city centre and main road networks
- Improved road safety infrastructure for vehicle users and pedestrians and improved road signage and communication infrastructure
- Increased journey efficiency for vehicle users
- Reducing private vehicle trips throughout the city centre

The wellbeing impacts associated with the above intervention's include improvements in mental and physical health, required behavioural changes to mode of travel use, increased leisure and recreational time, increased access to health and wellbeing services and cultural activities.

Action Plan

As the EqIA has identified the potential for negative impacts on some protected characteristic groups and/or vulnerable groups, further action is recommended to mitigate these. Where possible, enhancement measures have also been proposed to fully optimise positive impacts. Table 1 sets out the proposed EqIA Action Plan and the responsible person for delivering these actions.

Table 1: EqIA Action Plan

Further Action Required / Action to be undertaken	Lead Officer and/or Lead Strategic Group	Timescale for Resolution of Negative Impact (s) / Delivery of Positive Impact (s)
To ensure no safety risks, it is vital that public transport considers 'off-boarding' time for individuals with mobility concerns/ single parents. These individuals, particularly those who travel with equipment, may feel rushed during off-boarding which can exacerbate risks of casualties; even more so in highly dense traffic areas. The preferred option increases bus journey efficiency by 20%, this improvement needs to remain passive to 'off-loading' time, so individuals aren't rushed. To mitigate this, step free access and level access across the public transport infrastructures will prevent difficulty for wheelchair users and assistance equipment users/ childcare equipment users.	Transport operators are responsible for controlling boarding time on public transport. GCC enhance and maintain boarding infrastructure.	Detailed design of public transport improvements
Develop marketing campaign to accompany GTS' improvements to public transport, mobility hubs, and active travel infrastructure in order to maximise benefits and encourage users who previously do not frequently use these forms of transport.	GCC	Post implementation of GTS recommendations
Designs should be mindful of improving safety in transport infrastructure and the pedestrian environment for those with protected characteristics. This needs to be maintained during procurement process when design intention can be lost in translation due to other priorities such as funding constraints.	GCC	Design and procurement phase of infrastructure changes

Further Action Required / Action to be undertaken	Lead Officer and/or Lead Strategic Group	Timescale for Resolution of Negative Impact (s) / Delivery of Positive Impact (s)
Increased parking enforcement to ensure that changes in policy are adhered to.	GCC	Post implementation of GTS recommendations
Increased road traffic enforcement to ensure that changes to infrastructure are followed correctly by motorists.	Police Scotland	Post implementation of GTS recommendations
Ensure that the process of applying for a Blue Badge is fit for purpose due to increased reliance on it for those with disability to access and park in certain areas.	Scottish government	Post implementation of GTS recommendations
Information services for public transport have to be improved in Glasgow to the extent that they are reliable and inclusive, maximising benefits for protected characteristic groups, encouraging them to rely on public transport, increasing their mobility instead of creating a potential negative impact on them through lack of accessible information isolating them further in society.	GCC, SPT and transport operators collectively.	Design and procurement phase of infrastructure changes
Following on from the above information services accessibility, access to information services should consider digital connectivity and lack of internet access in deprived areas during the digital design phase. Timely information such as scheduled bus routes should be provided in a physical/alternative formats so that users with limited internet access are not isolated.	GCC, however, in terms of information provision, this is the domain of SPT and transport operators.	Design and procurement phase of infrastructure changes- *digital connectivity consideration*
Interventions will require various behavioural adaptations across all protected characteristic groups, due to changes to routines, mode of transport use/ method of use and the physical environment. Some individuals such as individuals with learning disabilities will struggle more to adapt than others. To mitigate these individuals becoming isolated from reductions in transport use, GTS should ensure the public transport infrastructure provide advanced and regularly updated information in a variety of easily accessible and inclusive formats. This will allow opportunities for individuals to plan and prepare journeys- reducing susceptibility to unpredictable travel environments.	GCC	Post implementation of GTS recommendations
The increased appearance of buses on roads where there was previously limited bus activity may create an intimidating environment for pedestrians and active travel users. A similar impact will be created through increased frequency of bus traffic on certain routes. To mitigate the potential impacts of an increased intimidating	GCC	Design and procurement phase of infrastructure changes

Further Action Required / Action to be undertaken	Lead Officer and/or Lead Strategic Group	Timescale for Resolution of Negative Impact (s) / Delivery of Positive Impact (s)
traffic environment, the Strategy should ensure ease of navigation across transport networks and prevent occurrences of community severance via high frequency of safe crossing infrastructure. Increased signage and signposting will also improve ease of navigation, reducing anxiety and fears.		
Increased use of public transport can increase susceptibility to harassment and discrimination of protected characteristics groups via increased exposure to clusters of transport users. Often miscommunications can arise during public transport use between individuals within protected characteristic groups and public transport staff. Transport operators should establish education/ training initiatives for staff concerning inclusion and diversity, especially during conflict resolution to ensure these individuals feel as though their concerns are realised and considered of equal importance.	GCC. Transport operators including SPT are responsible for actions concerning the Subway here.	Post implementation of GTS recommendations

1. Introduction

EqIA is a method or tool for assessing the effects or impacts of a council policy or function on removing barriers to equality. Research shows that the way organisations do things can have unintentional negative effects on groups of citizens; this is known as institutional discrimination.

The Equality Act 2010 introduced a new public sector equality duty which requires public authorities to try and eliminate discrimination; promote equality and good relations across a range of protected characteristics. This has been undertaken to determine the potential impacts of the Glasgow Transport Strategy (GTS) on people with protected characteristics, propose mitigation measures where negative impacts may arise, and identify potential areas for enhancement.

1.1 Background to Strategy

The Glasgow Transport Strategy (GTS) will set out the City's objectives, policies, priorities and investment plan for the next ten years and beyond. It will follow from key recent work undertaken by the Glasgow Connectivity Commission and by Glasgow City Council (GCC) in developing the Case for Change that sets the framework for the GTS, and the extensive Connecting Communities public consultation. The GTS will sit within a framework of bold policy and strategy developments at national, regional and local level.

The Strategy will have to respond to the ambition set by other plans and to the key drivers of change in Glasgow: Net Zero Carbon by 2030; Eliminate Poverty and Social Inequality; Health and Wellbeing; and Inclusive Economic Growth.

Net Zero Carbon by 2030

In recognition of the current climate emergency, Glasgow has set an ambitious but critical target of becoming carbon neutral by 2030. The GTS will play a significant role in realising this target.

Eliminate Poverty and Social Inequality

It is essential to find ways of quantifying the potential benefits that improved transport provision can bring to reduce social inequality.

Health and Wellbeing

Direct links from sustainable transport improvements to physical activity levels and reductions in air pollution are clear, and a key driver for the GTS will be significantly enhancing walking and cycling opportunities across the city, combined with the City's Low Emission Zones and other means to reduce car dependency, to improve personal wellbeing and quality of life for the City's residents, workers and visitors.

Inclusive Economic Growth

The Glasgow Connectivity Commission report highlighted the deeply ingrained economic and social divisions which exist in the City, with almost half the population living in the 20% most deprived areas in the country. All too often, public transport is seen as something that constrains rather than enables a return to work, because of a lack of affordable and reliable transport that gets people to locations where there are suitable employment opportunities.

Th

- Part 1 - Policy Framework: sets out transport policies and related actions, to guide decision-making in the delivery of significant change in sustainable transport provision in the city.
- Part 2 - Spatial Delivery Framework: informed by the Policy Framework, the outputs of the Scottish Transport Appraisal Guidance work undertaken by Jacobs, and the outcomes of the EqIA and SEA process where relevant. The Spatial Delivery Framework represents how the Council's policies and priorities will be implemented across the city.

To support the development of the GTS, GCC commissioned Jacobs and Steer to undertake an Integrated Transport Appraisal of potential interventions. The scope of this work covers appraisal consistent with Scottish Transport Appraisal Guidance , Strategic Environmental Assessment and EqIA , integrated across the following stages:

Scottish Transport Appraisal Guidance (STAG) is Transport Scotland's official appraisal guidance for all transport investment proposals seeking Scottish Government sign-off or funding. It supports the Scottish Government's purpose, which is to "*focus Government and public services on creating a more successful country, with opportunities for all of Scotland to flourish, through increasing sustainable economic growth*". STAG is an objective-led framework for assessing and analysing evidence-based transport problems, issues, constraints and opportunities that can be applied consistently in all transport appraisal contexts.

Strategic Environmental Assessment (SEA) provides plan-making authorities with a transparent process to incorporate environmental considerations into decision making at an early stage and in an integrated and documented manner.

This EqIA has been undertaken as part of the integrated transport appraisal to assess the potential for the GTS packages and preferred strategy to impact differentially on different population groups, thereby fulfilling the legislative requitements discussed in the following section.

1.2 Legal Context and Requirement for EqIA

The Equalities Act 2010 (Specific Duties) (Scotland) 2012, requires public bodies to assess the impact of applying a proposed new or revised policy or practice where necessary to fulfil the requirements of the Public Sector Equality Duty (PSED) as set out in s149 of the Act. In addition, The Fairer Scotland Duty (FSD) places a legal responsibility on public bodies in Scotland to actively consider ('pay due regard' to) how they can reduce inequalities of outcome caused by socio-economic disadvantage, when making strategic decisions. Therefore, an EqIA is an effective mechanism of meeting these legal requirements by considering the needs of different groups and to assess proposals for equality impact to prevent unlawful discrimination. As set out in the GCC guidance, the general duty applies across everything an authority does, referred to as 'policy' in the Act. As the GTS is considered to be a policy that will have consequences for people, an EqIA is required.

The legislation requires that people are not discriminated against, harassed or victimised on the grounds of:

- age;
- disability;
- gender reassignment;
- pregnancy and maternity;
- race;

- religion or belief (including lack of belief);
- sex;
- sexual orientation;
- marriage and civil partnership.[1]

These are known as 'protected characteristics'. In exercising its functions, a Local Authority must advance equality of opportunity between those who share a relevant protected characteristic and those who do not.

1.3 Other Key Areas for Consideration

Equality, socio-economic disadvantage and health

As well as equality considerations, GCC has committed to reducing health inequality and improving health outcomes. GCC want to ensure that policies and services meet the needs of population groups that are known to have poorer health and social outcomes. The Fairer Scotland Duty places legal responsibility on particular public bodies in Scotland to pay due regard to (actively consider) how they can reduce inequalities of outcome, caused by socio-economic disadvantage, when making strategic decisions.

Equality and Human Rights approach

A Human Rights approach should be an embedded consideration in all EqIA work. GCC must consider, where applicable, to what (if any) extent Policies, Projects, Service Reforms, or Budget Options impact on the three key strands of Human Rights: absolute rights; limited rights; and qualified rights.

Additional population groups

Taking the above into account, Table 1-1 sets out the complete list of population groups that will be considered in the EqIA due to their potential to experience differential impacts from the implementation of Policies, Projects, Service Reforms or Budget Options.

Table 1-1: Population groups considered in the EqIA

Population Group	Sub-group
Protected Characteristic Group	▪ Age ▪ Disability ▪ Gender reassignment ▪ Pregnancy and maternity ▪ Race ▪ Religion or belief (including lack of belief) ▪ Sex ▪ Sexual orientation
Those vulnerable to falling into poverty	▪ Unemployed ▪ People on benefits ▪ Single parents ▪ Vulnerable families e.g. young mothers, people experiencing domestic abuse, children at risk of statutory measures ▪ Pensioners ▪ Looked after children and young people

[1] Under the Equality Act 2010, marriage and civil partnership is considered a protected characteristic in relation to discrimination at work only. Therefore, this protected characteristic is not assessed in the EqIA.

Population Group	Sub-group
	▪ Homeless people ▪ Carers (including young carers and carers with protected characteristics) ▪ Those involved in the criminal justice system ▪ Those living in the most deprived communities ▪ People with low literacy/numeracy ▪ Those leaving care settings (including children and young people and those with illness) ▪ People with low literacy/numeracy ▪ Those leaving care settings (including children and young people and those with illness) ▪ People misusing substances ▪ Others e.g. veterans and students
Geographical communities	▪ Rural / semi-rural communities ▪ Urban communities ▪ Coastal communities ▪ Business community
Staff	▪ Full-time ▪ Part-time ▪ Shift-workers ▪ Staff with protected characteristics ▪ Staff vulnerable to falling into poverty

1.4 Ongoing Assessment

This section describes how EqIA has been embedded as part of the strategy development for the GTS, and as such has been considered and documented at each decision point in the process. An EqIA Screening was undertaken by GCC in June 2020 (refer to section 3.2 for further details) and is available to view on the GCC website.

An interim EqIA was completed to accompany the consultation of Draft GTS Policy Framework (Part 1) in October and November 2021, to ensure that potential effects on certain population groups as a result of the interventions are identified and opportunities for mitigation and enhancements are highlighted early in the options development process.

The methodology used for the interim EqIA of GTS Part 1 consisted of assessing the nine policy themes of the GTS against the EqIA objectives and identifying potential positive or negative impacts for certain population groups. sets out the GTS themes and EqIA objectives and population groups considered in the interim EqIA.

Draft GTS Policy Framework sections	Reducing the need to travel unsustainably
	Decarbonising transport & achieving cleaner air
	Inclusive and safe places for people & supporting sustainable travel choices
	Collective transport - public, community, shared and demand responsive transport
	Managing and developing assets and infrastructure
	Smart and digital city
	Managing travel demand
	Transport and the natural built environment
	Access to vital services and opportunities & supporting economic success
EqIA objectives	Eliminate discrimination and harassment
	Advance equality of opportunity e.g. improve access / quality of services
	Foster good relations within and between people with protected characteristics
	Enable people to have more control of their social/work environment
	Reduce differences in status between different groups of people
	Promote participation, inclusion, dignity and control over decisions
	Build family support networks, resilience and community capacity
	Reduce crime and fear of crime including hate crime
	Protect vulnerable children and adults
	Promote healthier lifestyle
	Population groups suffering from inequality of outcome
Population groups	Protected Characteristic groups (such as race, disability, or sex/gender)
	Those vulnerable to falling into poverty (such as unemployed, people on benefits, or single parents)
	Geographical communities
	Staff

Figure 1: Topics, objectives and populations covered by EqIA in the GTS

A summary of the key issues and impacts identified is provided in Appendix A. A detailed baseline and assessment was included as part of the early consultation on the Draft GTS Policy Framework (Part 1) and is available to view on GCC's website.

Additionally, a Stage 2/3 STAG appraisal was undertaken in December 2021 to undertake specific analysis and assessment work to support the development of the GTS. The Accessibility and Social Inclusion element of the STAG appraisal considered the effects on certain population groups as a result of various options of intervention packages, and this work has informed this EqIA Report. A summary of the Accessibility and Inclusion STAG appraisal conclusions is provided in Appendix A.

This document is the final stage in the process and presents the full EqIA of the Draft GTS Spatial Framework (Part 2). This report considers and builds upon the findings of the previous EqIA work undertaken to date on the prior stages of the GTS as described above.

2. The Strategy

2.1 Overview of the Strategy

Package E from the Integrated Transport Appraisal is comprised of the best performing interventions categorised into 7 sub-categories as seen in the table below. The GTS, both Policy Framework and Spatial Delivery Framework, have both drawn significantly from this Package E.

Table 2-1: Interventions from the Integrated Transport Appraisal

Best Performing Interventions	Supporting Interventions
Public Transport	
PT1B: Bus services and quality improvements–new services where none exist and evidence of demand PT1C: Bus services and quality improvements–More frequent services and adjusted timings PT3: Bus Fares PT8: Clyde Metro Scheme GOV1: Single body overseeing transport (& possibly region) (link to SOFT1) GOV3: Franchise system for buses	PT1A: Bus service and quality improvements – improved quality, security, accessibility of shelters, information. PT5: Integrated ticketing PT6: New rail station PT7: Subway modernisation and increased operating hours PT10: Park and Ride- city outskirts
Active Travel	
CYC2A: Cycle network –full network (reallocation of road space) DM5: Road safety targets & updated road safety plan WALK1: Improved walking experience in all key routes DEV6B: Full Liveable Neighbourhoods package. Facilitating more active travel within & between neighbourhoods	CYC1: Free or subsidised bikes to lower income groups DM3: Road safety: Speed related interventions WALK3: Promote walking/better information
New Mobility	
SM1: Mobility Hubs CYC6: Expansion of Nextbike STREET4: Street space Priority Framework	CST1: Enhanced Community Transport PT2: Demand responsive transport SOFT2: Mobility as a Service SM2: E Scooters in Glasgow TECH2: Development/Promotion of Connected & Autonomous Vehicles
Water Based Movement	
	WAT1: River based movement (Clydebank to Glasgow Green)
Demand Management	
DM2: Workplace Parking Levy SOFT2: Rebranding of Sustainable Transport System DEV5C: Restrictions begin at 'inner orbital' -local access only on inner city radials	AIR3: Expansion of LEZ DEV5A: car parking reduction and vehicle access restrictions at edge of city centre DEV5B: restrictions + reallocation of half road space to walk/cycle/place DEV7: Pavement parking implementation DM1: Controlled parking SOFT3: Promote Sustainable Travel as First Choice
Capacity Improvements and New Links	
	DEV3: Overcoming severance of M8 for direct access into city centre DEV4A: Improve traffic flow from Clydeside Expressway to M8 (as part of wider junction improvement)

Best Performing Interventions	Supporting Interventions
	DEV4B: Overcoming severance on Clydeside Expressway (and Springburn Expressway) WAT3: New river crossings to improve local connections WALK2: M8 Cap at Finnieston/Woodlands
Goods	
	FREI1: Last mile delivery and kerbside management FREI2: Distribution centres for HGV FREI3: Low carbon freight movements FREI5: Improved reliability of freight movements via smart network ops

Package E also contains elements that have further been refined:

- DEV5A: car parking reduction and vehicle access restrictions at edge of city centre -extend restrictions onto key radial routes to facilitate cycle priority measures
- DM2: Workplace parking levy -extend city-wide
- FREI2: Distribution centres for HGV -review proposed locations to maximise potential for rail connections to distribution centres
- ROAD2: Road capacity with sustainable allocation -remove bridge from ferry crossing alignment at Yoker. New road bridge on correct alignment already in Reference Case
- SM1: Mobility Hubs -review proposed locations, ensure provision at key interchange points allowing transfer between active travel, public transport, new mobility modes, and private cars

Package E+ additional measurements:

The appraisal described above of the preferred package (Package E) indicates the scale of change that could be achieved by the GTS.

To test the additional scale of change that may occur through factors external to the GTS that could be influenced by national policy and trends, we have undertaken an additional set of analysis based on the following:

- Package E measures in place as described above
- Assumed 20% increase in the generalised cost of travel, aligned to STPR2 'low traffic growth scenario'. It is assumed that this could derive from future road user charging and or increased fuel cost
- Assumed 25% reduction in commuting trips rates, aligned to Covid Legacy scenario
- Assumed 10% increase in vehicle occupancy rates

2.2 Policy Context

The GTS supports national, regional, and local policy objectives, as well as UK and global policies relating to the environment, sustainability, and climate action. Figure 2 illustrates the range of national, regional and local policies and plans that underpin the GTS, as set out in the Case for Change Report. Due to the interconnected nature of policies it is expected that the GTS will contribute to the realisation of these. The key themes and policies (including additional policies that have emerged since the Case for Change Report was published) related to the GTS in the context of equality are discussed further in this section.

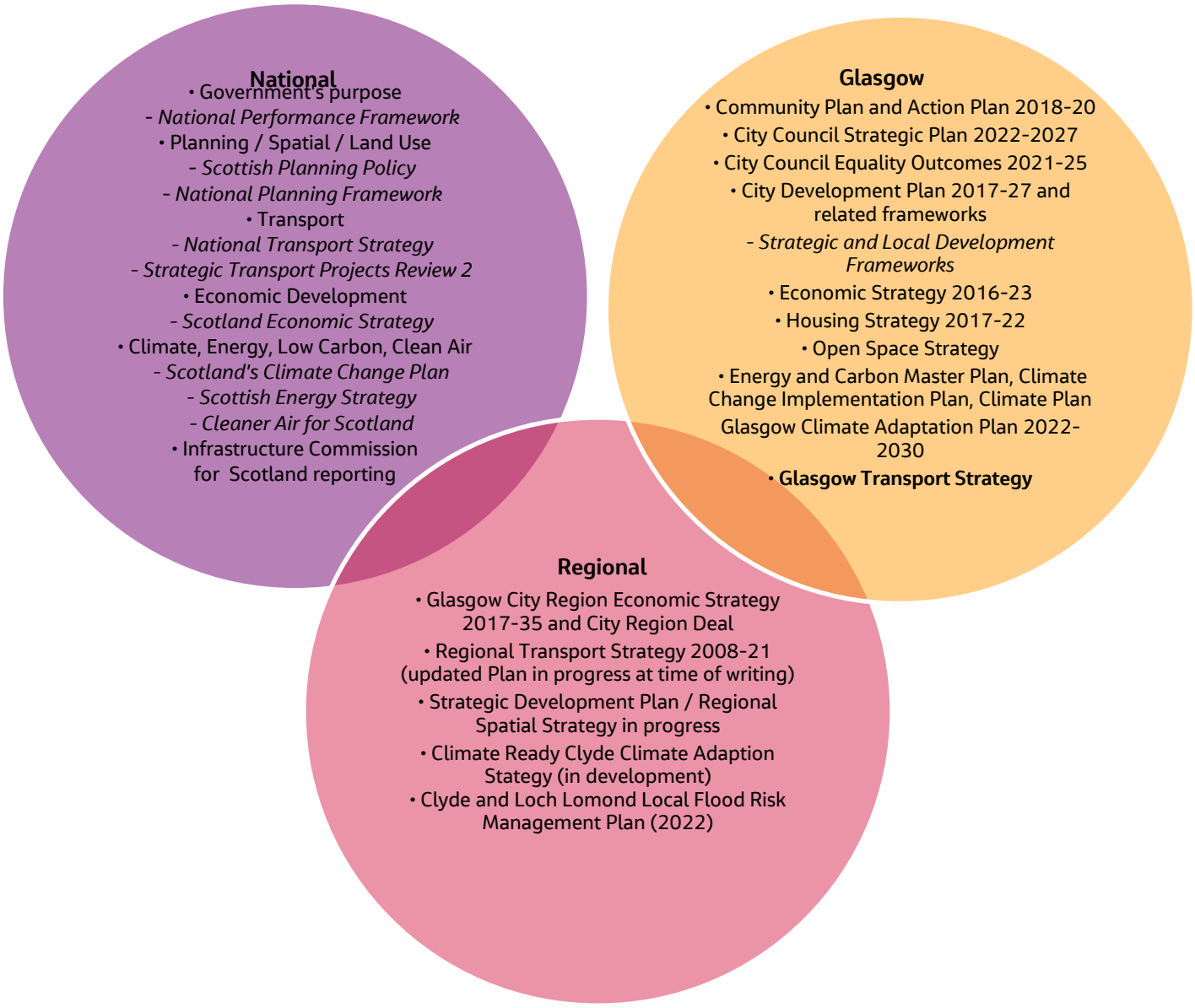

Figure 2: National, regional and local policy objectives underpinning the GTS (as outlined in the GTS Case for Change Report, 2021)

Climate

1. *COP26 Targets*

COP 26 targets are focused towards 4 key goals: Secure global net zero, Adapt to protect communities and natural habitats, Mobilise finance and Work together to deliver.

GTS will closely align with the first COP 26 goal of securing global net zero, by prioritising low carbon initiatives and sustainable solutions.

2. *Scotland's Climate Change Plan*

'Transport: Policies seek to the continued decarbonisation of transport by increasing the uptake of ultra-low carbon vehicles, reducing vehicle emissions including from heavier vehicles such as busses, HGVs and ferries, introducing low emission zones in larger cities, and investing more money in improving and promoting active travel. The overall target is to reduce transport related emissions by 37% over the plan period.'

GTS heavily focuses on improving and promoting active travel and the use of public transport, this drastically lowers carbon emissions whilst collaborating with the community. This allows individuals throughout Glasgow to have equal opportunities in contributing towards reduction in carbon emissions.

3. *Climate Ready Clyde*

'Adaptation is a strategic issue for Glasgow Region in terms of securing inward investment and protecting the economy, as well as contributing to good placemaking, addressing inequality and minimizing and avoiding costs arising from unplanned impacts. Climate Ready Clyde was established on the basis that adapting is cheaper, easier and more effective when done together.'

GTS will closely adhere to the adaptation visions expressed in the Climate Ready Clyde strategy by ensuring all members of the community have equal opportunities to develop their resilience and adapt to the new sustainable solutions of a net zero economy.

4. *Clyde and Loch Lomond Local Plan District 2022-2028*

The Clyde and Loch Lomond (CaLL) Local Flood Risk Management Plan 2022-2028 aims to meet the requirements of The Flood Risk Management (Scotland) Act 2009. 'The impacts of flooding experienced by individuals, communities and businesses can be devastating and long lasting. It is vital that we continue to reduce the risk of any such future events and improve our ability to manage and recover from any events which do occur.'

GTS will improve resilience of local individuals by improving the quality, efficiency, frequency and affordability of transport infrastructure across Glasgow. In this way, the ability to cope with flood events and maintain workplace and educational attendance as well as access to healthcare will ensure quality of life isn't negatively impacted during flooding.

5. *Glasgow Climate Adaptation Plan 2022-2030*

'The development of Glasgow's Climate Adaptation Plan sits as part of a wider suite of documents which collectively set the path for a climate proof and resilient city of the future. Adaptation takes account of both risks and opportunities arising from the impacts of climate change, and the need to plan for them now.'

This Plan will sit alongside the Climate Plan to help build capacity of Climate Adaptation and raise the profile of adaptation action in the city.

GTS will support the Glasgow Climate Adaptation Plan by increasing the resilience of individuals across Glasgow in terms of accessibility to employment, education, healthcare and leisure. This will increase individual wellbeing and quality of life, thus, ability to cope with the impacts of climate change will increase simultaneously.

Transport

1. *NTS2*

'The National Transport Strategy sets out an ambitious vision for Scotland's transport system for the next 20 years. The vision is underpinned by 4 priorities: Reduces Inequalities, Takes Climate Action, Helps Deliver Inclusive Economic Growth and Improves our Health and Wellbeing.'

GTS acknowledges the importance of reducing inequalities and preventing disproportionate impacts on protected characteristics within the Glasgow community. Climate change and innovative technology can often exacerbate inequality gaps within the community, due to many limitations/ unequal opportunities. GTS will look to reach out and provide equal opportunities for all by considering impacts to all individuals throughout the package E interventions and broader.

2. *Regional Transport Partnership – SPT*

The regional transport strategy sets out a vision for west of Scotland to be "an attractive, resilient and well-connected place with active, liveable communities and accessible, vibrant centres facilitated by high quality, sustainable and low carbon transport shaped by the needs of all." GTS will assess these impacts and create solutions to prevent protected characteristics from being left behind in the new sustainable era.

Since this appraisal was largely complete, an updated Regional Transport Strategy has been published.

3. *Glasgow Active Travel Strategy*

Glasgow Active Travel Strategy has 4 key goals:

- Transport contributes to a successful and just transition to a net-zero carbon, clean and sustainable city.
- Transport has a positive role in tackling poverty, improving health and reducing inequalities.
- Transport contributes to continued and inclusive economic success and a dynamic, world-class city.
- Places are created where we can all thrive, regardless of mobility or income, through liveable neighbourhoods and an inclusive city centre.

GTS will adhere to these goals across package E interventions, particularly in the active travel sub-category, including:

- CYC2A: Cycle network –full network (reallocation of road space)
- DM5: Road safety targets & updated road safety plan
- WALK1: Improved walking experience in all key routes
- DEV6B: Full Liveable Neighbourhoods package. Facilitating more active travel within & between neighbourhoods

Economy

1. *Scotland Economic Strategy – Delivering Economic Prosperity (www.gov.scot)*

Scotland's aim to delivering economic prosperity whilst adhering to a fairer and more equal society is 'To reorient our economy towards wellbeing and fair work, to deliver higher rates of employment and wage growth, to significantly reduce structural poverty, particularly child poverty, and improve health, cultural and social outcomes for disadvantaged families and communities.'

GTS package E seeks to improve accessibility to Glasgow city centre to increase employment opportunities for all, access to healthcare services, all whilst ensuring affordability to prevent disproportionate impacts and inequalities within the public transport sector.

2. *Glasgow City Region Economic Strategy & City Deal*

'The City Deal will support the local area to achieve its shared long-term vision for the local economy through:

- Improved infrastructure
- Growth in life sciences

- Supporting business innovation
- Tackling unemployment

GTS will be improving transport infrastructure by quality, efficiency, frequency and sustainability. GTS will indirectly improve growth in life sciences and local business innovation via improving accessibility to education and employment across Glasgow for all individuals - ensuring high deprivation areas have equal access. Unemployment will be tackled by increasing job accessibility for all protected characteristics to ensure employment gaps aren't exacerbated.

Health, Wellbeing and Equality

1. *Scotland's National Performance Framework*

'The framework is for all of Scotland. We aim to:

- give opportunities to all people living in Scotland
- increase the wellbeing of people living in Scotland
- create sustainable and inclusive growth
- reduce inequalities and give equal importance to economic, environmental and social progress'

GTS will assess impacts on protected characteristics to ensure reduced inequalities across Glasgow City and equal opportunities and accessibility. GTS interventions that are relevant to the framework include: PT1A: Bus service and quality improvements –improved quality, security, accessibility of shelters, information. CYC1: Free or subsidised bikes to lower income groups. CST1: Enhanced Community Transport. SOFT3: Promote Sustainable Travel as First Choice. DEV3: Overcoming severance of M8 for direct access into city centre. WAT3: New river crossings to improve local connections.

