Equality Impact Assessment process – Glasgow Transport Strategy Draft Policy Framework for Discussion and Consultation.

This document presents an **interim Equality Impact Assessment of the Glasgow Transport Strategy Draft Policy Framework**. It builds on the initial Equality Impact Assessment screening undertaken for the Glasgow Transport Strategy work in early 2020. A final Equality Impact Assessment will be published along with the final Glasgow Transport Strategy in 2022. This Interim assessment aims to help the public and stakeholders understand the impacts of the Draft Policy Framework on Equality Impact Assessment criteria, to help inform any feedback from the public and stakeholders during the consultation period on the Draft Policy Framework in October and November 2021. This assessment will also inform the final Policy Framework. This work has been carried out by Jacobs and Steer, independent from Glasgow City Council.

This interim assessment should be read alongside the full Glasgow Transport Strategy: Policy Framework for Consultation and Discussion available at www.glasgow.gov.uk/transportstrategy during October and November 2021.

Methodology

Each of the 9 packages of policies within the Glasgow Transport Strategy Draft Policy Framework for Discussion and Consultation, Section 5, have been assessed against the EqIA objectives set out in the table below. This draws on the topics within the Glasgow City Council Equality Impact Assessment screening process. Within each objective, the impacts on particular population groups have been considered and assessed. These are:

NOTE: Under the positive and negative impact columns above, consider differential impacts on the following population groups:	
Protected Characteristic Groups: •Sex/Gender •Race •Disability •LGBT •Age (older people 60+, younger people 16-25, children 0-16) •Marriage and civil partnership •Pregnancy and maternity •Religion and belief	**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 •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

POLICY FRAMEWORK: PART 1
Reducing the need to travel
unsustainably

Summary of key issues / impacts identified for Part:
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.

Objectives	Positive Impacts	Negative Impacts
Equality and Human Rights		
Eliminate discrimination and harassment	Positive impact from busier, more sociable neighbourhoods and community cohesion for people more likely to be subject to harassment (women/transgender/BAME). Liveable neighbourhoods concept and reducing traffic through the sustainable travel hierarchy could make outdoor spaces and streets more attractive for communities to come together.	
Advance equality of opportunity e.g. improve access / quality of services	Positive impact of 20 minute neighbourhood in improving access to public transport, community facilities and employment opportunities. Positive impact of policy delivering appropriate transport provision for people with disabilities, thereby improving access to opportunities and advancing equality. Positive impact of supporting car-free / low car development / controlled parking - improved accessibility and amenity for people who are socio-economically disadvantaged / vulnerable to falling into poverty (less likely to travel by car).	Negative impact for some groups from mode shift to sustainable transport. Increased use of public transport by others for those who currently use it due to crowding / lack of space - e.g. bus users, particularly people with pushchairs for children / pregnant women / disabled people. Policy supporting shift away from car may have negative impact for those living in rural areas who travel regularly into the city - certain areas may not have regular train/bus services and people living there are required to travel by car. Carers (particularly informal) may require use of private vehicle to visit service users / family members and may experience a negative impact of restrictions on car use.
Foster good relations within and between people with protected characteristics	Positive impact of liveable neighbourhoods in advancing social cohesion between communities, and people with protected characteristics.	

Objectives	Positive Impacts	Negative Impacts
Enable people to have more control of their social/work environment	Positive impact through ensuring developments deliver appropriate provision for walking, wheeling, cycling, public transport access - improved active travel facilities e.g. cycling infrastructure would enhance journey to work experience. Positive impact through progressively encouraging employers etc. to reduce travel impacts by adopting Travel Plans and providing facilities at work to support sustainable travel e.g. changing and storage facilities. Positive impact from creating more liveable neighbourhoods and reducing levels of road traffic, allowing people to spend more time outdoors in their communities and fostering social cohesion.	
Reduce differences in status between different groups of people	Positive impact through promotion of sustainable travel hierarchy, encouraging people to use public transport and active travel and making use of private vehicle a last resort. Reduces inequality between people who do not have access to a car and those who do, e.g. people who are socio-economically disadvantaged / vulnerable to falling into poverty.	
Promote participation, inclusion, dignity and control over decisions	Positive impact on participation in society and employment through removing barriers to accessing transport.	
Build family support networks, resilience and community capacity	Positive impact of 20 minute neighbourhood in building relationships and improving community cohesion. Less time spent on transport as a result of 20 minute neighbourhoods would have a positive impact on families who would be able to spend more time together. Improvements to transport network and mode shift to sustainable travel may have a positive impact on families, e.g. by more parents walking/cycling children to school.	
Reduce crime and fear of crime including hate crime	Positive impact of creating more liveable neighbourhoods - potential crime reduction/safety improvements from intelligent design. BAME communities more likely to fear and experience hate crime, including on public transport.	N/A
Protect vulnerable children and adults	Positive impact on safety for children and adults in deprived areas - less likely to be involved in accident, due to reduced road traffic through adoption of sustainable travel hierarchy.	
Promote healthier lifestyle including: •Diet and nutrition •Sexual health •Substance misuse •Physical activity •Lifeskills	Positive impact of placemaking and applying sustainable travel hierarchy on increased uptake of active travel/use of public transport - this would increase physical activity and reduce the prevalence of major health conditions e.g. heart disease. Positive impact on safety due to a reduction in cars on the road (socio-economically disadvantaged and young people more likely to be involved in road traffic accidents).	
Fairer Scotland Duty		
Population groups suffering from inequality of outcome, with a particular focus on socio-economic disadvantage	Higher income groups more likely to own a car and cycle most. Lower income households more likely to walk / travel by bus than travel by train. Positive impact from adoption of the sustainable travel hierarchy, creating 20 minute neighbourhoods, and reducing the need to travel by private vehicle on groups that do not own a car. Fewer cars on the road would result in increased efficiency for buses, as well as safer road.	

POLICY FRAMEWORK: PART 2
Decarbonising transport &
achieving cleaner air

Summary of key issues / impacts identified for Part:
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.

Objectives	Positive Impacts	Negative Impacts
Equality and Human Rights		
Eliminate discrimination and harassment		
Advance equality of opportunity e.g. improve access / quality of services	Expansions of affordable sustainable transport and the phasing out of private car travel will lead to both high and low-income households to using the same transport options. This will cause the opportunities faced by different groups to converge. Additionally, the policy focus on helping those already struggling in society will increase equality, through improving the affordability and reliability of sustainable transport.	
Foster good relations within and between people with protected characteristics	The council has committed to educating communities on climate change impacts and the role the transport sector has in mitigating these. In deprived areas of the city, this outreach could foster community confidence and empowerment.	
Enable people to have more control of their social/work environment	The policies recognise that many city residents may not have access to private parking to install a private EV port. Plans to achieve an even distribution of EV charging ports