2. *City Council Equality Outcomes 2021 -25*

GCC have established 14 Equality outcomes, 6 service delivery, 5 employer based and 3 education authority. Including; '*An increased proportion of women, black and minority ethnic people, younger people, disabled people and LGBTI+ are supported to enter employment or training… Older people have an improved experience in accessing services that meet their needs through more regular and systematic involvement in design of service delivery across the Council Family.'*

GTS will seek to maximise accessibility to all protected characteristics for amenities and employment opportunities by increase transport links, frequency and quality. Increasing safety surrounding commuting areas for individuals at risk of crime, ensuring modes of transport are available to all abilities. GTS will maximise the benefits equally across the protected characteristics by ensuring solutions to any arising inequalities from interventions.

3. *Glasgow Health and Social Care Strategic Plan*

A key vision in the Glasgow Health and Social care strategic plan draft 2023 is 'Flourishing communities, healthier lives - The City's people can flourish, with access to health and social care support at the right time, in the right place and in the right way. This will be done by transforming health and social care services for better lives. We believe that stronger communities make healthier lives.'

GTS will not only enhance accessibility to healthcare services via improved public transport links, but by improving safety surrounding transport links for pedestrians and road users it will allow attitudes regarding public transport to positively shift. This ensures isolated individuals aren't limited by their fear/ attitudes towards certain modes of transport. By improving safety such as street lighting and surveillance, crime rates, particularly for protected characteristics more at risk, will be expected to reduce.

4. *Glasgow Local Child Poverty Action Plan*

'The Scottish Government has also identified the 3 main drivers of child poverty, these are:

- Income from employment
- Cost of living
- Income from Social Security and Benefits in kind

The challenge for the city is how we utilise our collective citywide resources so that we improve employment opportunities for parents, reduce their living costs and ensure access to key services and support that will help reduce child poverty and the ever-increasing stress our families face on a day-to-day basis.' - Glasgow's Child Poverty Act.

GTS will focus on several interventions that will aid the prevention of child poverty across Glasgow; PT10: Park and Ride - city outskirts, CYC1: Free or subsidised bikes to lower income groups, CST1: Enhanced Community Transport etc. Childhood poverty is often a cycle which leads to adult poverty. In order to break the poverty cycle, opportunities and attitudes need to be impacted. GTS will improve opportunities for individuals in highly deprived areas across Glasgow, as well as enhancing community engagement and cohesion within these neighbourhoods to deflect negative attitudes and improve quality of life.

Community policies

1. *Glasgow Strategic Plan*

The GCC Strategic Plan 2022-2027 promotes enhanced community cohesion by collaborating with local communities during decision-making processes. The strategic plan is comprised of 4 Grand Challenges, adhering to over 230 commitments on addressing Glasgow's key priorities within the community. These 4 key challenges are:

- "*Reduce poverty and inequality in our communities*
- *Increase opportunity and prosperity for all our citizens*
- *Fight the climate emergency in a just transition to a net zero Glasgow*
- *Enable staff to deliver essential services in a sustainable, innovative, and efficient way for our communities*."

2. *People Make Glasgow Communities*

This programme offers both help and support to deliver services in the community. 'Current best practice shows that services which are managed and delivered locally are the most successful in meeting community needs.' In line with the City Charter, People Make Glasgow Communities aims to:

- Foster long term partnerships
- Celebrate the great work already being undertaken in Glasgow
- Encourage more community engagement
- Allow a multiplicity of voices
- Be ambitious and innovative in creating a new future for the city

3. Methodology

3.1 Overview

This EqIA has been conducted in accordance with GCC's Equality Impact Assessment (EQIA) guidance (July 2019). Table 3-1 presents the five steps of the EqIA process as set out in the GCC Guidance, and the relevant section of this document where these steps are covered.

Table 3-1: Steps in the EqIA Process (GCC Guidance, 2017)

Stage	Activities	Relevant Section of EqIA Report
Scoping	Step 1: Identify the Policy, Project, Service Reform or Budget Option ▪ A clear definition of what is being assessed and its aims.	Section 2: The Strategy
Planning	Step 2: Gather Evidence ▪ Collect data to evidence the type of barriers people face to accessing services (research, consultations, complaints and/or consult with protected characteristic groups).	Section 4: Evidence and Stakeholder Engagement
	Step 3: Assessment and Differential Impacts ▪ Reaching an informed decision on whether or not there is a differential impact on protected characteristic groups, and at what level.	Section 5: Assessment and Differential Impacts
Closing	Step 4: Outcomes, Action and Public Reporting ▪ Develop an action plan to make changes where a negative impact has been assessed. Ensure that both the assessment outcomes and the actions taken to address negative impacts are publicly reported.	Section 6: Outcomes and Action Plan
	Step 5: Monitor, Evaluate and Review ▪ Stating how the Policy, Project, Service Reform or Budget Option will be monitored and evaluated to ensure that the expected outcomes for all groups are being achieved.	Section 7: Monitoring and Evaluation

The assessment is concerned primarily with differential impacts. These are impacts that occur when members of a protected characteristic group are affected differently by an intervention because of specific needs, sensitivities or vulnerabilities related to their protected characteristic. Impacts can be categorised as differential, regardless of the number of individuals affected.

3.2 Screening

An initial screening exercise was undertaken by GCC in 2020, following the five steps outlined in Table 3-1, to determine the types of impact that could arise and the protected characteristic groups and other vulnerable groups that could experience these.

If there are any areas that arise as part of the screening process that require further investigation or highlight areas of concern with regard to likely impacts across any or all protected characteristics, then it is recommended that a full impact assessment report be conducted. Table 3-2 shows the outcome of the screening exercise undertaken for the GTS.

Table 3-2: Screening Exercise for IIA

Screening Outcome	Yes/No
Was a significant level of negative impact arising from the project, policy or strategy identified?	Strategies are still in development
Does the project, policy or strategy require to be amended to have a positive impact?	Strategies are still in development
Does a full Impact Assessment need to be undertaken?	**Yes**

The screening exercise identified that the following groups could be most impacted by the GTS:

- Women, BAME and particularly African and other specific ethnic minority populations, older people, children and young people, people with disabilities.
- People on low incomes, or in or vulnerable to poverty, and those who live in areas where public transport services are poorer and where they do not have an alternative means of transport available.

As a result of the screening exercise and following development of the GTS, a full EqIA Report has been prepared.

3.3 Gather Evidence

Data sources

A detailed baseline was compiled for the purposes of the EqIA screening exercise. GCC's EQIA Evidence Matrix has been used as a starting point for the consideration of potential impacts experienced by people with protected characteristics and supplemented by additional literature and studies of relevance.

Small area population statistics were used to source data on age, disability, gender, race, religious belief, socio-economic disadvantage and health and within the GCC area. The following key sources were consulted:

- Scottish Government Equality Evidence Finder
- Scottish Census 2011;
- ONS Mid-year population statistics;
- National Records of Scotland;
- Scottish Index of Multiple Deprivation (SIMD);
- Annual Population Survey;
- The Scottish Public Health Observatory (ScotPHO).

A literature review has been undertaken, utilising public survey data, government policy documents, and academic sources to inform the identification of potential differential impacts on protected characteristic groups. The following key sources were consulted:

- Scottish Household Survey;
- Glasgow Household Survey;
- Glasgow Bike Life;
- Annual Survey of Hours and Earnings (2020);
- Poverty and Inequality Commission (2019);
- University College London;
- Ipsos Mori;
- Small Business Survey;
- European Environment Agency;
- Department for Transport;

Stakeholder consultation

Stakeholder consultation has informed the EqIA and has been undertaken at various stages in the development of the GTS. A Public Conversation on Glasgow's Transport Future was held for six weeks in September to October 2020, which included two webinars on Transport, People and Place. Due to Covid-19, most engagement was online and by phone, though there were different ways to take part.

GCC set aside resources to ensure the consultation reached as wide an audience of Glasgow's transport system as possible, supported by Sustrans and external consultants. The output of the EqIA screening exercise was used to identify people who are most impacted by transport, and an engagement approach was developed that would have the best chances of hearing the voices of these groups. A report on the key issues and findings that emerged from the Public Conversation, accompanied by and interactive StoryMap, was published on the GCC website. Further information is provided on subsequent consultation on the GTS Policy framework in section 4.3.

3.4 Assessment and Differential Impacts

The assessment stage aims to assess the likely differential impacts on protected characteristic groups and the other population groups highlighted in Table 1-1. The EqIA has also assessed how the GTS may contribute towards eliminating discrimination and promoting equality between protected characteristic groups.

The steps of the EqIA process outlined in Table 3-1 align with other forms of impact assessment: understanding the intervention, gathering evidence, identifying and assessing impacts, reporting outcomes and planning for post-assessment. Step 1 and 2 have been addressed in the EQIA Screening Form, but were updated in this report as the strategy has been further developed.

The assessment has used the objectives set out in Table 3-3, which were used in the EQIA Screening Form, to assess potential positive and negative impacts in relation to Equality Act (2010) and the Fairer Scotland Duty. These have been mapped against the vision and drivers of change identified within *A Public Conversation on Glasgow's Transport Future* (Glasgow City Council, 2021). The assessment has drawn on available literature to assess where potential impacts could result in differential equality impacts on a protected characteristic group, and how these differ to the general impacts of the strategy.

Table 3-3: EqIA Objectives

EQIA Objectives	Glasgow's Drivers of Change
Equality and Human Rights	
Eliminate discrimination and harassment;	Eliminate Poverty and Social Inequality
Advance equality of opportunity e.g. improve access / quality of services;	
Foster good relations within and between people with protected characteristics;	
Enable people to have more control of their social/work environment;	
Reduce differences in status between different groups of people;	
Promote participation, inclusion, dignity and control over decisions;	Inclusive Economic Growth
Build family support networks, resilience and community capacity;	
Reduce crime and fear of crime including hate crime	Health and Wellbeing
Protect vulnerable children and adults;	
Promote healthier lifestyles including: • Diet and nutrition; • Sexual health; • Substance misuse; • Physical activity; and	

EQIA Objectives	Glasgow's Drivers of Change
• Lifeskills	
Fairer Scotland Duty	
Population groups suffering from inequality of outcome, with a particular focus on socio-economic disadvantage.	Inclusive Economic Growth; Eliminate Poverty and Social Inequality; Health and Wellbeing

The assessment has considered the scale of the impact; that is, the extent to which protected characteristic groups could be impacted (low, medium, or high) by the GTS. This is based on professional judgement due to the variety of impacts and groups observed involved in the assessment of impacts. These judgements were made on the basis of two aspects:

- Impact on group – Extent to which quality of life of protected characteristic group would be affected by an aspect of the GTS.
- Proportion of group – Extent to which this impact would be experienced by all of the protected characteristic group.

Following identification of potential impacts, potential mitigation measures are outlined, which aim to reduce, offset, or eliminate negative impacts, and enhance positive impacts where possible. These suggested measures have included in the Action Plan. There may be situations where an impact occurs and is already mitigated by another element of the strategy or different policy and are therefore not carried forward to the Action Plan.

This EqIA has considered impacts on groups of people rather than on individuals. Individuals may experience equality impacts, but these are not reported due to data protection considerations.

3.5 Outcomes, Action Plan and Public Reporting

The type, scale, duration and specificity of the likely impacts has informed the outcome of the EqIA. The four potential outcomes identified in the GCC guidance are as follows:

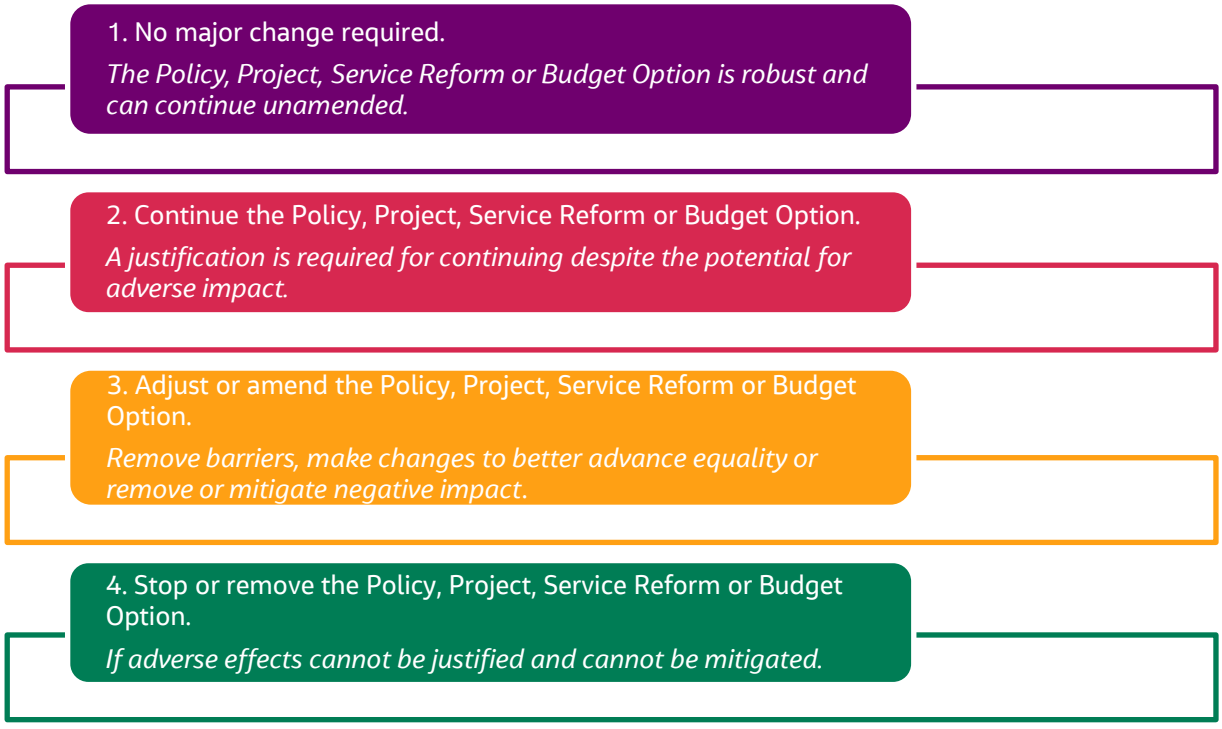

Figure 3: Four potential outcomes of EqIA (GCC Guidance, 2017)

For the purposes of this EqIA, the outcomes have necessitated that an Action Plan be developed. The Action Plan sets out recommended mitigation measures to reduce negative impacts and enhance positive impacts for protected characteristic groups and vulnerable groups. Stakeholder engagement has also fed into the development of mitigation measures.

Public authorities are required by law to publish the results of any EQIA (Screenings and Full Assessments) in respect of an implemented policy within a reasonable period. Each Service Department is responsible for publishing any and all EQIAs undertaken by that Department on the Council public website and Intranet.

3.6 Monitor, Evaluate and Review

Monitoring progress in relation to an EqIA allows the GCC to demonstrate how it has delivered on the GTS and provides a framework to identify gaps and to inform the focus of future strategic plans. Recommendations for future monitoring of the policy will be focussed on issues raised by the impact assessment such as:

- Whether the recommendation of the EqIA have been implemented;
- Evaluating the outcome of the GTS on protected characteristic groups using routinely collected equality data to do this;
- Where the EqIA identified gaps in evidence, action may be recommended to fill in these gaps, involving new research or improvements to routine data systems to provide better data.

Monitoring information will be used to make any changes necessary to improve the GTS and evidence of potential impact may be used to direct change where appropriate and proportionate.

3.7 Limitations of Assessment

The assessment has been undertaken at a local level, drawing upon baseline demographic evidence obtained from the National Records of Scotland and local surveys where available. For some baseline parameters, the most recent available data available was from the 2011 Scottish Census, and therefore may not be representative of the current situation. Where available, more up to date data has been utilised, e.g. mid-year Office for National Statistics (ONS) population estimates. The planned 2021 census for Scotland was postponed to 2022 due to Covid-19; data was not yet available at the time of undertaking the assessment, however any future analysis will be able to utilise this dataset. Some local datasets have been utilised to inform the baseline (e.g. satisfaction with public transport) but these are limited in scope.

It should be noted that since early 2020, the Covid-19 pandemic has affected travel patterns and behaviours as a result of an increase in remote working, amongst other factors. However, it is uncertain whether such trend will remain in the long term. Local and national government policies aimed towards achieving climate targets and improving uptake of active travel will also have an effect on travel trends in the coming years.

4. Evidence and Stakeholder Engagement

This section sets out the evidence that has informed the proposal to date, and includes:

- Literature review: information gathered from relevant studies and journals, providing evidence to illustrate how transport interventions can differentially impact on people with protected characteristics;
- Baseline context: population statistics related to protected characteristic groups in Glasgow, and data on the local context of their needs;
- Stakeholder engagement: feedback from stakeholder workshops highlighting particular issues or concerns faced by protected characteristic groups.

4.1 Literature Review

In recent years, researchers have developed new methods to measure how transport decisions affect different groups of society (Behbahani, Nazari, Kang, & Litman, 2019). Such decisions affect people's ability to access services and activities, and therefore their socio-economic opportunities and development. As such, it is crucial to incorporate social equity measures in transportation network planning.

Although transportation is increasingly framed as a social issue by researchers and policymakers, the social dimension is still largely marginalised in planning processes. Women, ethnic minorities, the LGBTQ+ community and persons living with disability are all less likely to have their needs met by a standard transport system; potentially corresponding to worse health, economic and social outcomes for these groups (Boisjoly and Yengoh, 2017). One reason for this is the dominance of the conventional planning approach which has traditionally focused on the technical and physical dimension of transportation (ibid.).

A literature review was undertaken to determine the potential impacts on protected characteristic groups that could occur as a result of specific needs, sensitivities or vulnerabilities related to their characteristic. The results of the literature review are presented in Table 4-1.

Table 4-1: Protected characteristic groups and potential differential effects

Protected Characteristic	Potential Differential Effect
Race/Ethnicity *Link references provided in the order of in-text citations. ucl.ac.uk povertyandcrime.pdf (civitas.org.uk) Ipsos MORI report (glasgow.gov.uk) Scottish household survey 2019: annual report - gov.scot (www.gov.scot) New dimensions of vulnerability to energy and transport poverty — University of Edinburgh Research Explorer Associations between air pollution and socioeconomic characteristics, ethnicity and age profile of neighbourhoods in England and the Netherlands - PubMed (nih.gov) Normal dot (Rev02 January 2009) (glasgow.gov.uk)	• The barrier presented by physical infrastructure can result in spatial segregation between BAME (Black Asian, Minority ethnic) communities which has the potential to re-enforce or exacerbate societal divisions. Similarly, evidence suggests ethnic minorities have less choice about where they live or which transport modes they choose, making this group increasingly vulnerable to severance impacts (Jones, Mindell, & Anciaes, 2015). • Evidence suggests that people from ethnic minority groups tend to live in low-income urban areas where the risk of assault is higher (Cuthbertson, 2018). • Minority ethnic respondents were more likely to say they had experienced a reduction in income and a lack of access to essentials. This impacts their travel choices and quality of life. (Glasgow Household Survey, 2021) • Discrimination rates are higher in urban areas, in 2019 minority ethnic adults were more likely to have experienced discrimination in the previous 12

Protected Characteristic	Potential Differential Effect
	months compared to white adults. (Scottish Household Survey, 2019). • Evidence suggests that BAME community members are often overrepresented within lower income groups and therefore have increased vulnerability to changes in transport fares (Simcock et al., 2020). • Research has found that ethnic minorities are more vulnerable to higher air pollution levels, with the main driver linked to urbanisation (Fecht et al., 2014). • Glasgow has a higher proportion of households from Asian ethnic groups and African households than Scotland. This higher population density means access to cultural facilities such as Asian and African supermarkets is vital for a high quality of life. Transport is the key factor affecting accessibility to these amenities. (Glasgow household survey, 2018).
Religion Department for Transport – GOV.UK (www.gov.uk) 2011 census table data: Scotland | Scotland's Census (scotlandscensus.gov.uk)	• Safety, and perceptions of safety, are important for people from particular religious or faith communities, for whom concern about hate crime is a particular issue. For religious people who have a marked religious identity through clothing there is an increased risk of harassment or discrimination (Department for Transport, 2020). • Members of religious faith groups are likely to access places of worship on a regular basis and therefore may be subject to a change in access to these locations. • There is evidence to suggest those who record their religion as Roman Catholic, Hindu, Muslim, Buddhist, No or Other religion have lower access to a car than average. These individuals will be more reliant on public and active modes of travel. (Scotland census, 2011) • Some religious traditions such as Shabbat, Eucharist and Ramadan require flexible access to religious communities and buildings across off-peak times. Catering to these religious tradition's accessibility is important for cultural flows throughout the community and sense of belonging.
Disability Road Safety Annual Report 2017 | ITF (itf-oecd.org) ucl.ac.uk Scottish household survey 2019: annual report - gov.scot (www.gov.scot)	• Members of communities with disabilities are much more likely to be dependent upon public transport than car use. This dependency means that any changes to local transport infrastructure could have a direct impact on their lifestyle and wellbeing (International Transport Forum, 2017). • A new railway line within a community could result in detours, delays and increased effort to use bridges and underpasses. Disabled people are

Protected Characteristic	Potential Differential Effect
https://www.transport.gov.scot/media/45098/transport-scotland-communications-corporate-publications-accessible-travel-annual-external-delivery-plan-2019-2020-120720191634.pdf Department for Transport – GOV.UK (www.gov.uk) Scottish household survey 2019: annual report - gov.scot (www.gov.scot) Small Business Survey reports Air quality in Europe - 2020 report — European Environment Agency (europa.eu)	particularly vulnerable to changes in journey time and accessibility of these pedestrian routes (Jones, Mindell, & Anciaes, 2015). • For adults with a long-standing illness or disability visits to outdoor spaces for leisure or recreation are low compared to non-disabled individuals. For individuals with a long-standing illness, recreational activities are vital in ensuring they feel a sense of belonging in their community, maintaining mental and physical health and community cohesion. (Scottish Household Survey, 2019) • For disabled individuals, using public transport poses many hinderances such as onboarding and offboarding the mode of transport, especially with additional equipment; oxygen tanks, wheelchairs, walking sticks etc. This can add stress and anxiety on to these transport users and limit accessibility to certain areas. (Scotland's Accessible Travel Framework. 2019) • Some disabled people are more vulnerable to stress and anxiety in crowded places, as fast-moving, dense crowds of people can reduce accessibility and make vulnerable passengers feel unsafe (Department for Transport, 2020). • Disabled adults are less likely to have a driving licence increasing their reliability on public transport for access and amenity. Also, disabled adults are more likely to use the bus. (Scottish Household Survey, 2019). • Disabled individuals are underrepresented in SMEs, access to employment opportunities through improved transport infrastructure is important to prevent income inequalities. (Small Business Survey Reports, 2020) • People with certain pre-existing health problems are also more sensitive to impacts from air pollution that may arise from construction and operation of transport infrastructure (European Environment Agency, 2020).
Age Seatbelt and Mobile Phone Usage Survey Scotland, 2017 (transport.gov.scot) Normal dot (Rev02 January 2009) (glasgow.gov.uk) Scottish household survey 2019: annual report - gov.scot (www.gov.scot) Road Safety Annual Report 2017 | ITF (itf-oecd.org)	• New infrastructure can divide communities and change the normal journey routes of some individuals. For children, a change in route might take them across dangerous road or rail crossing points, placing themselves at increased risk of an accident. Children are limited by their physical, cognitive and social development, making them more vulnerable to transport accidents (WHO, 2015). • Individuals within the ages of 30-59 were the least likely to wear a seatbelt out of all age groups. These individuals will benefit from improved road safety

Protected Characteristic	Potential Differential Effect
Future of Mobility - GOV.UK (www.gov.uk) SHFCA - Royal Colleges Report on Lifelong Impact of Air Pollution ucl.ac.uk Air quality in Europe - 2020 report — European Environment Agency (europa.eu)	measures and reduced congestion; lowering risks during private vehicle travel. (Seatbelt and Mobile Phone Usage Survey Scotland, 2017) • Younger people were more likely than older people to travel into the city centre both during the daytime and in the evening, relating this to age, older people are often more fearful and less likely to take risks. Safety infrastructure is important to prevent limitations on when elderly people use public transport as it could hinder access to healthcare and leisure facilities. (Glasgow Household Survey, 2018) • In regard to older individuals above the age of 60, travel decreases, and so they are more likely to use the bus than the national average usage rate. As people get older, they are more likely to drive to work for ease. Walking and Cycling frequency reduce with age. (Scottish Household Survey, 2019) • Elderly people are considered to have an increased dependency upon public transport and often place high importance on the availability of routes close to home. Changes to the accessibility of public transport is therefore likely to have differential impacts on elderly members of local communities (International Transport Forum, 2017). • For children and young people, access to reliable public transport can be critical for accessing education (Government Office of Science, 2019). • Children and young people spend a higher proportion of their time outdoors and breathe in air closer to the ground, where some pollutants reach peak concentrations, putting them at greater risk of exposure to ambient pollutants. During their early years, children's lungs, organs and brains are still developing making them increasingly vulnerable to air pollution (Royal College of Physicians, 2016). • Evidence suggests that older people have a lesser likelihood to be able to walk for long distances and therefore, introducing a physical barrier within their local community, could be a detriment to their journey times and ability to access community facilities (Jones, Mindell, & Anciaes, 2015). • Older people are also more sensitive to impacts from air pollution that may arise from construction and operation of transport infrastructure (European Environment Agency, 2020).
Sex	• Whilst gender differences in car use are declining, women are still less likely to be the main driver in the household (Scottish Household Survey, 2019)

Protected Characteristic	Potential Differential Effect
Scottish household survey 2019: annual report - gov.scot (www.gov.scot) Addressing Fear of Crime in Public Space: Gender Differences in Reaction to Safety Measures in Train Transit on JSTOR https://www.sustrans.org.uk/bike_life_glasgow_2018.pdf Active Scotland Outcomes: Indicator Equality Analysis Annual Survey of Hours and Earnings 2020	• Evidence suggests that women's susceptibility to sexual assault and frequent experiences of various forms of harassment can make them more vulnerable and perceive higher security risks (Nilay Yavuz, 2010). • Women are less likely to be in a cycling accident compared to men, so males will benefit from improvements in cycle infrastructure. Women cycle less due to intimidating traffic environments, reduced congestion and increase cycle paths will increase women using active travel. Active travel is a low-income mode beneficial for mental and physical health. (Glasgow Bike Life, 2018). • In regard to men, they are slightly more likely to travel in general and more likely to cycle to work. Men drive, walk and cycle more frequently compared to women. Men will benefit more from increased efficiency in travel times, potentially increasing leisure time, reducing additional costs such as parking etc (Active Scotland Outcomes, 2020) • Over the past 10 years, the gender pay gap for full-time employees decreased from 7% in 2011 to 4% in 2021. Accessibility to employment opportunities across Glasgow is vital to ensure women have the ability to access better salaries/ working conditions. (Annual Survey of Hours and Earnings, 2020)
Pregnancy and Maternity Department for Transport – GOV.UK (www.gov.uk) Change in active transportation and weight gain in pregnancy - PMC (nih.gov) Air pollution and pregnancy outcomes: What are the effects? (medicalnewstoday.com)	• Pregnant women and mothers with young children are also more likely to use public transport to access community and healthcare facilities, which plays an important role in supporting social inclusion for this group (Department for Transport, 2020). • The most frequent mode of transport used by pregnant women is private vehicle. Impacts to private vehicle use may limit access to key facilities such as healthcare. An increase in accessibility to green spaces for pregnant women was associated with increased birth weight and a decreased risk for low birth weight. (Skreden et al., 2016) • The accessibility and design of physical spaces may also affect the ability of parents with young children to navigate public transport freely, especially if using pushchairs (Department for Transport, 2020). • Pregnant women are sensitive to impacts from air pollution, with exposure having negative effects including the potential to disrupt a baby's development (Medical News Today, 2020).
Gender Reassignment	• Transgender and non-binary individuals feel unsafe safe on public transport, they are also more susceptible to harassment and hate crime. This can

Protected Characteristic	Potential Differential Effect
LGBTYS LiS e-use (lgbtyouth.org.uk)	impact mental health such as anxiety when using public and active modes of travel. These individuals may feel forced to hide/ modify their identities to avoid discrimination. (Life in Scotland for LGBT Young People, 2022)
Sexual Orientation Department for Transport – GOV.UK (www.gov.uk)	• These individuals are more likely to be subject to hate crimes and harassment and therefore feel unsafe within stations and on public transport (Department for Transport, 2020).
Deprivation Future of Mobility - GOV.UK (www.gov.uk) Scottish household survey 2019: annual report - gov.scot (www.gov.scot) Road Safety Annual Report 2017 | ITF (itf-oecd.org) Air quality in Europe - 2020 report — European Environment Agency (europa.eu) Scottish household survey 2019: annual report - gov.scot (www.gov.scot)	• Lower income households experience more financial burden when using public transport and are therefore more vulnerable to changes in costs (Government Office of Science, 2019). • Lower income households are less likely to have access to a car, therefore accessibility to public transport plays a significant role within the demand to reach key destinations for either work, education of healthcare (Scottish Household Survey, 2019). • Improved local transport infrastructure will directly benefit those living without a car as their accessibility to education, employment and essential service is dependent upon these public transport links (International Transport Forum, 2017). • People of a lower socio-economic status are more likely to live next to roads or industrial areas with higher baseline levels of air pollution than people living in affluent areas, and therefore are more exposed to changes in air quality (European Environment Agency, 2020). • Adults in the most deprived areas live further away from their nearest green or blue space. Low-income travel options for adults is important to maintain quality of life. (Scottish Household Survey, 2019).

4.2 Baseline Context

Table 4-2 Baseline evidence table

Resource	Protected Characteristic(s)	Relevant Information
Scottish Household Survey 2019 https://www2.gov.scot/Topics/Statistics/16002/LAtables2018 Scotland Household Survey 2020 Scottish Household Survey - 2020 Publication | National Performance Framework Community Planning Partnership Performance https://www.glasgowcpp.org.uk/index.aspx?articleid=15815 Glasgow Indicators Project Neighbourhood profiles | The Glasgow Indicators Project (understandingglasgow.com) 2011 Scotland Census 2011 census table data: Scotland | Scotland's Census (scotlandscensus.gov.uk) Scotland's National Centre of Languages	All	**Age/ Gender/ Family Status:** Glasgow has a relatively young population with a median age of 35, compared to 42 for Scotland. In Scotland, 58% of working-age men and 41% of working-age women were employed full time, compared to 52% of working-age men and 39% of working-age women in Glasgow. Employment rates for both females and males in Glasgow are lower, but the % difference is larger for males. (Scotland Census, 2011) **Disability:** In 2019, for adults with a long-standing illness or disability 43% visited the outdoors for leisure or recreation at least once a week, and 24% did not visit the outdoors at all. For individuals with a long-standing illness, recreational activities are vital in ensuring they feel a sense of belonging in their community as opposed to holding an outsider's perspective. Moreover, in 2019, adults with a long-term limiting physical/mental health condition were more likely to have experienced discrimination in the previous 12 months (12%) compared to adults without any health conditions (6%). (Scottish Household Survey, 2019) **Race/ Ethnicity:** Glasgow has a higher non-white population than Edinburgh which has implications for the provision of travel services to ensure they meet cultural needs and barriers are not an issue in accessing transport for various populations e.g., language. The need to break down information barriers is becoming vital, Data from the Summary Statistics for Schools in Scotland No 8 indicate 'the top 5 home languages in 2017, other than English, were Polish, Urdu, Scots, Punjabi, and Arabic. A total of 158 languages were spoken as the main home language by pupils in publicly funded schools in Scotland. 53,052 pupils were identified whose main home language was neither English, Gaelic, Scots, Doric nor Sign Language. The greatest number of these pupils attend schools in Glasgow. (Scotland's National Centre of Language, 2017).' Moreover, studies from the 2011 census revealed

Resource	Protected Characteristic(s)	Relevant Information
Statistics on languages in Scotland (scilt.org.uk) Summary statistics for schools in Scotland Summary statistics for schools in Scotland no. 8: 2017 edition - gov.scot (www.gov.scot)		that 37% of University of Glasgow students are from an ethnic minority background, with the majority not holding English as their first language. In 2011, 3% of the Glasgow population, 15,461 individuals, either didn't speak English at all or held very basic English-speaking knowledge, this language barrier can limit ease of public transport use. The 2011 Census showed that households where the Household Reference Person (HRP) was from a minority ethnic group were more likely to be in urban areas in Scotland. The vast majority of 'African' households in Scotland were in large urban areas (85%) compared to only 40% of all households. Discrimination rates are higher in urban areas, in 2019 minority ethnic adults were more likely to have experienced discrimination in the previous 12 months (19%) compared to white adults (7%). Minority ethnic adults were also more likely to have experienced harassment (17%) than adults from 'White' ethnic groups (6%). (Scottish Household Survey, 2019). **Deprivation, Socioeconomic Inequality:** Glasgow has more people living in a flat, maisonettes or apartment, double the proportion to Scotland as a whole. Thus, this makes access to recreational spaces more important to ensure quality of life isn't impacted. A study of '6,467 children show that having no access to a garden at age 3-5 years is linked to an increased risk developing obesity by age 7 years.'- (Schalkwijk, 2015). With a higher concentration of maisonettes and flats in the centre of Glasgow, where outdoor spaces are less common, public transport will be a key factor in improving accessibility to recreational spaces. (Scottish Household Survey, 2019). Glasgow has a higher proportion of people living in rented accommodation than Edinburgh and Scotland as a whole, with a particularly high proportion living in social rented accommodation. Moreover, over 40% of households in Glasgow are in the most deprived quintile from Scottish Index of Multiple Deprivation 2020 (SIMD). Glasgow has a higher-than-average proportion of households without access to a car compared to Scotland, at 46% (Scotland 29%). This rises to 71% of those households classified as social sector tenure compared to 25% of owner-occupied households. Almost 3/4 of households in Glasgow have no access to a bike, higher than the national average. (Scottish Household Survey, 2019). In 2019 adults from the 20% least deprived areas were more likely to have a 'very strong' sense of belonging to their community (37%) than adults living in the 20% most deprived areas (29%). Adults in the most deprived areas live further away from their nearest green or blue space.

Resource	Protected Characteristic(s)	Relevant Information
		Moreover, regarding 2019 statistics, 24% of adults earning £15,000 - £20,000 used the bus as their travel to work, compared to 6% of adults earning above £50,000. Part time employees (who typically have lower incomes than full time employees), were more likely to use the bus (11%) than full time employees (7%) in Scotland. Transport and Travel in Scotland 2020 also found that car access increased with household income, as did the number of cars available per household: 50% of households with an annual income up to £10,000 had access to 1+ cars, compared to 98% of households with an annual income of more than £50,000. Those on incomes over £50,000 were more likely to drive (78%) and less likely to walk (6%) or take the bus (6%) than those on incomes up to £20,000 (53%, 20% and 17% respectively). (Scottish Household Survey, 2019). **Religious Belief:** Religion is a key protected characteristic, in Glasgow there is a higher proportion of adults in Glasgow stating their religion as Roman Catholic, and Other Religion, compared to Scotland as a whole. There is evidence to suggest those who record their religion as Roman Catholic, Hindu, Muslim, Buddhist, No or Other religion have lower access to a car than average. Glasgow has a 4% higher Muslim population compared to the Scotland Average. (Scotland census, 2011) **Sexual Orientation and Transgender:** In 2019, in Scotland adults who identified themselves as 'gay, lesbian or bisexual' were more likely to have experienced discrimination in the previous 12 months (22%) compared to only 7% of heterosexual or straight adults. LGBTQ+ adults were also more likely to have experienced harassment (16%) than heterosexual or straight adults (6%). (Scottish Household Survey, 2019).
National Records Scotland https://www.nrscotland.gov.uk/statistics-and-data/statistics/statistics-by-theme/population/population-estimates/mid-year-population-estimates/mid-2018	Age	Looking at age demographics, Glasgow has a relatively young population, and the youngest of the 4 largest city-based local authorities in Scotland. Children, 0–15-year-olds account for 17% of Glasgow's population. Working Age Population,16–66-year-olds, account for 72% of Glasgow's population. Pensioners, 66+, account for 12% of Glasgow's population.

Resource	Protected Characteristic(s)	Relevant Information
		The median age of 35 relates to the reduction in birth rate since 2009. Even though there is predicted future growth in the older population of Glasgow, the projected growth percentage is the smallest for over 75s between 2016-2026 in Scotland. Moreover, together with Edinburgh, Glasgow has 70% of the population at working age- the highest concentration in Scotland. Conversely, Glasgow has the lowest percentage population concentration at the pensionable age compared to Scotland Average.
Scotland's Accessible Travel Framework https://www.transport.gov.scot/media/45098/transport-scotland-communications-corporate-publications-accessible-travel-annual-external-delivery-plan-2019-2020-120720191634.pdf	Disability	As a protected characteristic, disability faces many challenges within the travel industry. The last census showed that almost 1 in 5 people in Scotland had a long-term health problem or disability. Scotland's Accessible Travel Framework state the following data from 2013-14: ▪ 55% of disabled people surveyed said they hadn't used bus services in the last month, compared to 57% of the Scottish population not using such services in the last month. ▪ people in Scotland with a limiting health condition are less likely to have walked or cycled in the previous week than non-disabled people. For example, people with a limiting health condition were 20% less likely to have walked for transport at any time in the previous week. ▪ Approximately 1 in 10 disabled people in the UK had difficulties getting to a rail, bus or coach station or stop and a similar proportion had difficulties getting on or off these forms of transport. 9% had difficulties crossing roads or using pavements. ▪ 48% of all adults visited the outdoors 1+ times per week for leisure or recreation compared to only 36% of adults with a long-term health condition or illness. ▪ 33% of wheelchair users, 19% of hearing-impaired passengers and 15% of mobility impaired passengers reported increased trip making following the improvements.
Transport and poverty in Scotland: report of the Poverty and Inequality commission 2019 https://povertyinequality.scot/wp-content/uploads/2019/06/Transport-and-Poverty-in-Scotland-Report-of-the-Poverty-and-Inequality-Commission.pdf	Deprivation	In relation to deprivation and transport, transport matters in relation to poverty because of its potential impact on income, household expenditure and mitigating the impact of poverty. The modes of transport that people use are influenced by their income, for example, people in lower income households are more likely to take the bus, while people in higher income households are more likely to drive or take the train. Moreover, the cost of travel can often exacerbate poverty cycles or create a positive feedback loop of deprivation.

Resource	Protected Characteristic(s)	Relevant Information
Glasgow Bike Life 2018 https://www.sustrans.org.uk/media/2945/bike_life_glasgow_2018.pdf Why don't more women cycle? | Cycling UK	Age, Gender, Race/Ethnicity	In terms of age, gender, race and ethnicity, in Glasgow, black and minority ethnic communities, women and people 55+ are underrepresented when it comes to riding a bike. From survey work for Bike Life- 68% of people cycling in Glasgow were men and 92% white. 50% of "bike riders" were under 34 years of age. Even though the department of transport states that Women are less likely to be in a cycling accident compared to men, women cycle less due to intimidating traffic environment (48%), women's other big concerns were age (17%) and lack of fitness (8%).
Glasgow Household Survey 2019 https://www.glasgow.gov.uk/CHttpHandler.ashx?id=46672&p= Glasgow Household Survey 2018 Normal dot (Rev02 January 2009) (glasgow.gov.uk) Glasgow Household Survey 2021 *Remanence of Covid-19 impacts Ipsos MORI report (glasgow.gov.uk)	Age, Deprivation, Race/ Ethnicity	**Data from Glasgow Household Survey (2021):** • The most used services in the last 12 months were parks (84% had used these in the last year), recycling centres (61%), children's play parks (35%), sports and leisure centres (32%). • **Disability:** Those with a long-term illness, health problem or disability in the household were more likely than those without to have felt worried or stressed (69% vs 61%), lonely (47% vs 35%), unsafe in the community (32% vs 16%), lacked access to essentials (20% vs 8%), and unsafe at home (10% vs 3%). • **Employment:** Those who were not working were more likely to say their household had felt worried or stressed (81% vs 63% of those in work), lonely (58% vs 34% overall), and had a lack of access to essentials (18% vs 11%). • **Gender:** Women were more likely than men to say they had felt worried or stressed (72% compared to 56%), lonely (42% vs 36%) and unsafe in the community (26% vs 17%). • **Age:** Younger people (16-24 years old) were more likely than older (55+) to say their household had experienced losing a job (28% vs 8%) and feeling worried or stressed (79% vs 47%). • **Race/ Ethnicity**: Minority ethnic respondents were more likely to say they had experienced a reduction in income (49% compared to 33% of white respondents) and a lack of access to essentials (23% vs 12%).

Resource	Protected Characteristic(s)	Relevant Information
		• 16% of survey respondents were dissatisfied with street lighting, 14% dissatisfied with local community services, 47% not comfortable in current environment to use public transport, 24% will travel by car more frequently, 45% will visit the city centre less frequently, 47% will shop locally more frequently. **Data from the Glasgow Household Survey (2019):** • **Deprivation***:* people in lower income groupings are more likely to say they did not have access to the internet, which hinders accessibility and flows of information. • **Race/ Ethnicity:** Incidences of hate crime and harassment on public transport appears to have increased, up to 8% in 2019 compared to 6% in 2015 and 2% in 2017. Individuals from Black, Ethnic Minority Communities more likely to have suffered from harassment and worry about hate crime. • In terms of top transport improvements people would like to see in their neighbourhood, better road maintenance was top followed by better pavement maintenance, then more/better public transport. **Data from the Glasgow Household Survey (2018) revealed:** • **Deprivation:** A higher proportion of those without a car say they had had been unable to apply for, or accept, a job whilst living in Glasgow because it would have been difficult to get to or from the place the job was based. Top factors in this issue relates to public transport not being adequate • **Age:** 1 in 10 people in the survey said they never travelled to the city centre during the day, with 39% saying they never travelled to the city centre in the evening. Younger people were more likely than older people to travel into the city centre both during the daytime and in the evening, relating this to age, older people are often more fearful and less likely to take risks.

Resource	Protected Characteristic(s)	Relevant Information
		• Around half of all respondents who travelled into the city centre at least once a month said they regularly did so by bus (51%), while around a third said they did so by train (34%) and a quarter said they drove (23%). • 1 in 5 (20%) said they regularly walked into the city centre, while just 6% said they cycled. The single mode of transport respondents used most often was bus (39%), followed by train (22%) and driving (14%).) • Improved cleanliness was the single biggest priority improvement to local areas, followed by better pavement maintenance. Residents in northwest more likely to say they wanted better public transport as a local area improvement.
Equality Evidence Finder: Scottish Surveys Core Questions 2019 Regional Employment Patterns in Scotland: Statistics from the Annual Population Survey 2019 Analysis of Equality Results from the 2011 Census: Part 1 Children's Social Work Statistics Scotland 2019/2020 Scottish Household Survey 2019 Small Business Survey reports	All	**Gender: Data relevant to transport** Women use buses more frequently and are less likely to have access to a driver's licence than men (64% of women in 2018 v 76% men). In 2020, 80% of men aged 17+ had a full driver's licence in Scotland, compared to 72% of women aged 17+, implying women are less likely to drive and more likely to seek alternative transportation. There is a higher proportion of single parent households in Glasgow compared to Scotland as a whole. Parents have additional space needs in relation to taking buggies on buses, plus the journey patterns of parents can be more complex and not well served by traditional hub and spoke bus service patterns (as per the 2019 Transport and Poverty in Scotland report). Women can also suffer more from isolated bus stops, due to concerns over personal safety- this is a transposed issue for LGBTQ+ individuals and ethnic minorities. In regard to men, they are slightly more likely to travel in general and more likely to cycle to work. Men drive, walk and cycle more frequently compared to women; as evidenced previously by cycling UK. (Active Scotland Outcomes, 2020) **Race/ Ethnicity: Data relevant to transport** • Ethnic groups most likely to have access to a car or van at the time were White: Other British and Pakistani. Pakistani households were the most likely to have access to 3+ cars or vans.

Resource	Protected Characteristic(s)	Relevant Information
Active Scotland Outcomes: Indicator Equality Analysis Summary Statistics for Attainment and Initial Leaver Destinations, No.3: 2021 Edition Hate Crime in Scotland – the current context – Scottish Community Safety Network safercommunitiesscotland.org 2001Census19Dec03 (Page 2) (glasgow.gov.uk) Young Car Drivers road safety factsheet 2016 Young car drivers road safety factsheets 2016 (publishing.service.gov.uk)		• White Scottish people least likely to walk or cycle for transport. White Scottish and White other British people least likely to use the bus (compared to other ethnic groups). Asian people are least likely to drive and some Asian groups in Glasgow are more likely to have access to a car whilst Asian-Chinese are less likely to. • Glasgow has a higher proportion of households from Asian ethnic groups and African households than Scotland. • White Polish (82%), and Other White (not Scottish, British) (83%) people had walked most frequently as a means of transport in the previous week. Least likely to walk were White Scottish people (67%). Other White people were most likely to have cycled (12%), compared to just 5% for White Scottish and Asian, Asian Scottish or Asian British people. • White Scottish and White other British people least likely to use the bus. People from other ethnic groups (not White or Asian) are most likely to have taken a bus. (Active Scotland Outcomes, 2020) According to 2001 and 2011 census data, in an ethnic group data analysis, wards home to a population of 5%+ ethnic minority citizens are mainly central around the river Clyde such as: Woodlands, Kelvingrove, Merchant city, Anderston, Ibrox, Kingston Pollokshields East etc. **Disability: Data relevant to transport** Disabled adults are less likely to have a driving licence increasing their reliability on public transport for access and amenity, even more so as 8% of adults in Scotland struggle to walk. Also, disabled adults are more likely to use the bus, for example, over 1/3 of bus journeys are by concessionary pass holders (Scotland). 99% of Scotland buses are accessible. Physical infrastructure can impede movement by those with sensory impairments and design must take this into account e.g., dropped kerbs, tactile. Paying attention to visual, aural and tactile alerts at signalised road crossings is vital. Issues around the use of guide dogs (infrastructure cues) and certainty over who has priority in shared space can be of concern to users in this category. (Scottish Household survey, 2019)

Resource	Protected Characteristic(s)	Relevant Information
		Additional to the Equality Evidence Finder, the Scottish Community Safety Network statistical evidence states: • Disabled adults are less likely to have a driver's licence relative to non-disabled adults (62% of disabled adults had a licence in 2020 compared to 80% of non-disabled adults). • Using the bus was the second most common form of travel for disabled adults after having a driver. • On average, disabled adults make less journeys per day (1) relative to not disabled adults (1.4). • 13% of disabled people used the bus to travel to work, compared to 11% of non-disabled people. **Age: Data relevant to transport** In regard to older individuals above the age of 60, travel decreases, and so they are more likely to use the bus than the national average usage rate. As people get older, they are more likely to drive to work for ease. Walking and Cycling frequency reduce with age. Conversely, in regard to the younger generation, below 21, the accident rate is higher for younger drivers. Younger people are more likely to use the train and bus than average. They are more likely to walk to work or travel by bus to work compared to older workers. Overall, data shows that younger people drive less because young people are less likely to have access to a car or a licence and more likely to rely on buses. Over half of journeys to school in Scotland are by active travel. Even if school children have access to school transport. Transport is a well-known barrier to accessing further education, training and jobs. (Young car drivers, 2016) (SHS, 2019) **Education:** Since transport is a well-known barrier to accessing further education, training and jobs, the following educational statistics from the equality evidence finder - (Summary statistics for attainment and Initial leavers, 2021) (Children's social work statistics, 2019) - are relevant in indicating significance of public transport accessibility for the younger generation in Glasgow:

Resource	Protected Characteristic(s)	Relevant Information
		• In 2019/20, 92% of school leavers in the most deprived areas achieved 1+ passes at SCQF Level 4 or better, compared to 99% of school leavers in the least deprived areas. • In 2020/21, 16-year-olds had the highest participation rate in education of 99% compared to 19-year-olds who had the lowest participation rate of 85% • School leavers with additional support needs in 2019/20, continued to have lower attainment, with 91% of pupils with an additional support need achieving 1+ passes at SCQF Level 4 or better compared to 99% for those with no additional support needs • In 2020/21, 95% of young people (aged 16-19) from minority ethnic groups were participating in education, employment or training, compared to 92% of those from non-minority (white) ethnic groups. The participation rate for minority ethnic groups has increased from 93% in 2015/16 to a record high in 2020/21. • In 2019/20 female school leavers had the highest levels of attainment with 97% achieving 1+ passes at SCQF Level 4 or better, compared to 95% for male school leavers.
Equality Evidence Finder: Small Business Survey reports Annual Survey of Hours and Earnings 2020	Fair Work and Business: Age, Disability, Race and Gender	*The following statistics are taken from the Annual survey of Hours and Earnings 2020 and the Small Business Survey Reports in Scotland:* **Age***:* 40% of employees aged 18-24 earned less than the living wage (£9.00 per hour) in 2021. This compares to much lower proportions (less than 20%) amongst the other, older age groups. (Annual Survey of Hours and Earnings, 2020) **Disability:** In 2014, 9% of small to medium-sized employing sole traders in Scotland had a disability. This figure has decreased by 2% since 2012. (Small Business Survey Reports, 2020) **Race/ Ethnicity***:* In 2020, 2% of small to medium-sized enterprise (SME) employers in Scotland were run by a member, or mostly by members, of a minority ethnic group. The proportion of SME employers in Scotland that were run by a member, or mostly by members, of a minority ethnic group in 2020 was lower than in 2019 (4%). (Small Business Survey Reports, 2020)

Resource	Protected Characteristic(s)	Relevant Information
		Gender: Over the past year, for full-time employees (excluding overtime) the gender pay gap increased from 3% to 4% in 2021. Over the past 10 years, the gender pay gap for full-time employees decreased from 7% in 2011 to 4% in 2021(Annual Survey of Hours and Earnings, 2020)
Life in Scotland for LGBT Young People 2022 LGBTYS LiS e-use (lgbtyouth.org.uk)	Sexual Orientation, Transgender	In regard to the protected characteristics of sexual orientation and transgender, In 2022, 40% of transgender individuals felt safe on public transport and 38% of non- binary individuals felt safe on public transport. For individuals who identify as male or female this was higher at 53%. Moreover, 49% of transgender individuals experienced a hate crime in 2022 compared to 26% of cisgender individuals.
Scottish Household Survey 2020 Scottish Household Survey 2020 *2020 is the latest SHS, conducted in social distancing environments, the data included within the 2020 SHS doesn't display the same data as the 2019 SHS.	All	**Disability:** In 2020, 64% of adults with a disability participated in physical activity compared to 93% of adults with no disability. Walking was the most common activity among disabled adults, with 61% having done this for recreational purposes for at least 30 minutes in the last 4 weeks. 36% of adults with a disability did not participate in any physical activity. In 2020, Disabled adults were more likely to have experienced discrimination (11%) and harassment (7%) than non-disabled adults (5% and 4%, respectively). Only 32% of adults with a disability had attended a cultural event or place of culture, compared to 48% of non-disabled adults **Deprivation:** In 2020, In the 20% least deprived areas in Scotland, 81% rated their neighbourhood as a very good place to live, whereas only 31% did so in the 20% most deprived areas. Additionally, 71% of adults in the 20% least deprived areas agreed that there are places in their neighbourhood where people can meet up and socialise, compared to 55% of adults in the 20% most deprived areas. In 2020, Only 87% of households in the 20% most deprived areas had access to the internet whereas almost all households (99%) in the 20% least deprived areas had access to the internet.

Resource	Protected Characteristic(s)	Relevant Information
		Moreover, 36% of adults living in the 20% most deprived areas had attended a cultural event or place of culture, including the cinema, compared to 53% of adults living in the 20% least deprived areas **Age:** Attendance at cultural events or places of culture also varied by age 55% of adults aged 16 to 24 had attended a cultural event or place of culture, including the cinema, compared to 23% of adults aged 75 or over
Children in low-income families Children in low income families: local area statistics, 2021 (gov.uk)	Age and Deprivation	Glasgow is the local authority in Scotland with the highest proportion of children aged under 16 in low-income families for both Relative and Absolute measures at 25% and 20% respectively.
Scotland's Gender Equality Index Scotland's Gender Equality Index 2020 (data.gov.scot) A fairer Scotland for women A fairer Scotland for women: gender pay gap action plan - gov.scot (www.gov.scot)	Gender	In 2020 the gender equality score for the work domain in Scotland is 76 (where a score of 100 represents full equality). However, there was variation in the gender equality scores for the 3 sub-domains: The participation sub-domain has a score of 70 The quality sub-domain has a score of 90 The segregation sub-domain has a score of 68 In Scotland's Gender Equality Index, the indicators included in the sub-domain of segregation are Horizontal Segregation (Care), Horizontal Segregation (STEM) and Vertical Segregation.
Scotland Census 2011, Equality analysis part 2 Introduction - Census 2011 equality results: analysis, part two - gov.scot (www.gov.scot)	All	**Race/ Ethnicity:** • The source shows that the majority of people in employment drove to work (56%). All of the other modes of transport were much less common with only 1/10th of people using the bus and a similar proportion walking. A further 1/10th worked mainly at or from home. • Only the 'White: Scottish' group had a higher-than-average proportion of people who drove to work (58%). People who recorded an 'African' ethnicity were the least likely to drive to work (31%); this group were most likely to take the bus (31%). • The 'Bangladeshi' group were the group most likely to work mainly at or from home (27%).

Resource	Protected Characteristic(s)	Relevant Information
		• The majority (60%) of people travelled less than 10km to their place of work, including those who worked at home. Around a fifth (22%) of people travelled between 10km and 29km and 7% travelled 30km or more. • People who recorded an 'Indian' ethnicity were most likely to travel shorter distances, of less than 10km, to work (71%). • The most common method of travel to place of study was on foot (39%). 21% of people travelled to their place of study by car (mainly as passengers) and a further 21% travelled by bus. 12% of people studied at home. • The 'Pakistani' group had the highest proportion of people who studied mainly at or from home (28%). People who recorded a 'White: Other White' ethnicity were the group most likely to walk (45%). People who recorded an 'African' ethnicity were the most likely to take the bus to their place of study (29%). **Religion:** • Only those who recorded as 'Church of Scotland' had a higher-than-average proportion of people who drove to work (60%). Hindus were the least likely to drive to work (37%). Hindus were also the group most likely to take the bus to work (22%). Buddhists were the group most likely to work mainly at or from home (17%). • The 'Church of Scotland' and 'Roman Catholic' groups showed similar profiles with around half of people travelling to their place of study by car, train or bus. Those recording 'No Religion' were more likely to walk. • Hindus were the most likely to travel shorter distances of less than 10km (72%) and those who recorded as 'Other Christian' were more likely to travel longer distances of 10km or over. **Disability:** • People who were 'limited a lot' by a long-term health problem or disability were the least likely to drive to work (51%) and were most likely to work mainly at or from home (15%).

Resource	Protected Characteristic(s)	Relevant Information
		• Female BSL users were less likely to drive to work (49%) compared to male BSL users (53%) but were more likely to walk to work than males (11% and 8%, respectively). • Female BSL users were slightly more likely to use the train or bus (28%) than males (25%) to travel to their place of study.
Scottish Transport Statistics 2021, Statistical Overview Statistics | Transport Scotland Seatbelt and Mobile Phone Usage Survey Scotland, 2017 Seatbelt and Mobile Phone Usage Survey Scotland, 2017 (transport.gov.scot)		**Casualties by mode of transport:** • In 2021 there were 2,862 car users reported injured in road accidents; over half of all road casualties (57%: 2,862 out of 5,023) and a 3% increase on 2020. • There were 758 pedestrian casualties recorded in 2021 • Pedal cycle casualty numbers in 2021 decreased by 18%. There were 500 pedal cyclist casualties recorded in 2021 • Motorcycle casualties increased by 8% in 2021. 450 motorcycle casualties were reported • A total of 78 bus and coach users were reported injured (a decrease of 8% on 2020) • Together, all other modes of transport accounted for 7% of casualties in 2021 **Casualties by type of road:** • In 2021, non-built-up roads accounted for over two-fifths of the total number of reported casualties (44%: 2,204 out of 5,023). However, they accounted for over two thirds of those killed (69%: 96 out of 139) and over two fifths of the total number of seriously injured (46%: 739 out of 1,596). This will be at least in part due to the higher average speed on non-built-up roads, and also because these roads make up two thirds of Scotland's road network. • Compared with the 2014-18 average, total casualties on non-built-up roads have reduced by 46% and built-up roads by 54%

Resource	Protected Characteristic(s)	Relevant Information
		According to Seatbelt and Mobile Phone Usage Survey Scotland, 2017, individuals within the ages of 30-59 were the least likely to wear a seatbelt out of all age groups. Mobile phone use has increased overall. In 2017, 2% of all drivers were observed using a mobile phone at moving sites and 3% at stationary sites, compared to 2% and 2% respectively in 2014
Scottish Transport Statistics 2021, Chapter 01 Chapter 01 - Road Transport Vehicles | Transport Scotland	All	• There were 3.04 million vehicles licensed for use on the roads in Scotland in 2020 (the highest number on record), of which 83% were cars. Over 76% of the adult population (17+) held a full driving licence in 2020. • 81% of households had access to 1+ cars or vans in 2020; over 36% of households had access to 2+ cars or vans. Glasgow has the lowest car ownership in Scotland at 374 per 1,000 people aged 17+. • **Disability**: 7,745 taxis and 10,566 private hire cars licensed in Scotland, of the 7,745 licensed taxis, 3,288 (42%) are wheelchair accessible
Scottish Transport Statistics 2021, Chapter 02 Chapter 02 - Bus and Coach travel | Transport Scotland	All	The Scottish Household Survey travel diary shows 42% of those who used the bus the previous day lived in large urban areas compared to 3% of users living in accessible rural areas. The distance covered by local bus services (expressed in terms of 'vehicle kilometres') can be seen as a measure of bus service provision. Although this dropped in 2020 by 24%, this was a much smaller drop than the decrease in passenger numbers (65%).
Scottish Transport Statistics 2021, Chapter 05 Chapter 05 - Road Traffic | Transport Scotland	All	• 38 billion vehicle km were driven in 2020, a 22% drop compared with 2019. • 38% of the distance travelled on the road network is on trunk roads, which account for only 7% of the road network. • 5% of driver journeys were delayed by congestion in 2020. • Cars account for 72% of the total volume of traffic on the roads (i.e. of the total for major roads and minor roads combined), light goods vehicles for 19% and heavy goods vehicles for

Resource	Protected Characteristic(s)	Relevant Information
		6%. Pedal cycle traffic increased by 64% in 2020. However, pedal cycles still account for less than 2% of estimated traffic volume. • 13%of motorway traffic was within the Glasgow, whereas Highland had the highest volume (12%) of trunk A road traffic. The 5 local authorities with the highest traffic volumes (Glasgow, North Lanarkshire, Edinburgh, Fife and Aberdeenshire) account for 26% of all traffic on Scotland's roads. • Weekday journeys were most likely to suffer congestion delays between 7 and 9 am and 4 and 6 pm (24-26% and 24-27% respectively).
Scottish Transport Statistics 2021, Chapter 07 Chapter 07 - Rail | Transport Scotland	All	In 2020-21, Glasgow Central was the busiest national rail station in Scotland, with 5 million passenger journeys. On the Glasgow Subway, due to the Covid 19 pandemic the number of passenger journeys decreased by 80% between 2019-20 and 2020-21.
Scottish Transport Statistics 2021, Chapter 11 Chapter 11 - Personal and Cross modal | Transport Scotland	All	• 55% of people had travelled the previous day when asked as part of the 2020 Scottish Household Survey. • Of the 153 million public transport journeys made in 2020, 83% were by bus, 9% were journeys by rail, air accounts for 5% and ferries 3%. • 24% of journeys to work and 72% of journeys to school are by public and active travel. • As in previous years, the car was the most popular mode of transport for journeys made in 2020, with 51% of journeys made as a car driver. 7% of journeys were made as a car passenger. Bus travel accounted for 3% and rail travel for 0.1%. Over a third of journeys were by walking (37%) and cycling accounted for 2% of all journeys. 3% of journeys were multi-stage, involving a change in mode of transport. • 9% of adults used the bus at least once per week in 2020, with 14% using a bus in the past month.

Resource	Protected Characteristic(s)	Relevant Information
		• In 2020, both shopping (30%) and going for a walk (25%) were the most frequent journey purposes, followed by commuting (17%). • The average (median) journey distance in 2020 was 2.8 km. **Deprivation:** Where no cars were available in the adult's household there was a higher proportion of journeys by foot: 73%, compared to 35% where 1 car was available and 30% where there were with 2+ cars. The proportion of trips by bus was also considerably higher for adults in households with no car: 11%, compared to 1% for those in households with 1 car or at least 2. **Deprivation/ Age:** Overall, the SHS found that the majority (73%) of employed adults who did not work from home travelled to work by car or van (as either the driver or as a passenger) in 2020. This percentage tended to increase with age (16-20: 58%, Over 40: around 68% to 78%), type of employment (72% of those who work part-time, compared to 74% for full-time) and annual net household income (rising to 82% of those in the £50,000+ band). **Age/ Education:** In 2020, 48% of children in full-time education at school usually walked to school, 21% usually went by bus, 26% by car or van, 2% cycled. 58% of primary school age pupils (those aged up to 11) usually walked to school compared with only 38% of those of secondary school age (those aged 12 and over); 30% of primary pupils went by car or van compared with only 23% of secondary pupils; and only 1% of primary pupils usually travelled by bus compared with 7% of those of secondary age.
A valuation of road accidents and casualties in Great Britain: Methodology note A valuation of road accidents and casualties in Great Britain: Methodology note (publishing.service.gov.uk) TAG Unit A4.1 - Social-impact-appraisal_Nov 2022_Accessible_v1.0 (publishing.service.gov.uk)	All	Economically, reducing transport casualties will reduce costs. Total cost (Lost Output + Human Costs + Medical and Ambulance Costs, according to Department for Transport valuations) per casualty are: £1,703,823 for fatal accidents, £191,463 for serious accidents and £14,760 for slight accidents.

Resource	Protected Characteristic(s)	Relevant Information
Transportation usage by pregnant women and green space usage. Change in active transportation and weight gain in pregnancy - PMC (nih.gov) Green space and early childhood development: a systematic review - PubMed (nih.gov)	Pregnant Women	The most frequent mode of transport used by pregnant women is private vehicle, 66%. 10% of pregnant women walked, 8% cycled and 15% used public transportation. 'Women continuing an active mode of transportation to work or school from pre-pregnancy to early pregnancy will have a lower gestational weight gain (GWG) than those who change to a less active mode of transportation.' An increase in accessibility to green spaces for pregnant women was associated with increased birth weight and a decreased risk for low birth weight.
Social Mobility for Young Muslims in the UK Young Muslims in the UK face enormous social mobility barriers (gov.uk)	Religion	In the UK, of people aged 16 to 74 years, only 20% of the Muslim population is in full-time employment, compared to more than 1 in 3, 35%, of the overall population. '18% of Muslim women aged 16 to 74 recorded as "looking after home and family" compared with 6% in the overall population.' 'Only 6% of Muslims are in 'higher managerial, administrative and professional occupations' compared to 10% of the overall population. They also have slightly lower levels of qualifications, with approximately a quarter of Muslims over the age of 16 having 'level 4 and above'.'
Jewish people in Scotland census data 15iv_census.pdf (scojec.org)	Religion	In Scotland the population of Jewish individuals has fallen by 9%, from 6,448 in 2001 to 5,887 in 2011. This is due to the high death rate from the age structure of the population; only 10% under 16 compared to 17% in Scotland as a whole and 25% over 65 compared to 17% in all Scotland.
Childcare costs Family and childcare trust survey 2022	All	Cost per week of part time nursery childcare (25 hours) for two year olds in Scotland is £106.62. Since 2021, this has increased by 2.1%. Full time (50 hours) is £206.85. A childminder is more expensive at £235 per week. Since August 2021, all three- and four-year-olds in Scotland have been able to access 1140 hours of funded childcare per year which has greatly reduced costs for families. This equates to 30 hours a week during term-time, or about 22 hours if spread across the year. For a full-time place in a nursery (50 hours a week) in Scotland, families are paying on average £85.03 per week. In 2020, this was £145.70 per week.

Resource	Protected Characteristic(s)	Relevant Information
The number of taxis within Glasgow Glasgow City Council to limit number of new taxis and cabs - BBC News	All	In 2019, there were 1,420 taxis and almost 3,900 licensed private cabs. 'Glasgow believes it is the first Scottish council to set upper and lower limits for the number of black cabs and licensed private hire vehicles. In Glasgow, all licensed taxis are black Hackney vehicles.'
LGBT in Scotland - Hate Crime and Discrimination Stonewall Scotland, Hate Crime - final.cdr	Sexual Orientation	1 in 5 LGBT people (20%) have experienced a hate crime or incident due to their sexual orientation and/or gender identity in the last 12 months. Almost half of trans people (48%) have experienced a hate crime or incident because of their gender identity in the last 12 months More than 4 in 5 LGBT people (87%) who experience a hate crime or incident did not report the incident to the police. 1 in 8 LGBT people (13%) who visited a café, restaurant, bar or nightclub in the last 12 months have been discriminated against based on their sexual orientation and/or gender identity.
Scottish Church Census 2016 The Fourth Scottish Church Census 2016.pdf (dropbox.com)	Religion, Age	In 2017, 42% of church goers were 65 and over, and 7.2% of Scotland's population regularly attended church, down from 17% in 1984. Moreover, the number of congregations dropped from 4,100 in 1984 to 3,700 in 2016. This means that church attendance has fallen along with an ageing population within the Church communities.

Table 4-3 below displays figures on the protected characteristics, comparing the Glasgow Average and Scotland Average to identify disproportionate effects.

Table 4-3 Protected group data table and disproportionate effects

Protected Characteristic Group	Sub-Group	Total number of people in Glasgow	Glasgow Average (%)	Scotland Average (%)	Comparison to Scottish average (In Line = +/- 3%)	Potential disproportionate effects
Age	0-19	124,394	19.6	20.8	In Line	Whilst the 0-19 age group and 85+ (Upper most and Lower most Quartiles) represent similar concentrations between the Scottish Average and Glasgow Average, this trend isn't reciprocated in the other categories. The Glasgow Average for 20–39-year-olds is substantially higher than the Scotland average by 10.6%. This % difference between Scotland and Glasgow is the widest in this sub-category. Conversely, the Glasgow Average for both 40–64-year-olds and 65-84- year-olds is lower compared to the Scotland Average by 3.5% and 5.3%.
	20-39	234,811	37.0	26.4	Higher	
	40-64	189,321	29.8	33.3	Lower	
	65-84	75,460	11.9	17.2	Lower	
	85 and over	11,144	1.8	2.4	In Line	
Disability (Including long-term health problems)	Limited a lot	81,296.6	12.8	9.6	Higher	Regarding individuals with no limiting illness, the Scotland Average is higher than Glasgow Average by 3.1%, just over the in-line threshold. Thus, Glasgow has a higher % of the population experiencing a limiting condition. Both areas demonstrate similar trends in the 'limited a little' category with only a deviation of 0.2% however, the Glasgow Average for 'Limited a lot' is 3.2% higher than the Scotland Average. This indicates that Glasgow needs to be more proactive with addressing disability concerns compared to the rest of Scotland as individuals are facing more limitations overall.
	Limited a little	62,877.9	9.9	10.1	In Line	
	Not Limited	490,955.5	77.3	80.4	Lower	
Gender	Female	322,752	50.8	51.2	In Line	The Glasgow Average for Female population is slightly lower than the Scotland Average. Whereas the Glasgow Average for Male population is slightly higher than the Scotland Average.
	Male	312,378	49.2	48.8	In Line	
Civil Status	Single	291,877	49.2	35.4	Higher	Whilst the sub- categories of Divorced, Widowed and Separated show strong similarities in data between the Glasgow and Scotland Average, there is a high range between the single and Married sub- categories. Single individuals are 13.8% higher in concentration when comparing the Glasgow Average to the Scotland Average. Conversely, Married individuals are 14.4% lower in concentration when comparing the Glasgow Average to the Scotland Average.
	Married	183,906	31	45.4	Lower	
	Divorced	48,646	8.2	8.2	In Line	
	Widowed	45,087	7.6	7.8	In Line	
	Separated	23,137	3.9	3.2	In Line	
Family Status	Families Without Children	68,223	11.5	18.4	Lower	

Protected Characteristic Group	Sub-Group	Total number of people in Glasgow	Glasgow Average (%)	Scotland Average (%)	Comparison to Scottish average (In Line = +/- 3%)	Potential disproportionate effects
	Couples With Children	17,204	2.9	3.7	In Line	The Family Status comparing Glasgow Average and Scotland Average shows a large disparity in the Families without Children sub-group. 6.9% more households across Scotland compared to the Glasgow Average are Families without children. Both the Couples with Children and Single Parent Families Sub-Categories highlight similar concentrations between the Scotland and Glasgow Average.
	Single Parent Families	55,172	9.3	7.2	In Line	
Race/ Ethnicity	White Scottish	466,290.6	77.2	84	Lower	Overall, racial diversity between the Glasgow Average and Scotland Average displays several disparities. Both White Scottish and White British concentrations are lower in Glasgow compared to Scotland, by 6.8% and 3.8%. Other white, including Polish and Irish, display similar concentrations. The largest disparity is shown with the Asian, Asian Scottish and Asian British Sub- Category, with the Glasgow Average being 5.4% higher compared to the Scotland Average. The Other category included Black and Ethnic Minority individuals, of which were 2.2% higher in representation in Glasgow.
	White British	24,323	4.1	7.9	Lower	
	Other White	33,815.0	5.7	4.2	In Line	
	Asian, Asian Scottish, Asian British	48,052.8	9.0	2.7	Higher	
	Other	20,763.6	4.0	1.2	In Line	
Religion belief	Church of Scotland	137,039.6	23.1	32.4	Lower	Across the sub- categories the Glasgow Average shows a higher diversity in its representation of Religion Belief. Church of Scotland has a lower representation in Glasgow by 9.3%, whereas Roman Catholic has a higher representation in Glasgow by 11.4%. Individuals who identify as Muslim have a 4% higher representation in Glasgow compared to the Scotland Average.
	Roman Catholic	161,955.9	27.3	15.9	Higher	
	Other Christian	24,323	4.1	5.5	In Line	
	Muslim	32,035.2	5.4	1.4	Higher	
	Other religion	12,458.1	2.1	1.1	In Line	
	No religion	183,906.0	31	36.7	Lower	
	Not stated	42,120.4	7.1	7	In Line	
Sources for data	Scotland Census (2011) Search | Scotland's Census - Area Overview - Search by location (scotlandscensus.gov.uk) Freeke, J. (2011) Paper Estimate of Glasgow Population with Disabilitiesv3a (understandingglasgow.com) National Statistics (2022) Mid-2021 Population Estimates https://www.nrscotland.gov.uk/files//statistics/population-estimates/mid-21/mid-year-pop-est-21-report.pdf. Glasgow Disability Alliance (2021) CHttpHandler.ashx (glasgow.gov.uk)					

4.3 Stakeholder Engagement

The stakeholder engagement process was guided by the Equalities Act 2010 in terms of ensuring all protected characteristic groups were considered throughout the initial processes to establish equal opportunities for engagement and interaction.

Stakeholder engagement was undertaken by Glasgow City Council using several formats and at different stages of the Glasgow Transport Strategy's development. Utilising different formats to engage with representatives of the protected characteristics groups allowed for transparent flows of information and clear actions moving forward to ensure equality across the preferred option interventions and policy framework.

GCC engaged in the following forms of consultation:

- A major Public Conversation as part of the early engagement work on Glasgow's new transport plans and strategies, including the Glasgow Transport Strategy. Parts of these conversations focussed on equality issues and engaged with relevant groups as informed by the EqIA screening, which has in turn informed the full EqIA.
- Public consultation and online discussion through the GTS Draft Policy Framework Consultation. This included themed discussion groups specifically on transport and equalities.
- Engagement session with Glasgow Youth Parliament.

In addition to these completed forms of consultation, equality issues and relevant stakeholder groups will be engaged during the forthcoming consultation on the GTS Part 2, Spatial Delivery Framework.

Stakeholder engagement initially faced several delays due to the impacts of Covid-19. GCC developed key engagement and consultation stages on the GTS to allow relevant stakeholders and the general public an effective opportunity to express their opinion on both the GTS and accompanying documents. The below table indicates the engagement timescale and methods established for stakeholder engagement initiatives.

Table 4-4 Key engagement and consultation stages on GTS

Date	Stage
Sep 2019 – Feb 2020	Early Stakeholder Engagement – Invited stakeholders to workshops, internal GCC workshops and focussed one-to-one interviews with stakeholders.
Spring/Summer 2020	Covid-19 related delays Ongoing internal GCC development of Draft Case for Change report and some ongoing stakeholder engagement (one to one discussions)
Sep-Oct 2020	Public conversation for 6 weeks (covering transport issues to be tackled across all new public transport plans including the GTS)
Oct-Feb 2020/21	Analysis feedback from the public conversation
Early 2021	Finalisation of Case for Change report with findings from Public Conversation, further analysis and some further engagement with stakeholders
Spring-Autumn 2021	Option development and appraisal with some further engagement with stakeholders.
Winter 2021	Public and Stakeholder consultation on draft GTS for 7 weeks.

4.3.1 Connecting Communities

According to the main findings report on Public Conversation which ran for 6 weeks over September and October 2020, *'a public engagement exercise under the title "Connecting Communities" took place during Autumn 2020, to help inform the new transport strategies. It presented baseline information to the public and asked for their views on key questions related to the vision and aspirations for transport in Glasgow.'*

The aim was to gather views from the public around how the city's transport can:

- 'Enable everyone to travel in a clean and sustainable manner, helping Glasgow to become a carbon-neutral city by 2030.
- Give everyone access to opportunities, helping to reduce poverty and deprivation and improve our health and wellbeing.
- Drive and support inclusive economic success across the city.
- Help make every neighbourhood more liveable, including the city centre.'

The following core elements were used for the basis of prompting debate in survey questions:

- Problems our new transport plans need to tackle
- Proposed outcomes for the Glasgow Transport Strategy
- Initial policy focus statements
- Specific Issues, including Covid-19 impacts solutions

The tables shown in appendix B include all the stakeholder groups interacted with throughout Public Conversations and stakeholder engagement stages. Table 4-5 below shows the activities undertaken throughout the Public Conversations and the scale of each activity.

Table 4-5 Public Conversation Stakeholder Engagement (GCC, 2020)

What did we do	Who took part
Online methods including survey (with Freephone alternative), transport priorities simulator and Connecting Moments Online	2,899 online survey responses (83% Glasgow residents)
Online discussions with community organisations and their members	23 online conversations with community organisations, some self-facilitated, some supported by SCDC, Sustrans or a Council Transport Strategy team officer
Online stakeholder workshops and one-to-ones with some stakeholders and group	29 stakeholder organisations attending 2 online workshops
Online Community Council Development session with a focus on transport	11 responses from community councils, with 7 attending on online workshops, 21 representatives at an online community council session
Written submissions	25 responses from businesses (plus attendance at a Glasgow Business Resilience Council online discussion)

What did we do	Who took part
	38 written responses from stakeholder organisations

Appendix B in The Public Conversation noted the need for community discussions that involved stakeholders relating to protected characteristics of EqIA. It was recognised that effort would be required to engage these stakeholders due to their under-representation and increased strain on third sector services during Covid-19. The "voices" identified included:

- Black and ethnic minority groups
- People on low income and/or in poverty
- People with lack of digital connectivity/literacy
- Women
- Families with young children, especially those disadvantaged by low income/addiction issues/domestic violence
- Carers of all ages
- Disabled people, including people with learning disabilities and sensory impairments
- Young people and children
- Older people
- Asylum seekers and refugees

Areas within Glasgow were also identified as being under-represented and therefore increased engagement was sought:

- North
- North East
- Castlemilk
- Easterhouse
- Drumchapel
- Possil

The approach to this extra effort included:

- *"A bank of time from the Scottish Community Development Centre (SCDC) to support groups to hold a discussion group or workshop*
- *A conversation guide to structure and feedback on online discussions (supported and facilitated by SCDC, or for groups to facilitate themselves).*
- *A dedicated amount of money, managed and administered by Sustrans, made available to reimburse community organisations for expenses necessary to overcome barriers to participation in the Public*

Conversation, where these barriers couldn't be overcome by GCC or Sustrans offering time, resources or in-kind support. These barriers included language, digital exclusion, childcare, food and staff time.

- *Attendance by Sustrans and GCC staff at online forums (including existing classes and specially organised events) to lead conversations, support with facilitation, take notes, or listen.*
- *A Freephone 0800 phone number to provide an alternative to the online survey for those who are not digitally connected or confident.*
- *A summary leaflet highlighting the main points of the Public Conversation and explaining in Plain English the different options for taking part.*
- *Translations of engagement materials into requested community languages.*
- *A short 5-question version of the full survey which could be used:*
    - *To feed questions to community members via WhatsApp, Facebook and other platforms*
    - *For translation into community languages*
    - *As quick questions to ask during other online activities run by groups*
    - *Over the Freephone line, optionally instead of the full survey*
    - *To guide informal conversations with community members*
    - *To structure online discussion groups*
- *A word version of the survey to be used as an accessibility aid, particularly to assist those who would be completing the online survey with the help of a screen reader or using keyboard navigation.*
- *A video in BSL to share on social media platforms inviting Deaf and hard-of-hearing people to take part.*
- *Creative support from icecream architecture and WAVEparticle.*
- *Offer of one-to-one conversation with a member of the Transport Strategy team*."

The findings of this consultation were that there is a desire for change to Glasgow's transport system and the public generally agreed with the key problems presented by the Council:

- lack of safe places to cycle;
- quality, reliability and connectivity issues with public transport (particularly buses), high cost of public transport (particularly buses);
- and lack of integration in the public transport system including ticketing.

4.3.2 GTS Draft Policy Consultation

GTS Draft Policy Framework Consultation in Autumn 2021 took the format of online discussion groups corresponding to themes relevant to the GTS. Outlined below are the policy consideration points discussed by the protected characteristic groups during the key theme of 'Transport and Inequalities':

Key protected characteristic groups involved are shown in appendix B and C. GCC ensured the online sessions were open to any stakeholder and community representative group but were limited by engagement at the invite stage.

Table 4-6 GTS Draft Policy Framework consultation key points

Action to be applied to policy:	Key issues:
Policy Action Gap	Gap on changing concessionary fare reimbursement based currently in single fares to make the public transport system more viable and affordable
	Gender-based violence needs to be included as not covered by hate crime, and policies around the prevention of violence on the transport system and not just reporting it (e.g., information campaigns for the public on role of bystanders, training transport workers in how to respond etc).
	Women need to be involved in design as well and check this is covered by the policies. Consider policy action around improving access to live bus times so that women and others don't have to wait long periods at bus stops.
	Consider policy action on a one stop shop information portal for people, including people with disabilities. Suggestion should not be digital by default and should consider multiple formats and always accessible, and where info should be clearly signposted
	Need to ensure affordability of fares is applicable to all including those with high car usage, as would promote modal shift and reducing carbon emissions
Refine Policy Action	The affordability of Zonecard/season tickets e.g., interest free payments. Mention of Community Planning as way to lobby partners.
Consider Policy Action	On consistent design of EV charging points to help blind and partially sighted people navigate the space.
	On designing space for adaptive bikes in cycle storage and hubs – NB: I will pass this on to the Active Travel Strategy team also.
Policy Wording Improvement	To ensure good staff training on how to support people with visible and hidden disabilities to travel, through contracts.
	Ensure wording is strong enough on hate crime on transport against certain groups e.g., LGBTQ+ populations.
	Stronger policy wording on pushing for accessible Subway system and need for bus stops to remain accessible/level boarding even with new infrastructure such as Spaces for People
	Specific issue around being clearer on how we are lobbying partners (and is "lobby" strong enough), with perhaps a clear action plan. This also relates to a query on how things are weighted in the Policy Framework and being clear how issues will be progressed

The outputs of the stakeholder engagement highlighted key themes of impacts on protected groups of our society. The first key theme was that transport should be as accessible to all including those on lower incomes. This can be first observed as many responded suggesting "affordable fares" and "stronger policy wording on aspirations for affordable fares". This highlights that the price of fares should ensure that no socio-economic group is isolated. With regards to encouraging the use of electric cars it should be noted that many will not be able to afford the expensive new technology or own the facilities to maintain and charge these cars. This illustrates another potential issue for those on lower incomes or those who live in accommodation with less facilities. Furthermore, another key theme was that transport should be accessible to those with disabilities and everything should be done to ensure everyone can use different types of transport with no exclusion – "stronger focus on inclusive design for all". It was also noted that there was demand for better security for certain population groups as many suggest this is lacking and gender violence was becoming a deterrent. There is a consensus that a link exists between poor air quality and deprivation which can be linked with exhausts from fumes produced by cars and buses. From this clear link it should be advised that the council should help those in deprived areas benefit from better transport without worsening air quality and health.

Overall, GCC engaged in numerous ways with various representatives of protected characteristic groups across the stakeholder engagement process. By utilising different avenues of communication, it improved accessibility allowing high flows of engagement and interaction throughout these stakeholder discussions.

A stakeholder workshop on EqIA was not conducted due to the in-depth engagement and analysis of results that has subsequently fed into the development of the GTS part 2. As mentioned above, further consultation will be carried out upon the publication of GTS part 2.

5. Assessment and Differential Impacts

The EqIA assessment findings are detailed in the tables within sections 5.1, 5.2, and 5.3. These address the protected characteristic groups defined by the Act as well as the additional vulnerable population groups have been assessed against each of the proposed GTS interventions. The objectives relating to the Fairer Scotland Duty and Human Rights are considered sections 5.2 and 5.3.

Overall, the preferred option of the **GTS is expected to have a positive equality impact** on individuals and communities living in, working in, and visiting Glasgow through the implementation of its strategic ambitions.

Summary of overall impacts

The preferred package includes interventions improving the infrastructure of active modes of travel, public transport and road networks across Glasgow. The key impacts surrounding the **active modes of travel** interventions include the economic, social and environmental benefits associated with:

- Increased green space exposure
- Increased exercise and active travel
- Increased sustainable travel choices and access to low-cost travel choices
- Increased safety infrastructure on active travel routes

The key impacts surrounding the **public transport interventions** include the economic, social and environmental benefits associated with:

- Increased access to low-cost travel choices
- Increased safety infrastructure on public transport routes
- Increased accessibility to key facilities across Glasgow; healthcare, education, professional, leisure and recreation via improved transport routes, frequency, efficiency and flexibility of PT journeys
- Increased travel choices for all protected characteristics

The impacts surrounding **road network interventions** include the economic, social and environmental benefits associated with:

- Reduced congestion within the city centre and main road networks
- Improved road safety infrastructure for vehicle users and pedestrians and improved road signage and communication infrastructure
- Increased journey efficiency for vehicle users
- Reducing private vehicle trips throughout the city centre

The wellbeing impacts associated with the above intervention's include improvements in mental and physical health, required behavioural changes to mode of travel use, increased leisure and recreational time, increased access to health and wellbeing services and cultural activities.

5.1 Impacts by Protected Characteristics

Table 5-1 Protected Characteristic: Gender/ Sex

Specific Characteristic	Positive Impact	Negative Impact	Human Rights/ Socioeconomic Impacts
Women	Women are more likely to use public transport, particularly bus services compared to men. The preferred option increases frequency and quality of local bus networks, PT10 park and ride, whilst reducing fares for individuals in poverty. This may improve the quality of life of women due to the improved quality of transport services enabling increased accessibility to employment, education, healthcare services and recreational activities. Women may become less fearful of active travel as the preferred option prioritises walking and cycling via implementing CYC6 expansion of Nextbike, CYC2 cycle city network to ensure all housing areas have high quality cycle networks and DEV3 pedestrian crossing over M8 and Clydeside Expressway. Increasing frequency of routes will indirectly increase safety across the cycle network additionally. This enables accessibility, mobility, and in turn health outcomes for women. In Glasgow, according to Scotland's gender equality index (2020), the segregation sub-domain in regard to employment has a score of 68 out of 100 (100 being complete equality), indicators included in the sub-domain of segregation are Horizontal Segregation (Care), Horizontal Segregation (STEM) and vertical segregation. Moreover, for full-time employees (excluding overtime) the gender pay gap increased from 3% to 3.6% in 2021. With the city centre holding the	The preferred option will increase public transport trips by 500+ AM and PM in many central locations of Glasgow. Women's fear regarding intimidating traffic environments when cycling may not be reduced, and women cycle less due to intimidating traffic environments (48%). As a result, women may be less likely to use active modes of travel. However, the preferred option will mitigate this to an extent by establishing segregated cycling infrastructure to reduce exposure to intimidating traffic environments along trunk roads. The issues may still arise during the early intervention stages as women adapt to such infrastructure.	There is a higher proportion of single parent households in Glasgow compared to Scotland as a whole. Parents have additional space needs in relation to taking buggies on buses. Thus, DM1 on-street parking removal could cause private vehicle owners to have a larger distance between their residence and where their car is parked - increasing risks especially for single parents who have to balance children, childcare equipment etc. The new Parkhead rail station, PT6, may enhance the quality of life of single parents and parents who don't own a private vehicle. It will increase access to many amenities such as the Forge Shopping Centre, 4 Pharmacies within 1,500 metres and Celtic Park. For families living in high deprivation, it should increase community engagement since only 36% of adults living in the 20% most deprived areas attend cultural events. PT6 will play a crucial role in enhancing accessibility to key resources and facilities to individuals living along the boundaries of Glasgow. By enforcing DM1 on-street parking removal and DEV5 Extending controlled parking zones, it can reduce private vehicle road accidents within the city centre as cars are the highest contributor to transport casualties. Also, in the city centre there are higher densities of pedestrians and with 758 pedestrian

Specific Characteristic	Positive Impact	Negative Impact	Human Rights/ Socioeconomic Impacts
	highest proportion of STEM jobs, adding 13+ Nextbike sites under CYC6 intervention within the centre and the pedestrian crossings over the M8 and Clydeside Expressway it may increase accessibility into the STEM job industry for women to improve gender employment segregation. Women were more likely than men to say they had felt worried or stressed (72% compared to 56%), lonely (42% vs 36%) and unsafe in the community (26% vs 17%). The preferred option intervention PT10 Park and Ride sites have proposed 6 new sites extending further outward from Glasgow city centre along heavy Clyde Metro routes, reducing the travel time of walking during women's commute as private vehicles can be incorporated into the multi-modal trip- particularly beneficial during early AM and late PM hours when women are more vulnerable to crime. The mobility hubs have the potential to positively impact women in locations currently underserved by the public transport network. This will be a long-term impact creating a shift in attitudes of women towards public transport safety as mobility hubs will increase lighting in the surrounding area, install CCTV across the surrounding area and increase frequency of pedestrian congregation areas to alleviate safety concerns. Additionally, in 2020, 80% of men aged 17+ had a full driver's licence in Scotland, compared to 72% of women aged 17+. This indicates that women will rely more on public modes on transport, and so may benefit more from improvements.		casualties recorded in 2021 in Scotland, reducing the concentration of private vehicles around pedestrian central areas is effective in reducing casualties. Economically, reducing transport casualties will reduce costs in terms of lost economic output, human life, and medical costs.

Specific Characteristic	Positive Impact	Negative Impact	Human Rights/ Socioeconomic Impacts
	For women, the scale of impacts from the preferred option interventions are **HIGH** due to the numerous factors tying into each intervention. With women already suffering disproportionately from safety issues, employment and pay gaps it leads to more direct and indirect impacts to the protected group.		
Men	In 2020, 80% of men aged 17+ had a full driver's licence in Scotland, compared to 72% of women aged 17+ and in 2021, there were 2,862 car users reported injured in road accidents; over half of all road casualties (57%: 2,862 out of 5,023) and a 3% increase on 2020. Moreover, men are less likely to wear a seatbelt than women. By enforcing DM1 on-street parking removal and DEV5 Extending controlled parking zones, it can reduce private vehicle road accidents within the city centre - where there are higher densities of pedestrians - there were 758 pedestrian casualties recorded in 2021. In 2021, non-built-up roads accounted for over two-fifths of the total number of reported casualties (44%: 2,204 out of 5,023). So, by ensuring a 20mph speed limit across Glasgow city centre it will prevent discrepancies between road type and accident rate. Men are more likely to use active modes of transport such as walking and cycling, so improving the accessibility and quality of these facilities can improve men's quality of life. Men often use active travel as a stress reliever, and so this in turn will improve men's mental health. This will be a long-term benefit, increasing the quality of life of men.	With the preferred option focused on trip avoidance and trip length reduction it could have a disproportionate impact on males in regard to private vehicle use. As men are more likely to drive compared to women, they may experience higher volumes of limitations from the preferred option in this component. As private vehicle trips across Merchant city will decrease by 50+ AM and PM, it could increase the number of men working from home due to difficulty changing behaviour patterns to different modes of travel; mental health would indirectly be impacted by this.	

Specific Characteristic	Positive Impact	Negative Impact	Human Rights/ Socioeconomic Impacts
	Overall, the preferred option interventions will benefit men on a **MEDIUM** scale, however, women will benefit from more long- term impacts.		
Transgender	The preferred option would improve bus journey times by 20%, this can reduce the feelings of anxiety/ fear that transgender individuals may feel commuting by shortening journey times. Transgender individuals face increased risk of harassment, in 2022, 40% of transgender individuals felt safe on public transport and 38% of non- binary individuals felt safe on public transport. Thus, reduced duration of bus journeys may encourage transgender individuals to utilise public transport more as there is less time for hate crimes to occur. 49% of transgender individuals experienced a hate crime in 2022 compared to 26% of cisgender individuals, and so with DM5 improving road safety measures in the preferred option it can enhance safety for groups vulnerable to traffic accidents, harassment during transport network use, and discrimination during journeys. Expansion of Nextbike CYC6, and DEV3 Pedestrian crossings over M8 and Clydeside Expressway will increase accessibility to LGBT Youth Scotland and LGBT health and wellbeing; (Bell Street and Ballater Street.) Not only can this increase community accessibility and engagement for transgender individuals, but it can also improve cultural engagement to enhance integration of LGBTQ+ culture within the wider Glasgow	Looking at the preferred option, within the LEZ there are 2 key LGBTQ+ buildings: LGBT Youth Scotland and LGBT health and wellbeing; residing on Bell Street and Ballater Street respectively. Public transport impacts AM and PM for the preferred option increase trips by 50-500 within this area. Whereas private vehicle trips are reduced by 0-50. With LGBTQ individuals 15% more likely to face discrimination and 10% more likely to face harassment, a study on '*Queer Mobilities*' identifies *'LGBTQ participants are not necessarily physically excluded from mobility opportunities. Rather, they pay hidden costs to travel safely, which take the shape of identity and visibility compromises and heightened levels of fear while travelling.'* Thus, limiting private vehicle access and DM1 on-street parking removal can exacerbate such circumstances.	Mobility Hubs SM1, the preferred option intervention, would have a positive impact for communities in locations currently underserved by the public transport network, or where there are poor connections between different travel modes. This should improve safety concerns for transgender individuals increasing the use of transport networks across Glasgow. This may ensure accessibility to amenities is proportionate for all genders including transgender individuals. In order to stimulate a shift in behaviours of transgender individuals towards utilising the transport networks more, community support should be provided and high flows of information regarding safety measures; without isolating such individuals. This also signifies the importance of transparency and understandability across the networks in terms of flows of information.

Specific Characteristic	Positive Impact	Negative Impact	Human Rights/ Socioeconomic Impacts
	community via recreational activities and events surrounding the LGBTQ+ community. Overall, the benefits of transgender individuals are largely relating to accessibility and safety, generating long- term benefits which could stimulate community engagement, health benefits etc. The benefits are **MEDIUM.**		

Table 5-2 Protected Characteristic: Race / Ethnicity

Specific Characteristic	Positive Impact	Negative Impact	Human Rights/ Socioeconomic Impact
White British, White Scottish, White Other	White Other individuals (83%), walked most frequently as a means of transport in the previous week. The 5 new river crossings over the river Clyde under intervention WAT3 will shorten commutes for pedestrians opting to walk and increase accessibility across Glasgow. The 5 new pedestrian crossings over the M8 and Clydeside expressway should reduce risk of pedestrian casualties. Additionally, the mobility hubs will increase convergence of pedestrians across Glasgow which can enhance safety. For White Scottish individuals, a higher-than-average proportion of the ethnic group drive (58%). This increases their susceptibility to car accidents. Trunk roads accounted for: 30% of fatal accidents and 17% of serious accidents in 2020. Reducing private vehicle use along the trunk roads of the M80 and M8 should in turn see a reduction in car accidents. The preferred option interventions DEV4 and ROAD5: Improve Clydeside Expressway/ M8 Junction 19 and M8 Junction 15 layout improvements should reduce congestion for private vehicle users to increase journey efficiency and improve signage and clarity for new road users.	White Other individuals were in the top ethnic category for car ownership, interventions from the preferred option that impact private vehicle use will disproportionately impact White Other individuals compared to racial groups less likely to use a private vehicle. White Scottish people may be disproportionately impacted by the preferred option because they are the ethnic category least likely to walk (67%), least likely to use the bus and a higher-than-average proportion of the ethnic group drive (58%). Thus, interventions to private vehicle use may be more impactful. Private vehicles trips AM and PM will reduce by 50+ through GTS interventions, particularly across Glasgow city centre where the majority of employment opportunities are. The M80 and M8 on the south side of Glasgow will see an AM reduction in private vehicle trips of 500+	In Scotland, the top 5 home languages in 2017, other than English, were Polish, Urdu, Scots, Punjabi, and Arabic. Also, 53,052 pupils were identified whose main home language was neither English, Gaelic, Scots, Doric nor Sign Language. The greatest number of these pupils attend schools in Glasgow. With this in mind, accessibility of public transport interventions must consider language barriers via easy signage and translation capabilities. Individuals in Glasgow who lack English speaking proficiency struggle to find employment, so it is important that public transport doesn't add a secondary factor in contributing to lower employment rates via communication boundaries. Minority ethnic respondents were more likely to say they had experienced a reduction in income 49% compared to

Specific Characteristic	Positive Impact	Negative Impact	Human Rights/ Socioeconomic Impact
	The scale of the impact on this ethnicity group is **LOW** as there a few factors that exacerbate impacts and generate unique benefits/ disbenefits. The impacts will be long term but may require GTS to promote behavioural shifts by White Scottish individuals for them to optimise benefits from interventions.	which may hinder White Scottish individuals who commute via private vehicle to work. Additionally, interventions DEV5 and DM1, will impact White Scottish individuals who only use cars as a mode of transport. Extending controlled parking zones and reducing on-street parking may impact commutes to work, access to healthcare and recreational activities.	33% of white respondents and a lack of access to essentials (23% vs 12% respectively) during the pandemic. International facilities and services such as supermarkets, and international community groups are increasingly integrated within public transport routes, as seen for Asian and African international supermarkets, to ensure accessibility across the city. Improving public transport along these routes should increase access to these community amenities. In 2020, only 2% of small to medium-sized enterprise (SME) employers in Scotland were run by a member, or mostly by members, of a minority ethnic group. In order to reduce this inequality gap, secondary factors can be improved to mitigate negative contributions to SME ethnic minority employers.
Asian: Pakistani	The Pakistani Ethnic group had the highest proportion of people who studied mainly at or from home (28%). Modes of transport interventions from the preferred option will not impact the work life of individuals who work from home as the level of accessibility is unchanging. DM1 on-street parking removal intervention will reduce noise pollution in these residential areas and can improve the quality of life for individuals who work from home. The mobility hubs under intervention SM1, will improve accessibility to public transport for Pakistani individuals and others considered ethnic minorities. Minority ethnic individuals 23%, claimed a lack of access to essentials compared to 12% of other ethnic categories. Minority ethnic adults were also more likely to have experienced harassment (17%) than adults from 'White' ethnic groups (6%). Thus, the mobility hubs may encourage use of public transport by improving safety measures: street lighting, surveillance, increased pedestrian density, shelter. Reducing the fear of public transport use for Pakistani individuals may enhance access to essential resources and services. The impacts for Pakistani individuals will, similar to white Scottish individuals, require a long-term behavioural change to mitigate negative impacts of reduction in private vehicle accessibility. Overall, the impacts will be long-term and **LOW.**	One of the ethnic groups most likely to have access to a car or van at the time were Pakistani. Pakistani households were the most likely to have access to 3+ cars or vans. Pakistani individuals may be disproportionately impacted by private vehicle interventions due to high proportion of private vehicle ownership.	

Specific Characteristic	Positive Impact	Negative Impact	Human Rights/ Socioeconomic Impact
Asian: Other (Including Chinese)	Individuals classified in the Indian ethnicity group were most likely to travel shorter distances, of less than 10km, to work 71%. This can be down to 2 factors: Journey times and safety. The preferred option will not only reduce bus journey lengths by 20 minutes but increases frequency and accessibility to other modes of transport. The influx of proposed sites for Nextbike under CYC6, PT6 New Parkhead Rail station and PT1 Bus priority corridors increase accessibility and efficiency of transport across Glasgow. Indian individuals will have greater access to employment opportunities within their preferred travel time range as well as increased access to facilities. Thus, Indian individuals residing towards the outskirts of Glasgow may be more likely to utilise facilities more than 10km away including recreational facilities; improving community engagement and cultural awareness across the community. OAKA City is the first Asian International Supermarket in Glasgow city centre, located north of the river Clyde on George Street, Merchant City. Heavy Clyde Metro stops, bus priority corridors and city cycle radial routes are within 1,500 metres. This may improve Asian individuals' sense of belonging as public transport accommodates access to their cultural facilities. This can improve the quality of life through access to specific culture groceries, and use of high-quality modes of transport with improved safety measures (adopted during the preferred option). Asian people are least likely to drive out of all ethnic groups. Thus, they will benefit comparatively more by public transport and active transport improvements. The impacts will be **MEDIUM** and in order to maintain long term benefits safety measures must remain consistent and effective to mitigate safety concerns.		
African	Glasgow has a higher proportion of households from Asian ethnic groups and African households than Scotland. The	Discrimination rates are higher in urban areas, in 2019 minority ethnic adults	

Specific Characteristic	Positive Impact	Negative Impact	Human Rights/ Socioeconomic Impact
	vast majority of African households in Scotland were in large urban areas (85%). In Glasgow, wards home to a population of 5.4%+ ethnic minority citizens are mainly central around the river Clyde such as: Woodlands, Kelvingrove, Merchant city, Anderston, Ibrox, Kingston Pollokshields East etc. Individuals of African ethnicity were the least likely to drive to work, 31%; this group were most likely to take the bus 31%. Thus, regarding these specific wards in Glasgow city, access to bus services is vital for employment opportunities. Across these wards, the preferred option increases AM and PM public transport journeys along the main roads by 50-500 trips. Also, proposed site for the expansion of Nextbike under CYC6 across these wards will enhance accessibility to bus services for African ethnicity groups. Employment opportunities may increase as individuals of African ethnicity may be more likely to work flexible hours early AM and late PM and bus routes will face less congestion leading to less delays and late arrivals. People who recorded an 'African' ethnicity were the most likely to take the bus to their place of study; 29%. Thus, they rely comparatively more on bus services compared to other ethnic groups for education accessibility. Majority of the secondary school establishments in Glasgow are situated north of the river Clyde along the A8, A82 and A814. These routes will see 50+ increments AM and PM in public transport trips and increased accessibility via other modes of transport: PT1 Bus Priority Corridors, PT16 proposed Fastlink and PT8 Heavy Clyde Metro Stops. Increased access to education for the African ethnic group should improve attendance and achievement and alleviate poverty cycles by increased qualifications. Additionally, situated along these public transport routes are also 7 African international supermarkets. 3 being in the city centre, 1,500 metres from the nearest transport service and	including African ethnic groups were more likely to have experienced discrimination in the previous 12 months, 19% compared to white adults 7%. Thus, with 85% of African households residing in urban areas and 12% more likely to experience discrimination compared to White adults, mitigation against such circumstances during use of public transport is important so professional and educational accessibility isn't impacted. As stated, situated along these public transport routes are 7 African international supermarkets. 3 being in the city centre, 1,500 metres from the nearest transport service and the remaining 4 in the surrounding wards north of Clyde river. These areas have been targeted by DM1 on-street parking removal and DEV5 extend controlled parking zones. Private vehicles are often used for large grocery shops, so limitations to private vehicle use in these areas could result in African individuals influenced to change size of grocery shop for public transport use, or face safety risks by loading high volumes of groceries onto public transport. As a result, African individuals could face increased inconveniences during grocery shopping compared to other ethnic groups as African international supermarkets are less likely to have car parks compared to large scale chain supermarkets.	

Specific Characteristic	Positive Impact	Negative Impact	Human Rights/ Socioeconomic Impact
	the remaining 4 in the surrounding wards north of Clyde river. With this cluster of African supermarkets in the north of Glasgow city, areas such as Calton, Pollokshields, Kingston and further southward from the city centre benefit most from increments in transport routes for access to groceries; improving quality of life. The long-term impact for African ethnic groups is **MEDIUM** due to the large-scale use of bus transport routes for work and study related travel and impact on access to amenities.		
Black or Caribbean	Individuals from Black, Ethnic Minority Communities are more likely to have suffered from harassment and worry about hate crime. Thus, with the preferred option intervention SM1 mobility hubs serving as a safe haven for individuals during their commutes it can reduce safety concerns. Mitigating safety concerns for the Black ethnic group will improve their quality of life and ensure accessibility to employment and education opportunities are optimised. Black individuals are underrepresented when it comes to active travel, particularly cycling. Cycle network infrastructure improvements (CYC2A), the expansion of Nextbike (CYC6) and improved walking experience on key routes (WALK1) would reduce safety concerns by higher densities of pedestrians and safety infrastructure such as street lighting and surveillance. The long-term impact for Black ethnic groups is **LOW**.		

Table 5-3 Protected Characteristic: Disability

Specific Characteristic	Positive Impact	Negative Impact	Human Rights/ Socioeconomic Impact
Physical Disability/ All Disabilities	In 2019, adults with a long-term limiting physical health condition were more likely to have experienced discrimination in the previous 12 months (12%) compared to adults without any health conditions (6%).	To note, reducing the ability for private vehicles to travel and park may limit a niche disability category of those who require disability vehicles and equipment - hoists, ramps etc.	In 2014, 9% of small to medium-sized employing sole traders in Scotland had a disability. This figure has decreased by 2% since 2012. With this figure

Specific Characteristic	Positive Impact	Negative Impact	Human Rights/ Socioeconomic Impact
	Also, disabled adults are less likely to have a driving licence increasing their reliability on public transport for access and amenity, even more so as 8% of adults in Scotland struggle to walk and over 1/3 of bus journeys are by concessionary pass holders. Mobility hubs under intervention SM1 will ensure discrimination isn't a limiting factor on public transport use for physically disabled individuals. By increasing safety measures such as surveillance, street lighting, shelter and increased pedestrian density disabled individuals should feel safer when using public transport. Individuals with a limiting health condition were 19.7% less likely to have walked for transport at any time in the previous week. Approximately 1 in 10 disabled people in the UK had difficulties getting to a rail, bus or coach station. Interventions DEV3 and WAT3 additional pedestrian crossing can improve accessibility for disabled individuals and reduce walking distance between public transport services. PT6 New Parkhead Rail station along with PT16 proposed Fastlink will adopt disabled infrastructure such as slopes and drop-down curbs to ensure ease of access. This will ensure disabled individuals can access amenities and green spaces for improved quality of life. Across the city, the strategy increases accessibility to most of Glasgow's green and open spaces for individuals to use recreationally. Walking was the most common activity among disabled adults, with 61% having done this for recreational purposes for at least 30 minutes in the last 4 weeks. This indicates the importance of easy access to green spaces for disabled individuals to experience a better quality of life through improved active travel experience. Pollok country park covers 146 hectares, named the best park in Europe in 2008. The	Extension of controlled parking zones may limit flexible access for such disabled vehicles impacting ease of accessibility to some disabled individuals. Moreover, the largest proportion of disability facilities such as The Centre for Health and Disability Alliance, Disability Scotland and Headway Glasgow are located in the city centre, where DM1 on-street parking removal will limit private vehicle access; disabled vehicles will have exemptions to many vehicle restrictions however it could still remain an obstacle. 9% of disabled individuals had difficulties getting on or off forms of transport. 9% had difficulties crossing roads or using pavements. With bus journey times decreasing by 20% through efficiency of travel routes and congestion reduction, the assistance required for disabled individuals post-transport use needs to be considered. The transport strategy disincentivises private vehicle transport, therefore increasing demand for taxis. Taxi services are often preferred by disabled individuals who use equipment who may now experience increased competition for use. This is especially felt where not every taxi is fitted to be wheelchair accessible. Of the 7,745 licensed taxis in Scotland only 3,288 (42%) are wheelchair accessible.	decreasing it is important to ensure accessibility to employment opportunities and innovation isn't a limiting factor in the support of disabled sole traders. The National Entitlement Card (NEC) allows blind and visually impaired individuals to travel for free on buses and concessionary standard travel class for other transport modes throughout Scotland. The accessibility improvements across public transport may allow blind and visually impaired individuals to utilise the NEC more frequently, reducing travel costs compared to private vehicle use.

Specific Characteristic	Positive Impact	Negative Impact	Human Rights/ Socioeconomic Impact
	preferred option improves public transport links surrounding Pollok country park, Titwood Road and Haggs Road, by 500+ trips in the AM, and >500 trips PM, whereas private vehicle trips are reduced by 0-50 both AM and PM. Pollok country park hosts 2 golf clubs and is located 600 metres from Pollok Community Education Centre. Only 32% of adults with a disability had attended a cultural event or place of culture annually. The M77 runs across the west edge of Pollok country park and is managed under intervention ROAD3 managed motorways to improve safety, congestion and road quality. There are 2 proposed sites for expansion of CYC6 bike. Additionally, there are several light and heavy Clyde Metro stops surrounding the park. Thus, increasing frequency and quality of public transport routes to this area, and similar areas across Glasgow city, may ensure disabled individuals feel a sense of belonging within the community; increasing community engagement. The impacts for physically disabled individuals in the long term is **HIGH** because the increased accessibility for public transport is a vital factor in accessing all amenities. Also, physically disabled individuals rely on buses more than any other mode of transport.		
Mental Health	There are over 10 key mental health services and facilities located in the city centre alone. DM1 on-street parking removal alongside other interventions will reduce private vehicle trips AM and PM in the city centre by 50-500 trips daily. This will reduce congestion and road traffic risks. Public transport trips AM and PM increase by 500+ in this same area. Thus, accessibility for mental health sufferers across Glasgow should improve. Adults with a long-term limiting mental health condition were more likely to have experienced discrimination in the previous 12 months; 12%. There are 2 key factors associated with mitigating harassment for these	For individuals who suffer from anxiety and depression, being around other individuals is incredibly difficult and private vehicles are often the only form of transport they will use to avoid large volumes of people. The preferred option interventions may limit access to mental health services across Glasgow for these individuals which could result in a lower quality of life as they no longer attend/ access the required services for their mental health disorder.	

Specific Characteristic	Positive Impact	Negative Impact	Human Rights/ Socioeconomic Impact
	individuals. (1) Ensuring a seamless transition on and off the mode of public transport. This will avoid diverting attention towards the individual and ensure obstruction to the individual or other transport users doesn't occur; triggering harassment scenarios. (2) Safety, as ensuring key safety measures are in place to mitigate discrimination can ensure individuals suffering from mental health disabilities feel safe to use the services. Interventions that apply these 2 factors to mitigating discrimination for these individuals include: • The implementation of new rail stations (PT6) and Clyde Metro (PT8), this would have significant accessibility benefits in terms of community accessibility and comparative accessibility • Mobility hubs (SM1), this would have a positive impact for communities in locations currently underserved by the public transport network • Enhanced Community Transport (CST1), this would have a positive impact on accessibility and social inclusion for people on low incomes and people that may have difficulty accessing the PT network. Interventions enable active travel, making it easier for people to participate, including those suffering from mental health issues. Active travel is shown to positively affect users' mental health. This is dependent on age and capacity of the individual and length/location of route which could have safety concerns. The long-term impact for individuals will be **MEDIUM** because accessibility to public transport will be improved, however, alterations to other modes of transport such as private vehicle use may cause negative short-term impacts as individuals in the community		

Specific Characteristic	Positive Impact	Negative Impact	Human Rights/ Socioeconomic Impact
	adapt their behavioural patterns and become more accustomed with new processes.		
Sensory Impairment	19% of hearing-impaired passengers reported increased trip making following the improvements to the quality of public transport services 2017-2019. This indicates the reliance that these individuals have on public transport. Improvements to public transport will serve to benefit this group and encourage use of the service. Clearer presentation of transport information and reliability of services will directly benefit sensory impaired users as they do not have to dynamically alter their planned trip, and if they do, then it should be easier to use. Female BSL users were less likely to drive to work (49%) compared to male BSL users (53%) but were more likely to walk to work than males (11% and 8%, respectively). Female BSL users were slightly more likely to use the train or bus (28%) than males (25%) to travel to their place of study. This relates to the gender impacts as identified above. Female BSL users are more reliant on public and active transport and male BSL users are more reliant on private vehicle use. Female BSL users will tend to benefit comparatively to the preferred option as public and active transport modes are improved by quality, accessibility, frequency and safety. Whereas private vehicle use faces more limitations on parking, accessibility and charges. Female BSL users will benefit from the preferred option because physical infrastructure can impede movement by those with sensory impairments and design must take this into account e.g., dropped kerbs, tactile alerts. Paying attention to visual, aural and tactile alerts at signalised road crossings is vital. Mobility hubs can ensure physical infrastructure adaptations are incorporated and road safety measures DM5 will ensure	With Male BSL users using private vehicles predominantly over public transport, shifting to other modes of transport will be very difficult. It may require behavioural and routine changes as well as adapting to the different communication styles that they may not be familiar with. This communication boundary may cause mental health issues such as anxiety and reduce outdoor travel of male BSL individuals if not correctly mitigated. Accessibility of information is imperative in ensuring a seamless travel journey for BSL and blind/ visually impaired individuals as well as visual and verbal signage throughout all stages of the journey. For both Male and Female BSL/ blind private vehicle users, Issues around the use of guide dogs (infrastructure cues) and certainty over who has priority in shared space can be of concern.	

Specific Characteristic	Positive Impact	Negative Impact	Human Rights/ Socioeconomic Impact
	post-transport safety for BSL users is improved to prevent disproportionate safety risks in areas of high congestion. There are several facilities for BSL individuals regarding their disability in Glasgow: Sign Language Interactions, Live Language, BSL Scotland, Graham Anderson House etc. BSL Scotland is located in the city centre where the increased volume of bus routes and journeys AM and PM by 50+, as well as on-street parking removal, should improve safety of BSL users throughout their commute as walking time is reduced. BSL users are more susceptible to road traffic accidents, so shortening active travel journeys in busy areas of Glasgow will improve quality of life. Sign Language Interactions is located near the M8 where it converged with the M74. Road safety measures (DM5) would enhance safety for groups most vulnerable to traffic accidents including blind individuals. Another intervention that will increase safety, particularly in the busier areas of Glasgow such as the city centre, is DM1 on-street parking removal. By reducing the congestion within the city centre and volume of traffic, it will enhance the safety of the city environment. Noise pollution will reduce which may benefit blind users who rely on sound for environmental indicators- safe road crossings, public transport arrival, clear walking routes. Blind users may benefit from improvements in safety infrastructure such as mobility Hubs (SM1) providing shelter and improved street lighting, CCTV and pavements. For blind and visually impaired users these improvements should increase accessibility during early morning and late evening commutes when natural light		

Specific Characteristic	Positive Impact	Negative Impact	Human Rights/ Socioeconomic Impact
	is low; at these points in time low-lighting reduces visual capacity further. Key facilities for blind and visually impaired individuals residing in Glasgow are: Visibility Scotland, Deafblind Scotland and The Royal National Institute of the Blind. Both Deafblind Scotland and The Royal National Institute of the Blind are situated outside of the intervention implementation area north of Glasgow city. DEV4 Improve Clydeside expressway and M8 Junction 19, ROAD5 M8 Junction 15 layout improvements and ROAD3 managed motorways will improve private vehicle access to these 2 facilities for internal and external residents of Glasgow city; reduced congestion and improved road signage/ navigation. Blind users are more likely to travel as passengers in private vehicles, so these interventions can improve access to key facilities and quality of life. The impacts to sensory impaired individuals' long term is **MEDIUM**. There may be short term negative impacts as they will have to adapt to the new public transport systems which is harder for people with sensory impairments as they become reliant on a pattern/ structure		
Learning Disability	Individuals with learning disabilities often struggle to digest written and verbal information, so clear visual sign posting with graphics is useful to portray a message effectively. The mobility hubs SM1 will incorporate this into the public services to increase accessibility and ease of use of the different modes of transport; particularly with individuals required to know new routes etc. Individuals with learning difficulties struggle in crowded environments with noise pollution and high footfall. By	The preferred option has established numerous interventions to help integrate the new schemes within Glasgow and mitigate impacts. However, individuals with learning disabilities, such as autism, struggle tremendously with any change within their life. Thus, with these individuals extremely sensitive to changes in their 5 senses, the preferred option will cause a high level of negative impacts during the adaptation process - short term.	

Specific Characteristic	Positive Impact	Negative Impact	Human Rights/ Socioeconomic Impact
	increasing the frequency of public transport journeys, it will reduce density of individuals per journey. Road safety measures (DM5) would enhance safety for groups most vulnerable to traffic accidents including individuals with learning disabilities. Another intervention that will increase safety, particularly in the busier areas of Glasgow, is DM1 on-street parking removal By reducing the congestion and volume of traffic, it will enhance the safety of the city environment. Noise pollution should reduce as well as visual triggers from a high volume of vehicles; reducing unpredictable behaviour outbursts which exacerbates safety risks. The overall impacts are **LOW** for individuals with learning disabilities, however, in the short term there will be medium scale negative impacts due to the required behavioural adaptations and the difficulty stimulating this for these individuals.	Some individuals with learning disabilities find it difficult to integrate into the general public due to behavioural tendencies and this means private vehicle use is important for their accessibility to facilities and services.	

Table 5-4 Protected Characteristic: LGBTQ+

Specific Characteristic	Positive Impact	Negative Impact	Human Rights/ Socioeconomic Impact
Lesbian	In 2019, in Scotland adults who identified themselves as lesbian were more likely to have experienced discrimination in the previous 12 months; 22% compared to only 7% of heterosexual or straight adults and harassment 16%, heterosexual or straight adults 6%. Mobility hubs (SM1) would have a positive impact for communities in locations currently underserved by the public transport network, or where there are poor connections between different travel modes. The improved safety infrastructure including street lighting,	As stated under the human rights impacts, LGBTQ+ individuals face numerous hidden costs when travelling on public transport. These hidden costs can impact their physical and mental health. DM1 on-street parking removal and DEV5 extend controlled parking zones limit private vehicle access in the city centre heightening the identify and visibility compromises by these individuals. The preferred option improves the quality and accessibility to public and active modes of	Looking at the preferred option, within the LEZ in Glasgow city centre, there are 2 key LGBTQ+ buildings in Glasgow: LGBT Youth Scotland and LGBT health and wellbeing; residing on Bell Street and Ballater Street. Public transport impacts AM and PM for the preferred option increase by 50-500 trips within this area. Whereas private vehicle trips are reduced by 0-50. LGBTQ individuals are 15% more likely to face

Specific Characteristic	Positive Impact	Negative Impact	Human Rights/ Socioeconomic Impact
	surveillance, shelter etc, may not only reduce cases of harassment but ensure Lesbian individuals do not feel unsafe when using public transport. Safety infrastructure installations across public and active modes of transport in the preferred option include: Cycle network infrastructure improvements (CYC2A), the expansion of Nextbike (CYC6) and improved walking experience on key routes (WALK1). The mobility hubs may not only protect the physical health of lesbian individuals but also the mental health by ensuring traumatic experiences don't cause long term damage; improving quality of life. The PT10 Park and Ride sites, PT16 proposed Fastlink and PT6 New Parkhead Rail station increase public transport accessibility, frequency and quality across Glasgow city. For lesbian individuals this may ensure high volumes of physical and technological surveillance across the services for increased safety. The long-term impact for lesbian women is **MEDIUM,** this is due to the increased safety risks which lead to additional secondary health impacts.	transport; however, it is important to mitigate negative impacts surrounding the reduction in private vehicle infrastructure and accessibility. Compared to 35% of heterosexual women, 44% of lesbian women and 61% of bisexual women have experienced rape, physical violence and/or stalking by an intimate partner. With lesbian women 25% more likely to experience this compared to heterosexual women, safety can be a key limitation in mode of transport used. This can cause the private vehicle interventions to be a comparative disadvantage for lesbian individuals who mentally struggle to adjust to public and active modes of transport.	discrimination and 10% more likely to face harassment. A study on '*Queer Mobilities'* identifies *'LGBTQ participants are not necessarily physically excluded from mobility opportunities. Rather, they pay hidden costs to travel safely, which take the shape of identity and visibility compromises and heightened levels of fear while travelling.'* Thus, limiting private vehicle access can exacerbate such circumstances of hidden costs for these individuals. As a secondary impact, footfall within these LGBTQ+ organisations could reduce limiting flows of information, people and money. The quality of the services offered could then fall leading to a long-term impact on LGBTQ+ individuals across Glasgow.
Gay	In 2019, in Scotland, adults who identified themselves as gay were more likely to have experienced discrimination in the previous 12 months; 22% compared to only 7% of heterosexual or straight adults. For harassment it is 16% for gay individuals and 6% for heterosexual or straight adults. Safety infrastructure installations across public and active modes of transport in the preferred option include: Cycle network infrastructure improvements (CYC2A), the expansion of Nextbike (CYC6) and improved walking experience on key routes (WALK1). These active travel interventions are comparatively beneficial for gay men compared to lesbian women	As stated under the human rights impacts, LGBTQ+ individuals face numerous hidden costs when travelling on public transport. These hidden costs can impact their physical and mental health. DM1 on-street parking removal and DEV5 extend controlled parking zones limit private vehicle access in the city centre heightening the identify and visibility compromises by these individuals. The preferred option improves the quality and accessibility to public and active modes of transport; however, it is important to mitigate negative impacts surrounding the reduction	

Specific Characteristic	Positive Impact	Negative Impact	Human Rights/ Socioeconomic Impact
	because men utilise active modes of transport, walking and cycling, more than women; assuming same ratio in regard to LGBTQ+ men and women. The preferred option improves the quality of active modes of travel through increased routes, improved infrastructure quality and safety and increased accessibility across the M6 and Clyde River. Gay men are more susceptible to mental illness compared to heterosexual men, so the impact of improved active travel is comparatively more beneficial as sports, leisure and green space improves mental stability. The long-term impact for gay men is **MEDIUM.**	in private vehicle infrastructure and accessibility. 80% of men aged 17+ had a full driver's licence in Scotland, compared to 72% of women aged 17+. Thus, men rely more on private vehicle use which will require a behavioural shift for gay men on a larger scale as the mental hinderance of harassment fears will play into their choice in transport use.	
LGBTQ+ not covered above.	**As above for individuals who identify as Transgender, Lesbian or Gay Men.** In 2013, 1 in 5 LGBTQ+ people (20%) experienced a hate crime or incident due to their sexual orientation and/or gender identity across 12 months in Scotland. 1 in 8 LGBT people (13%) who visited a café, restaurant, bar or nightclub across 12 months were discriminated against based on their sexual orientation and/or gender identity. In 2022, only 40% of transgender individuals felt safe on public transport and 38% of non-binary individuals felt safe on public transport. To ensure safety isn't a limiting factor with the preferred option, several interventions install safety infrastructure as well as increased frequency of transport routes for higher footfalls of pedestrians across less urbanised areas in Glasgow city. This may reduce instances of harassment and discrimination, particularly for individuals more susceptible such as the LGBTQ+ community. Safety is a key to a positive feedback cycle via improved quality of life and accessibility to recreational and professional service and facilities. Another safety initiative	**As above for individuals who identify as Transgender, Lesbian or Gay Men.**	

Specific Characteristic	Positive Impact	Negative Impact	Human Rights/ Socioeconomic Impact
	is reducing gender bias across modes of transport, to ensure gender inequality doesn't exacerbate segregation and safety risks. The long-term impact LGBTQ+ individuals is **MEDIUM.**		

Table 5-5 Protected Characteristic: Marriage & Civil Partnership

Specific Characteristic	Positive Impact	Negative Impact	Human Rights/ Socioeconomic Impact
Women	**As above for gender**	**As above for gender**	In Glasgow, there are 13.8% more single individuals compared to the Scotland average Conversely, Married individuals are 14.4% lower in concentration when comparing the Glasgow Average to the Scotland Average. Married individuals may benefit from Enhanced Community Transport in CST1 by easier utilisation of car shares/ multi-modal travel. The increased transport routes along PT8 Clyde Metro scheme, PT16 Fastlink and PT10 Park and Ride, encourage increased car shares and active modes such as walking to transport infrastructure. Car shares may increase as park and rides have increased accessibility to destinations across Glasgow decreasing fuel costs for these individuals and GHG emissions. Glasgow marriage registration office is located on Ingram Street (Merchant City). This is the place where all individuals across the specific characteristics will go for marriage, divorce, births and deaths etc., catering equally for civil partnerships. Private vehicle trips along this area will reduce by 0-50 trips AM and PM due to the preferred option, as well as reductions in private vehicle parking; DM1 on-street parking removal and DEV5 extend parking-controlled zones. Limiting accessibility of this key facility for individuals who rely more on private vehicle as opposed to public and active transport. In regard to public transport and active travel, access to this key facility will increase (PT1 bus priority corridors, PT8 Clyde Metro schemes and CYC6 current Nextbike sites.) In regard to Marriage and Civil Partnership, Impacts are **LOW.**
Men	**As above for gender**	**As above for gender**	
Lesbian	**As above for LGBTQ+**	**As above for LGBTQ+**	
Gay	**As above for LGBTQ+**	**As above for LGBTQ+**	

Table 5-6 Protected Characteristic: Pregnancy/ Maternity

Specific Characteristic	Positive Impact	Negative Impact	Human Rights/ Socioeconomic Impact
Women (Pregnancy/ Maternity)	In terms of public transport to access key facilities focusing on Princess Royal Maternity, PT1 Bus priority corridor covers the location as well as 2 light metro stops under the PT8 Clyde Metro Scheme. Additionally, city cycle routes radial and local connections surround the area of this key facility for pregnant women. These interventions have safety infrastructure to ensure pregnant women don't struggle with accessibility and safety concerns. Women continuing an active mode of transportation to work or school from pre-pregnancy to early pregnancy will have a lower gestational weight gain (GWG) than those who change to a less active mode of transportation. Moreover, an increase in accessibility to green spaces for pregnant women was associated with increased birth weight and a decreased risk for low birth weight. Thus, the preferred option interventions: DEV3 Pedestrian crossings, WLK2 M8 Cap and WAT3 New River Crossings will increase access to active modes of travel for pregnant women. These interventions ensure areas experiencing high levels of road traffic and large vehicle use are avoided in active travel journeys which reduces vulnerability of pregnant women to road traffic accidents. Overall, the scale of the impacts will be large because effects will see improvements to quality of life socially and economically. The impacts will be **MEDIUM** long term.	The most frequent mode of transport used by pregnant women is private vehicle, 66%. 10% of pregnant women walked, 8% cycled and 15% used public transportation. Private vehicle trips across Glasgow will reduce by 0-50 trips AM and PM due to the preferred option, as well as reductions in private vehicle parking; DM1 on-street parking removal and DEV5 extend parking-controlled zones. Limiting accessibility of key facilities to pregnant women can impact health and quality of life for the women and the child. The preferred options impact on private vehicle use may have a comparative disbenefit for new parents and pregnant women compared to individuals who have become a parent/ experienced pregnancy before. Individuals experiencing pregnancy and maternity for the first time are often apprehensive to use public transport from fear of high volumes of people, safety concerns and health concerns. There is a higher proportion of single parent households in Glasgow compared to Scotland as a whole. Parents have additional space needs in relation to taking buggies on buses. Thus, DM1 on-street parking removal could cause private vehicle owners to have a larger distance between their residence and where their car is parked – increasing risks especially for single parents who have to balance children, childcare equipment etc.	Limiting private vehicle use to this protected characteristic could result in increased childcare costs to prevent travelling with a young child during long public transport journeys. Mitigation initiatives are in place within the preferred option as increased accessibility to childcare equipment as well as a 20% reduction in bus journey times will increase the ease and efficiency of public transport travel modes. This can benefit the local economy as a secondary impact through the increased access to healthcare facilities for pregnant women and post-partum women. Hospitals and healthcare services may have less at home visits to attend reducing healthcare costs to the economy and increasing utilisation of staff for other services from cutting travel time. Moreover, emergency visits may likely reduce as pregnant women will have increased accessibility to regular health check-ups. Post-pregnant women experience increased anxiety when using public transport with their dependants. The anxiety stems from 'off-boarding' public transport with childcare equipment and the additional stress monitoring dependant's safety and behaviour during the commute. Limiting private vehicle use may result in post-pregnancy women paying for childcare to avoid taking their child on public transport. The cost of childcare has increased with a part-time place now at £104 a week. This is an increase of 4.1% since 2020 according to figures from the Family and Childcare Trust. Childminders also increased prices by 2.7%

Specific Characteristic	Positive Impact	Negative Impact	Human Rights/ Socioeconomic Impact
			Key facilities include Princess Royal Maternity which is just off the M8 on Alexandra Parade. In terms of accessibility via private vehicles, the preferred option utilises interventions: DEV4 Improve Clydeside expressway and M8 Junction 19, ROAD5 M8 Junction 15 layout improvements and ROAD3 managed motorways. These methods reduce congestion and increase efficiency in private vehicle journeys times. Moreover, these methods reduce safety issues by improving the quality of these transport routes. Pregnant women are more vulnerable, thus, improved safety via their most common use of transport is important in ensuring low risk travel to vital facilities.

Table 5-7 Protected Characteristic: Religion/ Belief

Specific Characteristic	Positive Impact	Negative Impact	Human Rights/ Socioeconomic Impact
Muslim	Glasgow has a 4% higher Muslim population compared to the Scotland Average. Along the outer areas of Glasgow city, there are 3 mosques: Islamic centre of Scotstoun, ILC mosque and Al Tawheed Mosque. The preferred option may improve public transport links to all 3 of these mosques along A814, M77 and Nitshill Road, London Road. For Islamic centre of Scotstoun and ILC mosque, private vehicle trips are not impacted by the preferred option. 6 mosques are located in/close to the LEZ shown in the preferred option spatial representation figures, where public transport links have increased both AM and PM by 50-500 trips. Private car trips in this area will be reduced by approximately 50 trips AM and PM. Walking to the mosque is common practise in Islam, however, if distance/ health issues prevent this then accessibility to mosques – particularly on Fridays during Jummah – is vital.	Limiting private vehicles through DM1 on-street parking removal and DEV5 extend controlled parking zones could potentially increase harassment for individuals travelling to the mosque. The Al Tawheed Mosque will see a reduction in private vehicle trips by approx. 50, which could exacerbate rates of hate crime due to the seclusion of the area compared to Glasgow city centre. The preferred option has mitigation initiatives in place to ensure safety infrastructure across mobility hubs and public transport services through street lighting, shelters, surveillance.	For Muslim individuals in the UK, age 16 to 74 years, only 1 in 5 of the population is in full-time employment, compared to more than 1 in 3 of the overall population. Only 6% of Muslims are in 'higher managerial, administrative and professional occupations' compared to 10% of the overall population. Geographical location and accessibility to modes of transport is a key limiting factor in employment opportunities. The preferred option interventions include 6 new park and ride schemes, 2 proposed Fastlink's in the Yoker, Scotstoun and Kelvinside areas, and PT6 New Parkhead Rail Station. This will

Specific Characteristic	Positive Impact	Negative Impact	Human Rights/ Socioeconomic Impact
	Within the central area of Glasgow city, increased public transport should improve access to religious practises for the Islamic community. Muslim women in the UK are more likely than all other women to be economically inactive with 18% of Muslim women aged 16 to 74 recorded as "looking after home and family" compared with 6% in the overall population. Thus, this 18% of Muslim women predominantly use transport for leisure; groceries, childcare, household maintenance etc. Women in Scotland are more reliant on public transport and so Muslim women in Glasgow will be heavily reliant on public and active modes of transport for daily activities. The preferred option prioritises public transport improving the quality of life of Muslim women as their travel time is reduced and safety is improved. The overall impact is M**EDIUM** as accessibility for religious practise and cultural events increases across the whole of Glasgow city. The short-term negative impacts for individuals within this protected group are low as interventions altering transport routes and modes of transport will impact cultural/ religious traditions. increases across the whole of Glasgow city.		reduce inequalities surrounding Muslim individuals' employment rates in Glasgow as geographical location won't be a basis for lack of employment. Additionally, to prevent financial stability limiting access to job opportunities, low-income initiatives within the public transport infrastructure reduce travel costs.
Christian; Roman Catholic, Church of Scotland, Church of England	In Glasgow there is a higher proportion of adults stating their religion as Roman Catholic, and Other Religion, compared to Scotland as a whole. In the 'Roman Catholic' and 'Church of Scotland' groups, half of people travel to their place of study by car, train or bus. The preferred option prioritises public transport, improving accessibility, safety and efficiency. There are over 16 Roman Catholic primary and secondary schools in Glasgow City, and approximately 6-8 Church of Scotland primary and secondary schools. With these religious groups predominantly utilising public transport to access education, PT1 Bus priority corridors and PT8 Clyde Metro, Heavy and Light metro stops, can ensure	In the 'Roman Catholic' and 'Church of Scotland' groups, half of people travel to their place of study by car, train or bus. The preferred option enhances efficiency and safety of the road network but reduces accessibility within the city centre/Merchant city and surrounding routes. Some individuals may have to adapt a behavioural change in mode of transport to their place of study. Practising Roman Catholics receive the Eucharist (the significant act of worship) generally once a week, some devote	Transport and Travel in Scotland 2020 found that car access increased with household income, as did the number of cars available per household: 50% of households with an annual income up to £10,000 had access to 1+ cars, compared to 98% of households with an annual income of more than £50,000. There is evidence to suggest those who record their religion as Roman Catholic, Hindu, Muslim, Buddhist,

Specific Characteristic	Positive Impact	Negative Impact	Human Rights/ Socioeconomic Impact
	high attendance. Maintaining attendance holds a significant correlation with exam performance and grade attainment. Individuals identifying as Church of Scotland had a higher-than-average proportion of people who drove to work; 60%. The preferred option establishes key road network interventions; DEV4 Improve Clydeside Expressway and M8 Junction 19, ROAD5 M8 Junction 15 layout improvements, FRE12 proposed distribution centres and ROAD3 Managed motorways. These interventions will reduce congestion and commute time for private vehicle journeys, ensuring work commutes account for a lower proportion of an individual's economic activity. FRE12 will reduce larger vehicles on main road networks to Glasgow reducing major road traffic risks. Managing the motorways will ensure efficient private vehicle journeys and a more inclusive driving environment via improved signage and signalling infrastructure. In 2017, 42% of church goers were 65 and over, and 7.2% of Scotland's population regularly attended church, down from 17% in 1984. The church communities therefore represent an ageing population. The preferred option improves safety infrastructure for ease of travel for elderly individuals; increasing their ability to attend church. The preferred option can increase accessibility to Roman Catholic and Church of England churches, heightening cultural engagement with the churches and local communities. The overall impacts long term will be **LOW.**	individuals will receive the Eucharist 5-7 times a week. Private vehicles use may be utilised by these individuals for ease of flexibility in attending religious services alongside work and study obligations. Private vehicle trip reductions by 50+ AM and PM across the city centre by the preferred option interventions may limit their attendance receiving the Eucharist; affecting quality of life and cultural engagement within the community.	No or Other religion have lower access to a car than average. Thus, data suggest these individuals overall have a lower-than-average income. The preferred option will incorporate changes to fares for public transport to increase accessibility for individuals on a lower income who are more reliant on PT for leisure and commute travel. Increased PT accessibility for individuals on lower income should improve quality of life by reduced active travel exposure during early AM and late PM.
Jewish	In Glasgow, the Jewish population is 0.2% according to 2011 census data. Individuals who belong to the Jewish religious group celebrate Shabbat every week starting Friday evening until Saturday evening. This 25-hour tradition acknowledges that no work is to be done on Shabbat. In line with these beliefs, orthodox Jews often refrain from using public		

Specific Characteristic	Positive Impact	Negative Impact	Human Rights/ Socioeconomic Impact
	transport and driving as these activities require service staff and transport staff to work. Jewish individuals may be heavily reliant on active modes of transport during Shabbat, and often visit green spaces during this time. The preferred option interventions Cycle network infrastructure improvements (CYC2A), the expansion of Nextbike (CYC6) and improved walking experience on key routes (WALK1) would enhance accessibility for Jewish individuals likely using active travel during Shabbat. This may ensure Jewish people aren't isolated during their religious traditions, encouraging flows of culture throughout Glasgow and improved quality of life through social cohesion. Additionally, the preferred options safety infrastructure may enhance the quality and safety surrounding active travel for these individuals. In Glasgow there are 2 synagogues: Garnethill Synagogue in the city centre and Langside Synagogue in Pollokshields East/ Greater Gorbals. With only 2 synagogues, access is vital to ensure quality of life and religious identify are maintained. The preferred option enhances accessibility through increased PT routes, increased bus times and increased efficiency. Overall, the long and short-term impacts are **LOW.** Specifically focusing on the Shabbat, impacts may rise to medium due to enhanced active travel and outdoor experience creating secondary benefits also.		
Hindu	The Hindu population in Glasgow is 0.7%. Hindus were the least likely to drive to work; 37%. Thus, these individuals are more reliant on public transport for commute purposes rather than private vehicle use. The highest density of employment opportunities is in Merchant city, where the preferred option has increased AM and PM public transport trips by 500+.		

Specific Characteristic	Positive Impact	Negative Impact	Human Rights/ Socioeconomic Impact
	Hindus were also the group most likely to take the bus to work; 22%. The Hindu population may benefit from PT1 Bus Priority corridors and the 20% improvement in bus journey times. This increased accessibility should make commutes more efficient. Hindus were the most likely to travel shorter distances of less than 10km; 72%. The increased efficiency of public transport may extend the travel distance of these individuals allowing them to access greater facilities across Glasgow city. Improved safety infrastructure and road safety features across Glasgow under DM5 can also ensure Hindus feel safer travelling longer distances. The quality of life of these individuals may improve as travelling longer distances increases access to green spaces, cultural activities and healthcare/ leisure services. There is only 1 Hindu Mandir located in Glasgow along Clifton Street, in Hillhead/ Woodlands areas. According to the Scottish Index of Multiple Deprivation (SIMD), this area is in the higher deprivation 4th sector for crime rate and 2nd highest deprivation for housing. This makes Hindus susceptible to hate crimes during their journey to the Mandir. The preferred option has improved safety features across the public transport services in Glasgow via street lighting, surveillance, increased routes and journeys to reduce active travel time. This may improve the quality of life of individuals who are fearful of travelling to the Mandir due to crime rates. PT8 Clyde Metro heavy stops is also located close to the Mandir with a park and ride. The long-term impact is **MEDIUM** as improved safety during religious activity will enhance quality of life and increase attendance at the religious events; improving flows of Hindu culture throughout the community.		
Buddhist	0.4% of the Glasgow population identify as Buddhist. Buddhists were the group most likely to work mainly at or		

Specific Characteristic	Positive Impact	Negative Impact	Human Rights/ Socioeconomic Impact
	from home; 17%. The preferred option will have the least impact on Buddhist individuals in regard to commuting since working from home means reliance on public or private transport is low. In Glasgow city, similar to Jewish individuals, there are only 3 Buddhist Temples located in Glasgow city. 2 in Merchant city and 1 in north Maryhill/ Summerston. The Synagogue in Maryhill is ranked in the 6th decile according to the SIMD, ranking 5th for crime. The preferred option safety infrastructure interventions will ensure safe accessibility for Buddhist individuals in areas with lower levels of pedestrian activity. I Increased transport routes and journeys along these areas will improve safety through surveillance, shelter and reduce active travel times/ length. The long-term impacts will be **LOW** and small scale.		
Non-Religious	31% of the population in Glasgow identify as Non-Religious. Those identifying as No Religion were more likely to walk for leisure and commute purposes. The preferred option prioritises walking and cycling, with interventions including: DEV3 Pedestrian crossing over M8 and Clydeside Expressway, WLK2 M8 Cap and WAT3 New River Crossing. By enhancing the active travel experiences through inclusive environments, non-religious individuals can experience a safer journey with more ease. The journey is safer because increased safety infrastructure reduces exposure to road traffic and congestion/ large vehicles and surveillance and street lighting increases safety from crime. The long-term impacts will be **LOW.**	Those identifying as No Religion were more likely to walk in general for commute and leisure. Thus, these individuals may not benefit as much as religious individuals by public transport interventions.	
Other	**As above specific to religious ceremonies, infrastructure, traditions and beliefs.**	**As above specific to religious ceremonies, infrastructure, traditions and beliefs.**	

Table 5-8 Protected Characteristic: Age

Specific Characteristic	Positive Impact	Negative Impact	Human Rights/ Socioeconomic Impact
0-15	Children, 0–15-year-olds, account for 16.6% of Glasgow's population. In 2019, there were 26,839 secondary students in Glasgow city, thus, accessibility to school buildings is vital to maintain attendance and high-quality education. Increasing public transport trips AM and PM by 500+ across Glasgow may not only improve accessibility for pupils but also safety and flexibility. Maintaining high quality education and qualifications is important within Glasgow to ensure flows of skills throughout the younger generation are adequate for the economic activity and to prevent symptoms of an ageing population. Younger people were more likely than older people to travel into the city centre both during the daytime and in the evening, relating this to age, younger people are often less fearful and more likely to take risks. The preferred option interventions ensure safety for young people when travelling late at night. Regarding road traffic accidents, there were 490 child casualties reported in 2020, representing 10% of all casualties. 6 children were killed, and 176 children were seriously injured. These risks are exacerbated during busy commuting times and late at night when visibility is low. DM5 Road safety interventions increase visibility through street lighting and mobility hubs. DEV3 pedestrian crossing ensure young people avoid crossing busy road networks. Increasing the frequency of public transport journeys and routes can also reduce active travel during late PM and early AM when young people are at risk. In 2020, 48% of children in full-time education at school usually walked to school, 21% usually went by bus, 26% by car or van, 2% cycled. Thus, the preferred option	A noticeable impact from the preferred option is shown along the M74. Along the M74 are approximately 11+ educational buildings (primary, secondary schools), yet the private vehicle trips will reduce in frequency by 500+ AM and 0-10 PM. The public transport trips will see increases of 10-50 AM and 10-50 PM which may not be an adequate volume considering the reduction in private vehicle trips. Thus, a key consideration should be ensuring school routes and accessibility are not hindered for all schools and areas by an equal increment in PT in relation to the reduction in private vehicle trips.	Enhanced Community Transport (CST1) may have a positive impact on accessibility and social inclusion for people on low incomes and people that may have difficulty accessing the PT network. Glasgow was the local authority in Scotland with the highest proportion of children aged under 16 in low-income families at 25%. Children below 5 travel free and youth travel tickets via the concessionary travel interventions for lower income individuals and families will ensure children in low-income families have equal access to green spaces and recreational activities. There is a correlation between children living in low-income families and behaviour/ attendance at school. Increasing accessibility to recreational activities may become an outlet for these youths and prevent impacts to attendance and grade attainment. Thus, quality of life may improve. Accessibility to youth clubs will increase community cohesion within young individuals and ensure flows of culture register with these individuals from a young age. Exposure to various cultures with the young population will mitigate discriminatory mindsets as these individuals age.

Specific Characteristic	Positive Impact	Negative Impact	Human Rights/ Socioeconomic Impact
	interventions CYC2 and CYC6 may have low/ minimal impacts on young people. The majority of school children walk, also indicating the importance of road safety measures to ensure maximum safety during active travel commutes; particularly during winter when darker evenings reduce visibility along rural/ fewer urban areas. 58% of primary school age pupils (those aged up to 11) usually walked to school compared with only 38% of those of secondary school age (those 12+). This suggests majority of the individuals commuting via walking are accompanied by an adult. The impact for 0–15-year-olds long term is **HIGH**.		
16-66	Working Age Population,16–66-year-olds, account for 71.6% of Glasgow city's population. Together with Edinburgh, Glasgow has 70% of the population at working age, the highest concentration in Scotland. Thus, with Glasgow's population majority at working age, transport plays a significant role in promoting the socio-economic stability within Glasgow. Younger people (16-24) were more likely than older (55+) to say their household had experienced losing a job (28% vs 8%) and feeling worried or stressed (79% vs 47%). This has strong links to employability and access to employment opportunities. The preferred option increases accessibility across Glasgow connecting the less urban areas along the city boundaries to the densely urbanised areas such as the city centre where employment opportunities are optimised. In regard to the younger generation, below 21, the accident rate is higher for younger drivers. ROAD5 M8 junction 15 layout improvements and ROAD3 managed motorways for the	The preferred option increases both AM and PM public transport trips by 500+ and decreases private vehicle trips by -50 to -500 in the areas surrounding the University of Glasgow; A814, A82, Argyle Street. Individuals within the ages of 30-59 were the least likely to wear a seatbelt out of all age groups. Behavioural changes are difficult to implement such as encouraging individuals to wear seatbelts through increased signalling and signage on road networks. The majority (73%) of employed adults who did not work from home travelled to work by car or van (as either the driver or as a passenger) in 2020. This percentage tended to increase with age (16-20: 58%, Over 40: around 68% to 78%), type of employment	Improving connectivity of young adults across Glasgow city will increase employment opportunities and ensure high levels of upskilling from the older working population to the younger working population. In Scotland, 58% of working-age men and 41% of working-age women were employed full time, compared to 52% of working-age men and 39% of working-age women in Glasgow. Thus, with stats lower than the Scotland average, Glasgow needs to focus on improving accessibility to employment opportunities to reduce this inequality. Interventions ROAD3 managed motorways and M8 junction 15 layout improvements may increase inflow of people outside of Glasgow for

Specific Characteristic	Positive Impact	Negative Impact	Human Rights/ Socioeconomic Impact
	preferred option will improve road safety for young drivers reducing their susceptibility to road traffic accidents. Intervention DM3 20mph speed limit across central Glasgow will reduce the risk of young drivers in pedestrian dense areas. Overall, data shows that younger people drive less because they are less likely to have access to a car/ licence and more likely to rely on buses. Younger people are more likely to use the train and bus than average. They are more likely to walk to work or travel by bus to work compared to older workers. Thus, young adults rely heavily on public transport and active modes of travel for business and leisure travel. They will benefit from the overall improvements to public transport. Women and people 55+ are underrepresented when it comes to riding a bike. From survey work for Bike Life- 68% of people cycling in Glasgow were men and 92% white. 50% of "bike riders" were under 34 years of age. Ensuring equal accessibility to cycling for women and people above 55 is vital for mental and physical health and low-cost travel opportunities. The preferred option has several cycling interventions including CYC2 and CYC6. These interventions increase safety surrounding cycling routes and infrastructure for women and older individuals more vulnerable during active travel. Encouraging cycling can reduce health risks and improve mental health through green space exposure on travel routes. Individuals within the ages of 30-59 were the least likely to wear a seatbelt out of all age groups. The preferred option has interventions to reduce the road traffic accident risk of these individuals and the pedestrian dense areas such as the city centre. DEM3 20mph will reduce risks of no seatbelt use, and increased surveillance throughout transport networks may increase accountability and penalties of individuals not	(72% of those who work part-time, compared to 74% for full-time) and annual net household income (rising to 82% of those in the £50,000+ band). The preferred option establishes several restrictions to private vehicle owners. Older individuals who drive to work may be restricted by DM1 on-street parking removal causing them to walk further distances to places of work; difficult for individuals with limitations. Older working individuals struggle to work from home due to technological inequalities (knowledge, skills and confidence) thus they rely on physical attendance for profession communication. Thus, digital inequalities could be exacerbated.	employment which reduces employment opportunities for individuals living with Glasgow.

Specific Characteristic	Positive Impact	Negative Impact	Human Rights/ Socioeconomic Impact
	following safety protocols. In the long term this could reduce road traffic accidents for individuals within this age category. The long-term impact is **HIGH.**		
67+	Pensioners, 66+, account for 11.8% of Glasgow's population. Glasgow has the lowest percentage population concentration at the pensionable age compared to Scotland Average. Glasgow needs to ensure pensioners don't feel unequal in terms of services and infrastructure due to their lower population. Individuals above the age of 60 experience decreased mobility and therefore are more likely to use the bus than the national average usage rate due to ease. Attendance at cultural events or places of culture for over 75s was below 23%. Thus, to ensure pensioners feel a sense of belonging within the community and aren't isolated, it is important to ensure buses – which they use the most – are easily accessible and safe. The preferred option PT1 bus priority corridors and increments in public transport trips AM and PM by 50-500 across central Glasgow increase bus routes, frequency and quality. For pensioners priority seating and equipment accessibility (wheelchairs, ramps, walkers) is crucial for a smooth transition to using buses. The long-term impact is **MEDIUM/ HIGH.**	As people get older, they are more likely to drive to work for ease. The preferred option establishes several restrictions to private vehicle owners. Older individuals who drive to leisure activities may be restricted by DM1 on-street parking removal causing them to walk further distances to places of leisure; difficult for individuals with limitations.	Enhanced Community Transport (CST1) would have a positive impact on accessibility and social inclusion for people on low incomes/ difficult accessibility. For pensioners on low incomes, the monthly cashflows are limited once they stop work and so concessions tickets for public transport ensure income doesn't limit accessibility to key services such as health and leisure. Pensioners utilise at home visits due to their lack of ability to travel to health care facilities. The preferred option may ensure pensioners feel safe and confident travelling to appointments via public transport. Confidence will improve as communication infrastructure such as signalling, signage and visual aids for individuals without technology knowledge will ensure pensioners avoid confusion. Hospitals and healthcare services may have less at home visits to attend reducing healthcare costs to the economy and increasing utilisation of staff for other services from cutting travel time.

5.2 Objectives Based Impact Assessment

To address GCC's duty to comply with Fairer Scotland Duty and Human Rights act, the following impact assessment has been carried out, highlighting potential impacts under different objectives.

Table 5-9 Objective based assessment

Objectives	Positive/negative impacts
Equality and Human Rights	
Eliminate discrimination and harassment	Enhanced Community Transport (CST1) would have a positive impact on accessibility and social inclusion for people on low incomes and people that may have difficulty accessing the public transport network. The preferred option will work towards removing barriers for protected characteristics in utilising all modes of transport. Safety across all networks will improve via shelter, surveillance, lighting and frequent route use. Public transport; PT8, PT10, PT16, have improved accessibility for individuals across Glasgow by ensuring language and communication barriers aren't an issue in understanding and using transport networks. Signalling, signage and visual aids compatible for all individuals to ensure changes to transport patterns/ routes and help services are available. CYC2A cycle network infrastructure improvements ensure safety in active travel modes ensure vulnerable groups aren't limited in location or time of use.
Advance equality of opportunity	The preferred option will increase accessibility to employment centres and services (below) for all protected characteristics through active travel and public transport interventions across Glasgow. Private vehicle use in some instances may be hindered in some city centre locations. • Healthcare • Education • Recreation • Community facilities (e.g. LGBT Youth Scotland based in the city centre) • Religion For older individuals who cannot access these services online such as telemedicine, public transport accessibility is vital to maintain quality of life. AM and PM public transport trips across city centre where key facilities are located, increase by 50-500 trips.

	For low-income individuals who do not have access to a car, public transport may be the only way to access these facilities. These key facilities are contributing factors to optimising individual's quality of life. Active travel may be an option for some individuals, the interventions will facilitate more active travel trips, longer distance, and safer. This means accessibility to opportunities will increase if one of the most affordable modes of transport can access essential public services and employment centres.
Foster good relations within and between people with protected characteristics	Fostering good relations with all protected characteristics is vital in preventing exclusion, as it could result in exacerbated harassment as certain individuals are singled out in terms of transport use and accessibility. The bus, Clyde Metro and Fastlink schemes under interventions PT1, PT8 and PT16 ensure protected characteristics feel comfortable accessing and utilising the various transport networks via priority seating for elderly and pregnant women, areas for equipment storage associated with disabilities and childcare, gender free toilets, assistance infrastructure in onboarding and offboarding modes of transport. Reductions in private vehicle trips by 50+ AM and PM across central Glasgow will increase pressure on public transport use, and with the preferred option increasing efficiency of bus journeys by 20%, some individuals may feel pressure onboarding and offboarding modes of transport. Particularly with subway and rail services where service staff are less visible on the transport, individuals with limited mobility such as disabled, elderly and pregnant women may experience stress when unloading equipment following a journey to keep up with the fast-paced network.
Enable people to have more control of their social/work environment	The preferred option refines all modes of transport allowing more individuals to opt for sustainable travel initiatives instead of this only being reserved for people of certain gender, age or income. The preferred option enhances the quality and safety of active modes of travel such as walking and cycling routes by: increasing the visibility and access to pedestrians, street lighting and shelters, safer travel routes from congestion zones. Individuals in the protected groups will not be limited to active travel use by fear of harassment and so they will have more control in utilising active travel. Improved walking experience on all key routes (WLK1) includes good lighting, clear signage, resurfaced footways and clear lines of sight which should improve pedestrian safety and personal security. These interventions make active travel a viable option for more individuals, as opposed to only being an option for those able to travel is relatively unsafe conditions. This gives more people control over their mode of transport. ROAD3, ROAD5 and FREI2 reduce congestion and create higher levels of efficiency on the road network to reduce travel times. The preferred option has designed increased frequency and routes in the bus and Clyde Metro networks. Overall, a reduction in travel times will allow individuals more leisure time to use within their communities and improve quality of life (mental and physical health).
Promote participation, inclusion, dignity and control over decisions	Promoting control over decisions for protected characteristics groupings is dependent on 2 key factors: accessibility and affordability. The preferred option improves accessibility for all protected characteristics and increases transport options for

Reduce differences in status between different groups of people	individuals. Low-income initiatives ensure individuals with a lower household income will still have equal access to areas and transport networks across Glasgow. Ensuring protected characteristic have equal choice in commuting to work and study is vital to optimise quality of life; individuals will opt for the mode of travel that will make them feel safe and comfortable. By ensuring transport isn't a barrier to education and employment, factors such as wealth don't comparatively benefit individuals in terms of opportunities. It should be recognised that the intervention will place limitations on private vehicle use, through reduced parking, which may cause lack of control for individuals who are more reliant on this mode of travel; LGBTQ+ individuals who are fearful of constraining their identify.
Build family support networks, resilience and community capacity	Access to support networks is a significant determinant of whether or not individuals build and utilise them. Improvements to public transport provision and quality will enable individuals to access support networks. Similarly, improvements to active travel infrastructure will facilitate informal visits between people, therefore building support networks, resilience and community capacity. Transport is a key factor in placemaking. The preferred option will encourage use of green spaces across Glasgow, such as Pollok country park which covers 146 hectares. The preferred option improves public transport links surrounding Pollok Country Park, Titwood Road and Haggs Road, by 500+ trips in the AM, and >500 trips PM, whereas private vehicle trips are reduced by 0-50 both AM and PM. Encouraging use of green spaces and recreational activities will improve quality of life and cohesion of family networks. Cycle network infrastructure improvements (CYC2A), the expansion of Nextbike (CYC6) and improved walking experience on key routes (WALK1) would enhance accessibility for people on low incomes and other groups more likely to use active travel. Spending more time outside will improve mental and physical health and encourage individuals to engage within the local community. Moreover, improved accessibility to community facilities and services across Glasgow will enhance flows of culture and access to cultural events. With the preferred option increasing access to community areas, community cohesion will improve establishing a strong network of trust and responsibility to deal with local concerns at a faster rate.
Reduce crime and fear of crime including hate crime	The preferred option interventions have several avenues to reduce crime within Glasgow for individuals using transport networks. Cycle network infrastructure improvements (CYC2A), the expansion of Nextbike (CYC6) and improved walking experience on key routes (WALK1) would ensure safe active travel for individuals who are vulnerable and more likely to utilise these networks; individuals from low income/high deprivation backgrounds, children and young adults. Safety features include avoiding dense road traffic areas, surveillance, shelter, street lighting etc.

	For public transport networks such as PT1 Bus priority corridors, safety features especially for women who are heavily reliant on public transport, will ensure these individuals don't feel limited on where and when they access public transport. The safety features will ensure individuals such as women aren't fearful when using transport networks. Additionally, for LGBTQ+ individuals and BAME individuals who both experience high levels of hate crime, these safety measures will increase confidence when using public transport. Increased confidence will result in higher accessibility to leisure services improving quality of life.
Protect vulnerable children and adults	Vulnerable children and adults can be seen across all categories of protected characteristics, including students, disabled individuals and low-income individuals. Glasgow was the local authority in Scotland with the highest proportion of children aged under 16 in low-income families at 25%. Enhanced Community Transport (CST1) would have a positive impact on accessibility and social inclusion for people on low incomes and people that may have difficulty accessing the PT network. Younger people (16-24) were more likely than older (55+) to say their household had experienced losing a job (28% vs 8%) and feeling worried or stressed (79% vs 47%). This has strong links to employability and access to employment opportunities which are enhanced through the preferred option and increased public transport routes across Glasgow city. Providing vulnerable children and adults with independence is one way of protecting them from coercion. Improved PT and active travel infrastructure will enable children and adults more independence and increase their mobility.
Promote healthier lifestyles including: • diet and nutrition • sexual health • substance misuse • physical activity • life skills	The preferred option promotes the use of active modes of travel through Cycle network infrastructure improvements (CYC2A), the expansion of Nextbike (CYC6) and improved walking experience on key routes (WALK1). This will increase physical activity during commutes to work, study and leisure as safety, quality and accessibility are improved. Physical activity improves mental health and encourages economic productivity. Transport is a key factor in placemaking. The preferred option will encourage use of green spaces across Glasgow such as Pollok country park which covers 146 hectares. Encouraging use of green spaces and recreational activities will improve quality of life and cohesion of family networks. Looking at the preferred option, within the LEZ in Glasgow city centre, there are 2 key LGBTQ+ buildings: LGBT Youth Scotland and LGBT health and wellbeing; residing on Bell Street and Ballater Street. Public transport impacts AM and PM for the preferred option see an increase in trips by 50-500 within this area. Whereas private vehicle trips are reduced by 0-50. LGBTQ individuals are 15% more likely to face discrimination and 10% more likely to face harassment. Access to the Sandyford, sexual health service for Greater Glasgow, will be improved by the public transport and active travel interventions given its locations on the edge of the city centre, Parkhead, Maryhill, and Govanhill.

	The new Parkhead rail station, PT6, will increase access to many amenities such as the Forge Shopping Centre, 4 Pharmacies within 1500 metres, and Celtic park. PT6 will play a crucial role in enhancing accessibility to key resources and facilities to individuals living along the boundaries of Glasgow city.
Fairer Scotland Duty; Population groups suffering from inequality of outcome	In 2020, in the 20% least deprived areas in Scotland, 81% rated their neighbourhood as a very good place to live, whereas only 31% did so in the 20% most deprived areas. Additionally, 71% of adults in the 20% least deprived areas agreed that there are places in their neighbourhood where people can meet up and socialise, compared to 55% of adults in the 20% most deprived areas. Moreover, 36% of adults living in the 20% most deprived areas had attended a cultural event or place of culture, including the cinema, compared to 53% of adults living in the 20% least deprived areas. The preferred option will reduce inequalities between low and high deprived areas by providing equal access to community facilities such as recreational activities. Glasgow is home to 5 Scottish Natural Heritage (SNH) Sites of Special Scientific Interest (SSSIs) – Fossil Grove, Possil Marsh, Bishop Loch, Waulkmill Glen and Cart & Kittoch; 12 SNH Local Nature Reserves and 3 SNH Country Parks (Pollok, Dams to Darnley, and Cathkin Braes) in Glasgow. The preferred option will increase accessibility to these green spaces and cultural sites, improving community engagement and quality of life. In 2020, 87% of households in the 20% most deprived areas had access to the internet whereas almost all households (99%) in the 20% least deprived areas had access to the internet. With this in mind, to prevent inequalities in accessing public transport timetables and tickets, the preferred option ensures there are no information barriers. Highest income households cycle most. Cycling is used as a means of transport most often by households with incomes over £50,000 (9% at least once a month), and least often by those with incomes between £10,000 and £20,000 (4%). That said, 7% of households with income up to £10k cycle as a means to work at least once a week. Lower income households use bus more and train less - 56% of people from households with incomes up to £15,000 use the bus at least once a month, compared to 32% of those with incomes over £40,000. Only 19% of people from households with incomes between £10,000 and £15,000 used the train at least once a month, compared to 48% of those with incomes over £50,000. Car access increased with household income, as did the number of cars available per household: 50% of households with an annual income up to £10,000 had access to 1+ cars, compared to 98% of households with an annual income of more than £50,000. Those on incomes over £50,000 were more likely to drive (78%) and less likely to walk (6%) or take the bus (6%). The majority (73%) of employed adults who did not work from home travelled to work by car or van (as either the driver or as a passenger) in 2020. This percentage tended to increase with age (16-20: 58%, Over 40: around 68% to 78%), type of

	employment (72% of those who work part-time, compared to 74% for full-time) and annual net household income (rising to 82% of those in the £50,000+ band). The preferred option ensures deprived areas have equal access to employment opportunities, educational opportunities and key facilities across Glasgow by interventions: Active modes of travel (CYC2, CYC6), Public Transport (PT1,8,10,16) and Road Network improvements (ROAD3, ROAD5.)

5.3 Differential Impacts

Table 5-10 Differential impacts by population groups

Population Groups	Differential impacts
Those vulnerable to falling into poverty	
Unemployed	Unemployment is an issue in Glasgow and transport is well documented as a barrier to accessing training and employment particularly for those on low incomes. 70% of Glasgow's population are of working age (16-66), 4.7% of working age population are unemployed. Unemployment has a strong link with high deprivation areas due to lower access to employment opportunities, education and qualifications. The preferred option reduces access inequalities within the transport network via concession tickets, low-cost travel fares, increased network coverage and frequency of service. This benefits unemployed individuals by improving their quality of life and providing them with greater opportunity to employment. Maintaining high quality education and qualifications is important within Glasgow to ensure flows of skills throughout the younger generation are adequate for the economic activity. In 2019, there were 26,839 secondary students in Glasgow city, thus, accessibility to school buildings is vital to maintain attendance and high-quality education. Increasing public transport trips AM and PM by 500+ across Glasgow will not only improve accessibility for pupils but also safety and flexibility.
People on benefits	As stated for individuals living in deprived communities and unemployed. Transport is well documented as a barrier to accessing training and jobs particularly for those on low incomes. Improving the quality, frequency and coverage of public transport network in Glasgow will significantly benefit those on benefits who will use the public transport network to access services, community assets, friends, family and potential employment locations. The same effect will be felt by individuals who are able to utilise improvements to the active travel infrastructure. Individuals on benefits may also suffer from mental and physical disabilities. In 2019, adults with a long-term limiting physical health condition were more likely to have experienced discrimination in the previous 12 months (12%) compared to adults without any health conditions (6%). Also, disabled adults are less likely to have a driving licence increasing their reliability on public transport for access and amenity, even more so as 8% of adults in Scotland struggle to walk and over 33% of bus journeys are by concessionary pass holders. Mobility hubs under intervention SM1 will ensure discrimination isn't a limiting factor on

	public transport use for physically disabled individuals. By increasing safety measures such as surveillance, street lighting, shelter and increased pedestrian density disabled individuals will feel safer when using public transport. Interventions DEV3 and WAT3 additional pedestrian crossing will improve accessibility for disabled individuals and reduce walking distance between public transport services. PT6 New Parkhead Rail station along with PT16 proposed Fastlink will adopt disabled infrastructure such as slopes and drop-down curbs to ensure ease of access. This will ensure disabled individuals can access amenities and green spaces for improved quality of life.
Single parents	There is a higher proportion of single parent households in Glasgow compared to Scotland as a whole. Parents have additional space needs in relation to taking buggies on buses. Thus, DM1 on-street parking removal could cause private vehicle owners to have a larger distance between their residence and where their car is parked, increasing risks especially for single parents who have to balance children, childcare equipment etc. Limiting private vehicle use may result in single parents paying for childcare to avoid taking their child(ren) on public transport. The cost of childcare has increased with to at least £108 a week in Scotland (25 hours); an increase of around 2% since last year (Family and Childcare Trust). Post-pregnant women/ single parents experience increased anxiety when using public transport with their dependants. The anxiety stems from 'off-boarding' public transport with childcare equipment and the additional stress monitoring dependant's safety and behaviour during the commute alone as a single parent. Mitigation initiatives are in place within the preferred option as increased accessibility to childcare equipment as well as a 20% reduction in bus journey times will increase the ease and efficiency of public transport travel modes. This will benefit the local economy as a secondary impact through the increased access to healthcare facilities for pregnant women and post-partum women. Hospitals and healthcare services will have less home visits to attend reducing healthcare costs to the economy and increasing utilisation of staff for other services from cutting travel time. Moreover, emergency visits will likely reduce as pregnant women will have increased accessibility to regular health check-ups. The new Parkhead rail station, PT6, will enhance the quality of life of single parents and parents who don't own a private vehicle. It will increase access to many amenities such as the Forge Shopping Centre, 4 Pharmacies within 1,500 metres, Celtic park, and all health services in the city centre. For families living in high deprivation, it will increase community engagement since only 36% of adults living in the 20% most deprived areas attend cultural events. PT6 will play a crucial role in enhancing accessibility to key resources and facilities to individuals living within the boundaries of Glasgow city.
Vulnerable families	Specifically observing Easterhouse, a northeast section of Glasgow, deprivation is in the 2nd highest percentile for Scotland. According to the Glasgow indicators project, single parent households account for 51% of all households with dependent children in this area and child poverty exacerbates the poverty cycle, suggesting that female unemployment is higher due to lack of childcare for dependants. The preferred option shows increased public transport AM and PM along the M8, potentially improving access to childcare facilities for deprived individuals in the Easterhouse area. The option also improves public transport and active travel in the area, allowing greater access and mobility to services outside of the area. These benefits of increase accessibility and mobility apply to vulnerable families across Glasgow, not just Easterhouse.

	The preferred option shows that there could be an increase in AM and PM road trips by private vehicles within the Parkhead Cross AQMA, where deprivation rate is in the 1st highest percentile. Thus, with the area experiencing the highest rate of deprivation, the local population will rely heavily on public transport as opposed to private vehicles. The divergence of private vehicles within this area may increase safety risks during commutes between public transport links and so information gaps and lack of road signage will need to be improved within the area to counteract possible increased risks.
Pensioners	See age categories in table above.
Looked after children and young people	See age categories in table above.
Homeless	Homeless individuals can often be overlooked by transport infrastructure. These individuals face similar difficulties to living in deprived areas and low-income families with additional concerns surrounding safety, health and accessibility. The preferred option reduces access inequalities within the transport network via concession tickets, low-cost travel fares and increases routes and frequencies so cheaper routes can be selected.
Carers	Individuals who have a caring responsibility hold similar responsibilities to single parents for the person they care for. See single parent category above. Additionally, carers may suffer from mental health problems due to added stress and responsibilities; see the protected characteristic in the impacts table.
Those in the criminal justice system	For individuals within the criminal justice system, safety concerns and accessibility are key factors impacting travel choices. These individuals often prefer privacy and low-profile travelling to avoid conflict during travel, additionally, late hours require flexible transport routes and timetables. As stated in the above impacts table, the preferred option has established safety infrastructure to reduce risks for vulnerable individuals when travelling.
Living in deprived communities	Glasgow has a higher proportion of people living in rented accommodation than Edinburgh and Scotland as a whole, with a particularly high proportion living in social rented accommodation. Moreover, over 40% of households in Glasgow are in the most deprived quintile from Scottish Index of Multiple Deprivation 2020 (SIMD). Glasgow has a significantly higher than average proportion of households without access to a car compared to Scotland, at 46% (Scotland 29%). This rises to 71% of those households classified as social sector tenure compared to 25% of owner-occupied households. Almost 75% of households in Glasgow have no access to a bike, higher than the national average. (Scottish Household Survey, 2019). In 2019, adults from the 20% least deprived areas were more likely to have a 'very strong' sense of belonging to their community (37%) than adults living in the 20% most deprived areas (29%). Adults in the most deprived areas live further away from their nearest green or blue space. Moreover, 36% of adults living in the 20% most deprived areas had attended a cultural event or place of culture, including the cinema, compared to 53% of adults living in the 20% least deprived areas. The preferred option will reduce inequalities between low and high deprived areas by providing equal access to community facilities such as recreational areas and activities.

	The preferred option ensures deprived areas have equal access to employment opportunities, educational opportunities and key facilities across Glasgow by interventions: Active modes of travel (CYC2, CYC6), Public Transport (PT1,8,10,16) and Road Network improvements (ROAD3, ROAD5.) Easterhouse and Pollok Silverburn hold the highest deprivation rate among all areas in Glasgow, the preferred option interventions will ensure a 27% and 21% increase in the residential population who live within a 45-minute bus catchment for residents and a 27% increase in job access within the 45-minute catchment on bus. Ruchazie/ Garthamlock and Easterhouse, Baillieston and South Nitshill/ Darnley and Arden/ Carnwardic are all areas which will have less additional local cycle connections (CYC2) and a small number of proposed expansions of Nextbike. With bus services being the most utilised transport mode for women, the women within these areas may not benefit as much from the preferred option compared to women in areas of increased public transport accessibility (such as Pollokshields, Calton, Bridgeton, Parkhead, and Dennistoun). Easterhouse and Pollok Silverburn hold the highest deprivation rate among all boroughs in Glasgow, the preferred option interventions will ensure a 27% and 21% increase in the residential population who live within a 45-minute bus catchment for residents and a 27% increase in job access within the 45-minute catchment on bus.
People with low literacy	Individuals with low literacy often struggle to digest written and verbal information, so clear visual sign posting with graphics is useful to portray a message effectively. The preferred option will improve presentation of information, with a focus on accessibility. The mobility hubs SM1 will incorporate this into the public services to increase accessibility and ease of use of the different modes of transport; particularly with individuals required to know new routes.
People misusing substances	Misusing substances and addiction are strongly associated with mental health struggles for individuals. Adults with a long-term limiting mental health condition were more likely to have experienced discrimination in the previous 12 months; 12%. There are 2 key factors associated with mitigating harassment for these individuals. (1) Accessibility, as ensuring a seamless transition on and off the mode of public transport will not divert attention towards the individual and ensure obstruction to the individual or other transport users don't occur to trigger harassment scenarios. (2) Safety, as ensuring key safety measures are in place to mitigate discrimination it will ensure individuals suffering from mental health disabilities feel safe to use the services. Interventions that apply these 2 factors to mitigating discrimination for these individuals include: • The implementation of new rail stations (PT6) and Clyde Metro (PT8) would have significant accessibility benefits in terms of community accessibility and comparative accessibility • Mobility hubs (SM1) would have a positive impact for communities in locations currently underserved by the public transport network • Enhanced Community Transport (CST1) would have a positive impact on accessibility and social inclusion for people on low incomes and people that may have difficulty accessing the PT network. For individuals who suffer from anxiety and depression, being around other individuals in incredibly difficult and private vehicles are often the only form of transport they will use to avoid large volumes of people. The preferred option interventions may limit access to mental health services in the

	city centre for these individuals which could result in a lower quality of life as they no longer access the required services for their mental health disorder. Additionally, it may result in these individuals using active travel as a mode of transport and dependant on age and capacity of the individual and length and location of route this could increase safety concerns. To mitigate this, public transport services acknowledge the different requirements of these individuals by offering services during quieter commute times.
Those leaving care settings	Young adults leaving care settings are often vulnerable to exploitation and struggle finding employment opportunities. Transport is a common barrier to education and employment, so it is vital transport doesn't exacerbate struggles for these individuals. Cycle network infrastructure improvements (CYC2A), the expansion of Nextbike (CYC6) and improved walking experience on key routes (WALK1) would enhance accessibility for people on low incomes and other groups more likely to use active travel. These interventions offer independence to those leaving care and therefore improve their potential opportunities and quality of life, increasing access to employment, services and recreation. Mobility hubs (SM1) would have a positive impact for communities in locations currently underserved by the public transport network, or where there are poor connections between different travel modes. Enhanced Community Transport (CST1) would have a positive impact on accessibility and social inclusion for people on low incomes and people that may have difficulty accessing the PT network.
Other; students	See age categories in table above.
Geographical Locations	
Rural/ semi-rural communities	Limited direct impact as GCC covers a predominantly urban area. The preferred option intervention ROAD3 managed motorways will have a long-term positive impact on people living along the outskirts of Glasgow in the South Nitshill area, a less urbanised compared to central Glasgow. Private vehicle use is the main mode of transport for individuals the further they live from city centre, thus, improving road networks will improve accessibility. Congestion will reduce journey times and road traffic accidents, which are at high risk on motorways. Reduced on-street parking interventions will negatively impact private vehicle users driving into Glasgow from rural/semi-rural communities. South Nitshill and Castlemilk are 2 southern areas along the border of Glasgow which are less urbanised with semi-rural characteristics. CYC6 Expansion of Nextbike has proposed 16+ new sites across these 2 areas to increase use of active modes of travel and safety for individuals who will travel further using active modes of travel. Longer distances will increase risks, DEV3, WLK2 and WAT3 are interventions in which will ensure less routes collide with busy road and transport networks to reduce accident risks. PT1 Bus Priority corridors also extend out across these 2 areas.
Urban communities	Direct impact on urban communities as GCC covers a predominantly urban area and is Scotland's largest city. Better use of the road network through: DEV4, ROAD5, ROAD3, will reduce traffic and congestion which are key transport issues in urban communities. Reduced congestion will improve travel times and reduce risk of road traffic accidents.

	Prioritising walking and cycling through: DEV3, CYC2, CYC6, will ensure sustainable travel options are available, reducing carbon emission across the city. Moreover, opting for active travel will improve health and reduce noise pollution from vehicles. Urban communities are often reliant on green spaces for recreational activities and leisure time. The public transport routes increase access to green spaces across the city.
Coastal communities	No direct impact.
Business community	Direct impacts through transport interventions in terms of movement of goods, staff and access by visitors/suppliers. With regards to movement of goods, FREI2 proposed distribution centres and ROAD3 Managed motorways will reduce congestion and travel time for local suppliers delivering goods and services. Reducing travel time and road network efficiency will reduce fuel costs and carbon emissions allowing more time for economic productivity in other areas of the business outside of delivery; overhead travel costs reduced. The preferred option will increase access to employment opportunities by ensuring transportation isn't a limiting factor, as stated in tables above. Staff will have increased frequency and flexible of public transport routes and journeys ensuring safer travel for employees and timely attendance. Improvements to active travel will increase footfall in areas throughout Glasgow, benefiting the Business Community. Removal of on-street parking is perceived as having a negative effect on footfall but the net effect of all transport interventions will increase mobility and access across the city and therefore businesses.
Staff	
Full-Time	The majority (73%) of employed adults who did not work from home travelled to work by car or van (as either the driver or as a passenger) in 2020. This percentage tended to increase with age (16-20: 58%, Over 40: around 68% to 78%), type of employment (72% of those who work part-time, compared to 74% for full-time) and annual net household income (rising to 82% of those in the £50,000+ band). Moreover, regarding 2019 statistics, 24% of adults earning £15,000 - £20,000 used the bus as their travel to work, compared to 6% of adults earning above £50,000. With the preferred option focused on trip avoidance and trip length reduction in the city centre, it will have a disproportionate impact on full time employees earning above £50,000 in regard to private vehicle use. As these individuals are more likely to drive, they will experience higher volumes of limitations from the preferred option. As private vehicle trips across Merchant city will decrease by 50+ AM and PM, it could increase the number of high-income full-time workers working from home due to difficulty changing behaviour patterns to different modes of travel; mental health would indirectly be impacted from this. The M80 and M8 on the south side of Glasgow will see an AM reduction in private vehicle trips of 500+ which will greatly hinder individuals who commute via private vehicle to work. The forecasted result of the decreased vehicle trips and increased public transport trips implies that a change in behaviour is required for Full-time workers.

	Full time workers on £15,000- £20,000, 24%, travel via bus to work. The preferred option prioritising public transport, such as PT6, 8,10,16, will ensure these individuals have equal accessibility and flexibility during their commutes to optimise a short travel time for increase leisure time.
Part-Time	Part time employees (who typically have lower incomes than full time employees), were more likely to use the bus (11%) than full time employees (7%) in Scotland. The preferred option prioritising public transport, such as PT6, 8,10,16, will ensure these individuals have equal accessibility and flexibility during their commutes to optimise a short travel time for increase leisure time. Part time employees often work off-peak hours and earn less. The public transport routes will ensure safer travel during off peak hours through safety infrastructure such as shelter, surveillance, street lighting etc.
Shift Workers	Shift workers cover shifts PM throughout the night as well as day shifts. SM1 Mobility Hubs, frequent public transport networks and PT6 New Parkhead Railway will increase convergence of pedestrians during late night travelling which will increase safety and confidence of individuals travelling at night. The increased safety for shift workers across all areas of Glasgow no matter the geographical location will increase uptake of PM shifts, which will indirectly positively impact supply and demand of workers in industries such as healthcare.
Staff with protected characteristics	See protected characteristics table above.

6. Public Reporting

As set out in the GCC guidance, all completed EqIA Screenings and full assessments are required to be publicly available on the Council EQIA Webpage once they have been signed off by the relevant manager, and/or Strategic, Policy, or Operational Group.

7. Monitoring and Evaluation

Within the GCC guidance it is recommended that EqIA recommendations and actions required are reviewed after six months if possible and as a minimum after 12 months.

EqIA review dates should be built into the Project Management process and the person who owns the policy or strategy should enter the review date in his or her diary to ensure that actions are followed up. Any issues that arise as a result of policy implementation should be responded to appropriately by the nominated lead.

Appendix A. Interim Appraisal

A.1 Summary of issues/impacts identified in Interim EqIA

GTS policy framework theme	Summary EqIA issues/impacts identified
Reducing the need to travel unsustainably	Positive impacts on community cohesion and health and wellbeing would be experienced by the majority, primarily as a result of the promotion of liveable/20-minute neighbourhoods and adoption of the sustainable transport hierarchy in development decisions. People with disabilities would experience a positive impact as the policy would require developments to ensure appropriate mobility provision and accessibility. People from socio-economically disadvantaged groups are more likely to walk and use public transport to travel and would experience a disproportionate positive impact in relation to accessibility, safety, and amenity as a result of reduced vehicle traffic on the roads and other placemaking enhancements. Women, transgender and BAME people may experience a disproportionate positive impact due to crime reduction, as a result of improved public transport infrastructure and social cohesion. Should demand for public transport increase as a result of the policy without enough capacity, some groups may experience a differential negative impact due to overcrowding (e.g. parents accessing bus with prams, disabled people accessing with wheelchairs). There may be negative impacts for care givers and those living in rural areas travelling into the city by private vehicle as a result of prioritisation of public transport / active travel.
Decarbonising transport & achieving cleaner air	Key proposed policies for achieving decarbonisation include decreasing carbon emissions from transport (vehicular and rail), whilst increasing sustainable transport, creating a circular economy, expansion of EV charging ports, encouraging alternative fuel sources and promotion of green industries. As low-income/BAME communities tend to experience the worst air quality due to living closest to busy roads, emissions reductions have a disproportionately positive impact on these communities. This would also benefit children, older people and disabled people who are more vulnerable to the effects of air pollution. As well as an increase in proportion of private low emission vehicles, simultaneous expansion of the sustainable transport system will be of most benefit to low-income households who are most likely to travel by active means or public transport. Policies to promote a circular, sustainable economy will increase the resilience of the city to the economic and social impacts brought by climate change. The expansion of EV charging ports will make it more feasible for low-income households to own electric vehicles, benefitting them and lowering carbon emissions further, however this benefit is reduced by the fact that these households are less likely to be able to afford these vehicles. Lastly, growth of green industries will bring a needed boost in employment, providing stimulus to socio-economically disadvantaged areas.
Inclusive and safe places for people & supporting sustainable travel choices	Part 3 supports the Council's Active Travel Strategy which will promote sustainable, affordable transport options, improving socio-economic outcomes for all, and potentially benefitting low-income households the most. Additionally, the Hate Crime Charter and Mobility Hubs will make transport safer for individuals with protected characteristics that may be subject to harassment or experience fear when using the transport network, such as BAME/LGBTQ+/transgender/women. Levels of social inclusion within the city should be improved by increase engagement with individuals and groups via consultations and Citizen Panels which allows the voices of protected

GTS policy framework theme	Summary EqIA issues/impacts identified
	characteristic groups to be heard. This will be supported by the Liveable Neighbourhoods scheme which will improve social cohesion and economic contribution. Finally, numerous benefits will be felt by vulnerable groups such as low-income children and disabled people, largely due to targeted discount schemes, improved accessibility and communication on public transport.
Collective transport - public, community, shared and demand responsive transport	The Council's collective travel policy relates to public, community, shared and demand responsive transport and comprises the improvement of bus networks and Glasgow Subway, and phasing out of private car use in favour of sustainable travel. Collective transport is intended to be driven by demand and linked to other active travel options within mobility hubs. Population groups experiencing socio-economic disadvantage and/or low incomes are more likely to use active travel and public transport and are therefore like to experience a disproportionate positive impact as a result of a more joined up, integrated and accessible system. BAME and women are most likely to travel by bus, therefore may also experience a disproportionate positive impact. Furthermore, the close proximity inherent to collective transport has benefits to social cohesion and reductions in discrimination for groups such as BAME/transgender/LGBT/women. In terms of potential negative impacts, the close proximity to other people on public transport may be hazardous to immunocompromised individuals, who may have concerns about their safety travelling by these modes, particularly as a result of the Covid-19 pandemic.
Managing and developing assets and infrastructure	The council's commitment to the monitoring and upkeep of the transport assets futureproofs council operations and allows for flexibility, safety and the tailoring of services towards the needs of some groups with protected characteristics. Upkeep of the city's walking and wheeling network will improve efficiency, allowing accessibility benefits to be realised by socio-economically disadvantaged communities that are more likely to use active travel to get around. People with mobility issues accessing the wheeling network may also experience a differential benefit from accessibility improvements such as dropped kerbs, which could increase independence and access to opportunities throughout the city. Safety on the road and pavement network is ensured by the Road Management Plan and the Winter Maintenance Plan, which will reduce hazards for children and older people. Perceptions of safety on the streets may also be enhanced through implementation of LED street lighting to reduce fear of hate crime on groups such as BAME/transgender/LGBT/women. It should be noted that people on low incomes will be less likely to benefit from improvements to road infrastructure set out in the policies as they are less likely to own a car.
Smart and digital city	The impacts of smart and digital city policy are primarily driven by the collection of data. Making traffic and transport data publicly available will improve transparency, increase innovation and encourage participation and empowerment amongst communities. Promotion of pedestrian green wave technology and bus and cycle priority measures will disproportionately benefit groups most likely to travel by these means, e.g. people on low incomes, BAME, and women. The collection of data also has benefits in the detection and punishment of hate crime, in turn acting as a deterrent and protecting groups more likely to experience crime such as BAME/transgender/LGBTQ+/women. Furthermore, socio-economic inequality is reduced both through the removal of inequalities inherent to the high use of sustainable transport by low-income households, and by the expansion of digital sectors, providing employment and training opportunities. However, there may be a

GTS policy framework theme	Summary EqIA issues/impacts identified
	negative impact on socio-economically disadvantaged groups, older people and disabled people due to lack of access or ability to use new technologies. It is recommended that these groups are specifically considered in the policy to ensure that they are not excluded.
Managing travel demand	Policies regarding the management of transport demand are focused on shifting individuals away from driving into city centres and towards using sustainable modes instead. This is done through increased parking restrictions, parking fares, fines and increased monitoring of parking violations. This has the primary benefit of decreasing congestion, allowing for more efficient public and active transport systems, benefitting people that do not own a car and are more likely to travel by sustainable transport (low-income households/BAME/women). Reducing the level of congestion in the city is also likely to reduce the number of road traffic accidents, particularly benefitting vulnerable children and adults. However, these policies may have negative impacts when driving is unavoidable, for example, for self-employed individuals/carers who require access to a car, and people in rural areas with poor transport links to the city. Park and Ride sites will be important in reducing these negative impacts.
Transport and the natural built environment	Access to green and natural space is an important determinant of health and wellbeing; therefore, the promotion of green and blue corridors and their facilitation of active travel will have positive impacts for everyone in the city. Outdoor amenity spaces serve as places for people to undertake physical activity, as well as to meet and interact, improving social cohesion and potentially having a positive impact on fostering inclusion and reducing discrimination of protected groups. People in lower income communities will particularly benefit from the policies which have a specific focus on encouraging behaviour change, promoting participation in active travel and building resilience to the impacts of climate change. Negative impacts on crime may occur as a result of the increased use of green/blue corridors if they are not appropriately lit and monitored.
Access to vital services and opportunities & supporting economic success	The policies are focussed on improving socio-economic inclusion and access to services through enhancements to the sustainable transport system. Provision of effective, affordable sustainable travel is a key mechanism in improving access to school, employment/training opportunities, and healthy food; children, single parents, unemployed people, people on low incomes, and people in deprived communities may experience a disproportionate positive impact from the policy measures as a result. Additionally, a vital benefit is the use of sustainable transport to improve access to health services for all and people most likely to use health care facilities – pregnant women, older people, and disabled people – are likely to experience a disproportionate positive impact. Children and young people will also experience differential impact due to schemes encouraging active transport to school and improving access to healthy food. The policy also supports commitments to reducing car kilometres by 20% before 2030 and reallocating road space for active travel, which will reduce traffic levels and improve road safety for vulnerable children and adults.

A.2 Summary of STAG Accessibility & Inclusion appraisal

Package A	Package B	Package C	Package D
Community Accessibility – Public Transport Network Coverage			
Public transport network coverage The modelling illustrates a potential increase in public transport mode share of 1.54% and decrease in car mode share of 1%. Integrated ticketing (PT5) and lower fares (PT3) are likely to improve access to community facilities by public transport for people on low incomes as a result of improved affordability. An increase in use of public transport of 1.54% is shown in the modelling, likely due to improved efficiency as a result of reduced car traffic in the city centre (-8% when compared to the reference case) from measures such as controlled parking (DM1), road user charging (DM4), and car parking reduction (DEV5A). Low traffic neighbourhoods (DEV6A) are aimed at reducing motorised travel and increasing use of public transport, thereby improving accessibility for people travelling by sustainable means. Spatial mapping indicates that accessibility to at least 29 community assets could improve as a result of the public transport enhancements, however there may also be a	**Public transport network coverage** The modelling illustrates a potential increase in public transport mode share of 1.72% and decrease in car mode share of 1.57%. Improvements in the frequency and quality of bus services (PT1A and PT15) is likely to encourage people to use this mode of travel. TRACC analysis has been used to apply a 20% journey time saving across the bus network to provide an indication of the potential impact on accessibility to key locations that the package could have. Given the high level of existing accessibility to Glasgow city centre, the impacts of a 20% journey time increase by bus are small (+2 percent points) however, locations outside the city centre, such as Easterhouse and Pollok, show greater accessibility improvements. Increased operating hours for the subway (PT7) provide an accessibility improvement at those times when services are extended, and modernisation could encourage greater uptake of travelling by subway. Road improvements (ROAD5,	**Public transport network coverage** The modelling illustrates a potential increase in public transport mode share of 0.50% and decrease in car mode share of 0.22%. Additional services addressing gaps in the network (PT1, PT2, and PT6) would extend public transport network coverage and improve accessibility to buses. DRT (PT2) would allow greater flexibility of movement, increasing accessibility across the transport network and allowing vulnerable people to access community facilities more easily. Mobility hubs (SM1) are likely to have a positive impact on accessibility from increasing connectivity and improving links between public transport modes, active travel and shared transport options. The rebranding of the sustainable transport system (SOF1) and better integration through GOV1 is likely to have a positive impact on accessibility from improving affordability and increasing connectivity and integration between PT services, allowing people to travel more widely throughout the city. Liveable neighbourhoods (DEV6B) are aimed	**Public transport network coverage** The modelling illustrates a potential increase in public transport mode share of 2.79% and decrease in car mode share of 1.19%. Bus services and quality infrastructure improvements and the Clyde Metro system (PT1, PT8, PT15 and PT16) would extend coverage of the public transport network in the city. Priority measures would increase efficiency and reliability of buses, thereby improving accessibility to the PT network. TRACC analysis has been used to apply a 20% journey time saving across the bus network to provide an indication of the potential impact on accessibility to key locations that the package could have. Given the high level of existing accessibility to Glasgow city centre, the impacts of a 20% journey time increase by bus are small (+2 percent points) however, locations outside the city centre, such as Easterhouse and Pollok, show greater accessibility improvements. Integration and lower fares (PT5) is likely to improve access to community facilities for

Package A	Package B	Package C	Package D
Community Accessibility – Public Transport Network Coverage			
reduction in accessibility to13 community assets. Access to the Royal Infirmary is likely to be improved, however there may be a reduction in accessibility to Gartnavel Hospital and the New Victoria.	ROAD6, DEV4A) may improve efficiency of the bus services and improve accessibility for people travelling by this mode. Spatial mapping indicates that accessibility to at least 14 community assets could improve as a result of the public transport enhancements, however there may also be a reduction in accessibility to19 community assets. Access to the Royal Infirmary is likely to be improved, however there may be a reduction in accessibility to Gartnavel Hospital, the New Victoria and the West Glasgow Ambulatory Care Hospital.	reducing motorised travel and increasing use of public transport and active travel, thereby improving accessibility for people travelling by sustainable means. Spatial mapping indicates that accessibility to at least 35 community assets may improve as a result of the public transport enhancements, however there may also be a reduction in accessibility to7 community assets. There may be a reduction in accessibility to the Royal Infirmary, Stobhill General and the New Victoria.	the general population and particularly for people on low incomes as a result of improved affordability. Integration between PT and car from park and ride measures (PT5 and PT9) is likely to improve access to services and opportunities in the city, particularly for people travelling from surrounding settlements. Spatial mapping indicates that accessibility to at least 36 community assets may improve as a result of the public transport enhancements, however there may also be a reduction in accessibility to at least 16 community assets. Access to the Royal Infirmary, the New Victoria and the West Glasgow Ambulatory Care Hospital is likely to be improved. There may be a reduction in accessibility to Gartnavel Hospital and the West Glasgow Ambulatory Care Hospital (for communities travelling along the A82 and Clydeside Expressway) the Queen Elizabeth University Hospital.
Minor benefit	Minor benefit	Moderate benefit	Moderate benefit

Package A	Package B	Package C	Package D
Community Accessibility - Access to local services			
Access to local services The modelling indicates a potential decrease in cycling trips of 0.03% and a decrease in end-to-end walking trips of 0.51%., likely to be attributed to the increased uptake in public transport. Integrated ticketing (PT5) and lower fares (PT3) may encourage people to make part of the journey by walking and part by bus, rather than by private vehicle. Free or subsidised bikes (CYC1) would improve access to local services by walking and cycling, as a result of removing financial barriers, allowing more people to adopt this mode of travel. However, PCT modelling indicates that less than 5% of trips are likely to be considered suitable for travel by bicycle under a Package A scenario. Even with widespread availability of e-bikes, the propensity to cycle is still less than 10%. Pavement parking implementation (DEV7) measures would improve access to local services by walking, cycling and wheeling, as a result of removing physical barriers on the pavement. Reduced car traffic (-8% when compared to the reference case) is	**Access to local services** The modelling indicates a potential increase in cycle trips of 0.35% and a decrease in end-to-end walking trips of 0.50%, likely to be attributed to the increased uptake in public transport. Construction of the full Cycle Network (CYC2A) and City Centre Transformation Plan measures to reallocate half of the city centre roadspace to walk/cycle/place (DEV5B) would significantly increase the physical infrastructure and Improved Maintenance (ROAD6) would ensure a high standard of maintenance for cycle routes and year-round availability. The potential accessibility benefit of improved cycle infrastructure is shown in that modelling, as Package B has the greatest increase in cycle trips of all four packages. Improving the quality of bus services (PT1A and PT15) and the bus journey time improvements modelled in TRACC may encourage people to make part of the journey by walking and part by bus, rather than by private vehicle. Improvements to the path network (WLK3),	**Access to local services** The modelling indicates a potential increase in cycle trips of 0.22% and a decrease in end-to-end walking trips of 0.48%, likely to be attributed to the increased uptake in public transport. Additional bus services (PT1) and DRT (PT2) may encourage people to make part of the journey to their local services by walking and part by bus, rather than by private vehicle. Improved walking experience on all key routes (WLK1) would have a positive impact on accessibility to community facilities and services for people walking, wheeling or cycling, due to amenity improvements. Overcoming severance on Clydeside Expressway (DEV4B) likely to have a positive impact for people accessing local services by walking and cycling. This would be facilitated by at-grade crossings and junctions, providing for better amenity and connectivity for people walking and cycling in the area. Liveable neighbourhoods (DEV6B) are aimed reducing motorised travel and increasing	**Access to local services** The modelling indicates a potential increase in cycle trips of 0.08% and a decrease in end-to-end walking trips of 1.67%, likely to be attributed to the increased uptake in public transport. While the modelling shows fewer end-to-end walking trips when compared to the reference case, bus services and quality improvements (PT1, PT8, PT15 and PT16) are likely to encourage more people to make part of the journey by walking and part by bus, rather than by private vehicle. Park and stride (PT9) may have a positive impact on active travel through encouraging a blend of driving and walking to access local services, where previously driving may have been the sole mode. Overcoming severance on the M8 (DEV3) is likely to have a positive impact for people accessing local services by walking and cycling within the local area. This would be facilitated by enhancing access to/from/across/under M8 and Clydeside Expressway, providing for better amenity and connectivity for people walking and cycling in the area. Expansion of the Nextbike scheme (CYC6) would have a positive impact for people accessing community facilities by active travel

Package A	Package B	Package C	Package D
Community Accessibility - Access to local services			
also likely to have a positive impact on access to local services by active travel, from measures such as controlled parking (DM1), road user charging (DM4), and car parking reduction (DEV5A). Low traffic neighbourhoods (DEV6A) are aimed at reducing the need to travel by locating services closer to demand and reducing motorised travel, thereby improving accessibility for people travelling by active means. .	pedestrian priority (TECH1) and reallocation of roadspace (DEV5B) would have a beneficial impact on accessibility for communities travelling by active travel to local facilities and services through enhancing journey time and amenity. PCT modelling indicates that the Package B options significantly increase the proportion of trips likely to be considered suitable for travel by bicycle. In zones served by radial routes, this is generally over 20%, increasing to over 35% in several well-connected areas. If e-bikes were widely available, there is likely to be a propensity to cycle of at least 10% across almost all of the city, over 25% in zones served by radial routes and over 40% in some areas.	use of public transport and active travel, thereby improving accessibility for people travelling by sustainable means. PCT modelling indicates a propensity to cycle under a Package C scenario of approx. 10% for most of the city. However, widespread availability of e-bikes is likely to increase this to nearer 15%.	means, and may result in an increased uptake in this mode. PCT modelling indicates a propensity to cycle under a Package D scenario approaching 20% for zones served by radial routes. Widespread availability of e-bikes is likely to increase this to nearer 30% in zones served by radial routes to the east and west of the city centre.
Minor benefit	Moderate benefit	Minor benefit	Moderate benefit

Package A	Package B	Package C	Package D
Comparative Accessibility			
Impacts by people group Integrated ticketing (PT5) and lower fares (PT3) are likely to have a positive impact for people on low incomes and people more likely to travel by bus (e.g. women, older	**Impacts by people group** Improving the quality of bus services (PT1A and PT15) is likely to have a positive impact for people on low incomes and people more likely to travel by bus (e.g. women, older people)	**Impacts by people group** New bus services and quality improvements (PT1) would have a positive impact for people on low incomes and people more likely to travel by bus (e.g.	**Impacts by people group** Bus services and quality infrastructure improvements (PT1, PT8, PT15 and PT16) would have a positive impact for people on low incomes and people

Package A	Package B	Package C	Package D
Comparative Accessibility			
people) due to improved affordability of bus travel. Free or subsidised bikes (CYC1) are likely to have a positive impact for people on low incomes and less likely to have a car due to improved affordability of active travel. Potential health and wellbeing benefits from use of bikes due to increased physical activity. Pavement parking implementation (DEV7) measures would result in a positive impact for people on low incomes and children who may be more likely to walk, for wheelchair users, and for parents with prams and small children, as a result of removing physical barriers on the pavement.	due to improved affordability of bus travel. Modernisation of the subway (PT7) may improve accessibility for groups of people that may have difficulty in accessing the subway currently, e.g. disabled people, older people, people on low incomes. Extended operating hours likely to have a greater benefit for people on low incomes who may be more likely to work evenings and weekends. There may be a positive impact on social inclusion as enhanced security measures at bus stations/subway stations may reduce fear of crime on public transport. While the package overall is not projected to result in an increase in trips made by walking (the modelling shows a -0.51% decrease) the improvements to the path network (WLK3) and pedestrian priority (TECH1) may have a positive accessibility impact for people more likely to walk (e.g. people on low incomes, children) due to amenity improvements. The intervention (WLK3) would have greater beneficial impact for certain groups (e.g. older people, deaf people, and blind people) due to provision of wayfinding measures and accessible information. This would also have a positive	women, older people) due to extension of bus services. Enhanced community transport measures (CST1) would have a positive impact on accessibility and social inclusion for people on low incomes and people that may have difficulty accessing the PT network (e.g. disabled people and older people). The introduction of e-scooters (SM2) is considered to have a negligible positive impact on groups that currently travel by sustainable modes - some may switch from walking or cycling to scooting. This intervention is unlikely to encourage mode shift for those who do not use sustainable modes and is not accessible for people on low incomes and people with mobility issues. Improved walking experience (WLK1) would have a positive impact on accessibility and social inclusion for people more likely to walk (e.g. people low incomes, children) and people that may have difficulty using poorly maintained paths (e.g. older people, disabled people, parents with young children).	more likely to travel by bus (e.g. women, older people) due to extension of bus services. The Clyde Metro scheme (PT15) would have a positive impact on accessibility for people on low incomes who are less likely to travel by private vehicle. Integration and lower fares (PT5) is likely particularly benefit people on low incomes as a result of improved affordability. Park and ride measures (PT5 and PT9) are likely to benefit accessibility to the city for more affluent people with access to cars; there may also be a negligible benefit for people with certain disabilities.

Package A	Package B	Package C	Package D
Comparative Accessibility			
	impact for tourists visiting the city through making information more easily available and accessible. However, there is also the potential for digital aspect to exclude some groups that may not find the technology accessible. Road safety improvements (DM3 and DM5) would have a positive impact, particularly for people on low incomes and younger people who are statistically more likely to be involved in traffic accidents.	Rebranding of the sustainable transport system (SOF1) and better integration through GOV1 is likely to have a positive impact on accessibility and social inclusion as a result of more affordable, integrated sustainable travel, particularly for people less likely to travel by private vehicle (e.g. people on lower incomes, women, older people). Increasing road capacity (ROAD2 and DEV4B) would benefit higher income groups who are more likely to own a private vehicle. However, there may also be positive impacts for people travelling by bus.	
Minor benefit	Moderate benefit	Moderate benefit	Moderate benefit

Package A	Package B	Package C	Package D
Comparative Accessibility			
Impacts by location Integrated ticketing (PT5) and lower fares (PT3), as well as the provision of free or subsidised bikes (CYC1) would have a positive impact for people living in deprived areas within Glasgow boundary due to improved affordability, resulting in increased access to	**Impacts by location** Improving the quality of bus services (PT1A and PT15) would have a positive impact for people living in deprived areas within Glasgow boundary due to improved affordability, resulting in increased access to opportunities and services. There is likely to be a positive impact from	**Impacts by location** New bus services and quality improvements (PT1) would have a positive impact for communities in locations currently underserved by the public transport network. There is likely to be demand for services in areas of deprivation and providing new services in these	**Impacts by location** Bus services and quality infrastructure improvements (PT1, PT8, PT15 and PT16) would have a positive impact for communities in locations currently underserved by the public transport network, as all but 2 corridors run through areas within the 10% and/or 20% most deprived areas in Glasgow. Park and ride measures (PT5 amd PT9) would have a positive

Package A	Package B	Package C	Package D
Comparative Accessibility			
opportunities and services. High levels of on-street parking more likely in areas of deprivation, and as a result there would be a greater benefit for people living in these areas of the pavement parking implementation (DEV7) measures. General increase in trips by public transport in the AM and PM of up to 500 across various links in the city. Notable increases in SIMD areas at Knightswood (west), Ibrox and Govan (south), Parkhead and Shettleston (east), and Springburn and Sighthill (northeast). The figures in Appendix E show a general increase in trips by public transport in the AM and PM of up to 500 across various links in the city. There are notable increases in PT trips in the SIMD areas at Knightswood (west), Ibrox and Govan (south), Parkhead and Shettleston (east), and Springburn and Sighthill (northeast).	the subway modernisation (PT7) for people living in deprived areas served by the subway, e.g. Govan and Tradeston, as a result of extended operating hours and modernisation. Road safety measures (DM3 and DM5) such as speed related interventions would have a positive impact in deprived areas in the city centre e.g. around Cowcaddens. Road improvements (ROAD5, ROAD6, DEV4A) may result in an increase in trips made by car, as indicated in the modelling which shows an increase of +2.96% of car journeys under Package B. This is likely to have negative impacts on deprived communities in the city centre due to traffic associated impacts such as poor air quality, severance, a reduction in amenity, which may in turn reduce accessibility. As shown on the figures in Appendix E, a decrease in trips by public transport in AM and PM around the city centre is expected. In the AM, there is an increase in PT trips along SIMD areas of Parkhead (east), Sighthill and Springburn (northeast),	locations, as well as enhanced community transport (CST1) measures, would increase accessibility for deprived communities. New rail stations and upgrades (PT6) in deprived areas of High Street, Bellgrove, Drumchapel, the Gorbals, Glasgow Cross, Parkhead, Robroyston and Millerston are likely to have a positive impact on communities in these areas. Mobility hubs (SM1) would have a positive impact for communities in locations currently underserved by the public transport network, or where there are poor connections between different travel modes. Communities further from the city centre are likely to experience poor transport connectivity, including in areas of deprivation. Overcoming severance on Clydeside Expressway (DEV4B) likely to have a positive impact for communities along the route. Removal of	impact for people in greater Glasgow and rural areas surrounding the city due to integration of travel modes, which would improve accessibility to work and services in the city. However, there is unlikely to be a noticeable impact for deprived communities as people living in these areas may be less likely to travel by car. Additionally, depending on where the P&R are situated there may be adverse impacts on accessibility for nearby communities as a result of an increase in vehicle traffic in the area. Overcoming severance on the M8 (DEV3) and covering the M8 between junctions 18 & 19 (WLK2) is likely to have a positive impact for communities along the route. Removal of severance and introduction of new amenity space would have the effect of improving accessibility and social cohesion, particularly in deprived areas at Cowcaddens and Woodlands. City Centre Transformation Plan package of measures (DEV5C) would have a positive impact particularly on communities within the city centre, from improvements to pedestrian environment, improvements to cycling network, car parking related options linked to charging/availability/volume, and improvements to bus journey times. As shown on Appendix E there is a general increase in trips by public transport in the AM and PM of up to 500 across various links in the city with notable increases in PT trips at SIMD areas at Kinning Park, Ibrox,

Package A	Package B	Package C	Package D
Comparative Accessibility			
	Kinning Park and Ibrox (south). In the PM, decrease in PT trips along Duke Street at SIMD areas at Parkhead, Shettleston and Barlanark (east) and in Kinning Park, Govan and Cardonald (south). As outlined in Section 5.3.6, TRACC analysis shows the greatest percentage change improvement in journey times for SIMD communities are shown in relation to Pollok – Silverburn, QEUH, Shawlands and the west of Scotland Science Park, indicating a disproportionate benefit. For all other locations the journey time improvements would be comparatively lower than for the overall population, and for Easterhouse these are equal.	severance would have the effect of improving accessibility and social cohesion. As shown on the figures in Appendix E there is a general increase in trips by public transport in the AM and PM of up to 500 across various links in the city, with notable increases in PT trips in SIMD areas at Kinning Park, Ibrox and Govan (south), Royston and Provanmill (east).	Govan, Tradeston, Govanhill (south), Parkhead and Carntyne (east), Knightswood (west), Possil, Springburn, Royston, Provanmill (north), and Drumchapel (northwest). As outlined in Section 5.3.6, TRACC analysis shows the greatest percentage change improvement in journey times for SIMD communities are shown in relation to Pollok – Silverburn, QEUH, Shawlands and the west of Scotland Science Park, indicating a disproportionate benefit. For all other locations the journey time improvements would be comparatively lower than for the overall population, and for Easterhouse these are equal.
Minor benefit	Moderate benefit	Minor benefit	Moderate benefit

Accessibility & Social Inclusion Assessment Summary				
	Package A	Package B	Package C	Package D
Community Accessibility – Public Transport Network Coverage	Minor benefit	Minor benefit	Moderate benefit	Moderate benefit
Community Accessibility - Access to local services (Active Travel)	Minor benefit	Moderate benefit	Minor benefit	Moderate benefit
Comparative Accessibility – Impacts by people group	Minor benefit	Moderate benefit	Moderate benefit	Moderate benefit
Comparative Accessibility – Impacts by location	Minor benefit	Moderate benefit	Minor benefit	Moderate benefit
Overall Rating	**Minor benefit**	**Moderate benefit**	**Moderate benefit**	**Moderate benefit**

Appendix B. Stakeholder Engagement – Public Conversation

Inputs from community organisations

Who	When	What	Attendance	Group characteristics	Geographic area
Govan Community Project	24th Sep	Facilitated an online discussion group themselves	10	Black, Asian & Minority Ethnic (BAME); refugee and asylum seeking; low income	Based in Govan, but accessing services across the city
Cranhill Development Trust	5th Oct	Special MP/MSP survey hosted as part of Challenge Poverty Week - half hour informal conversation (led by Transport Strategy team officer) with constituents while waiting to speak to representatives. Poverty Alliance also present.		Disability; BAME; refugee and asylum seeking; low income	Cranhill - east/north east
Cranhill Development Trust	15th Oct	Discussion about transport at 2 online ESOL classes (led by Sustrans officer)	7 + 9	BAME; refugee and asylum seeking; low income	Cranhill - east/north east
Cranhill Development Trust	16th Oct	Discussion about transport at older adult online group (led by Sustrans officer)	5	Women; older people; low income; disability	Cranhill - east/north east
Cranhill Development Trust	4th Nov (rearranged)	Discussion group facilitated by SCDC			
Amina	5th Oct	Discussion group with Amina staff and women they work with. Cllr Siddique also present. Conversation led by Transport Strategy team officer.		BAME; women	City wide
Saheliya	1st October	Discussion group facilitated by SCDC	7	BAME; refugee and asylum seeking; low income, women	Springburn - north
Springburn and Possilpark Youth Forums	8th October	Self-organised discussion group	1]2	Young people	Springburn and Possilpark - North
Queens Cross Housing Association	22nd Oct	Discussion group facilitated by SCDC	8 (2 staff, 6 residents)	Low income	West / City Centre
YCSA	22nd Oct	Facilitated their own discussion		BAME; young people	South

Who	When	What	Attendance	Group characteristics	Geographic area
GCVS	26th Oct	Discussion group facilitated by SCDC	c30	Representing disability groups in particular	City wide
Empowering Women for Change	28th + 29th Oct	Discussion group facilitated by SCDC	20	Women, mostly BAME, many are or have been asylum seekers	City wide
Hawthorn Housing Co-operative		Facilitated discussion themselves using their Facebook group	10	Low income	Possilpark - North
Castlemilk Furniture Project	26th Oct	Facilitated their own discussion		Low income; majority BAME	South
Guide Dogs	30th Sep	Facilitated their own discussion	4	Disabilities - visual impairment	Varied
Glasgow Eco Trust	20th + 27th Oct	Discussion groups facilitated by SCDC			Yoker, Knightswood, Dumbarton - West
Glasgow Youth Council	19th August	Arranged by Glasgow Life, presentation and discussion led by Transport Strategy team officer		Young people; mental health; women	Varied
Glasgow Voluntary Sector Race Equality Network	22nd Oct	Attended a network meeting and had half an hour informal discussion	8	BAME	City wide
GDA	28th Oct	Facilitated an online discussion group themselves	15	Disabilities	City wide
Govanhill Thriving Places	4th Nov (rearranged)	Discussion about transport at online ESOL class		BAME	South - Govanhill
G15 Buses		One-to-one conversation with Transport Strategy team officer			
Govan Community Project		One-to-one conversation with Transport Strategy team officer			
Linkes project		One-to-one conversation with Transport Strategy team officer			

Appendix C. Stakeholder Engagement – GTS Draft Policy Framework Consultation

Organisation name	Participation in GTS PF consultation period
Glasgow Taxis	One to one conversation
Glasgow Centre for Population Health	Attended an online group discussion session
Living Streets Scotland	Attended an online group discussion session & submitted a survey response
Connectivity Commission economic advisor	Attended an online group discussion session
Network Rail Scotland	Attended an online group discussion session
Amazon	Attended an online group discussion session
Technology Scotland	Attended an online group discussion session
Bus Users Scotland	Attended an online group discussion session
Cycling UK	Attended an online group discussion session & submitted a survey response
Friends of the Earth Scotland	Attended an online group discussion session
Nature Scot	Attended an online group discussion session & submitted a survey response
Dowanhill, Hyndland and Kelvinside Community Council	Attended an online group discussion session & submitted a survey response
Sustrans	Attended an online group discussion session
SPT	Attended an online group discussion session & submitted a written response
RNIB	Attended an online group discussion session
NHS (Travel Planning)	Attended an online group discussion session
Road Haulage Association	Attended an online group discussion session, one to one discussion & submitted a survey response

Glasgow Disability Alliance	Attended an online group discussion session
Logistics UK	Attended an online group discussion session & submitted a survey response
Get Glasgow Moving	Attended an online group discussion session, submitted a survey response and one to one discussion
Govanhill Thriving Places Community Connector	Attended an online group discussion session

Skills Development Scotland	Attended an online group discussion session
University of Glasgow	Attended an online group discussion session
Guide Dogs Scotland	Attended an online group discussion session & submitted a survey response
West Coast Motors	One to one discussion
First Glasgow	Attended an online group discussion session
Stagecoach Glasgow	Attended an online group discussion session
ScotRail	Attended an online group discussion session
Craigton Community Council	Attended an online group discussion session
Community Transport Glasgow	Attended an online group discussion session & submitted a survey response
North Kelvin Community Council	Attended an online group discussion session & submitted a written response
Govan Community Council	Attended Community Council session & submitted a survey response
Merchant City & Trongate Community Council	Attended Community Council session
Auchenshuggle/Tollcross Community Council	Attended Community Council session
Dennistoun Community Council	Attended Community Council session
Hurlet & Brockburn Community Council	Attended Community Council session

High Knightwood & Anniesland Community Council	Attended Community Council session
Kelvindale Community Council	Submitted a survey response
CoMoUK	Submitted an offline response to the survey
Historic Environment Scotland	Submitted a written response
Paths for All	Submitted a survey response
GoBike	Submitted a written response
University of Strathclyde	Submitted a survey response
Glasgow Tree Lovers' Society (Incorporating the Glasgow Civic Society)	Submitted a survey response
Centre for Human Rights and Global Justice — NYU School of Law	Submitted a survey response
#BetterBriggs Community Group	Submitted a survey response
UNISON Glasgow City branch	Submitted a survey response
Free Our City (Glasgow)	Submitted a survey response
Glasgow Trades Union Council	Submitted a survey response
Glasgow Airport	Submitted a written response
Glasgow Chambers of Commerce	Submitted a written response
Glasgow Business Resilience Council	GCC Officer gave a presentation & discussion held
UPS	Submitted a response
3 x Sector Partnerships in Glasgow (North East, North West, South)	GCC Officer gave a presentation & discussion held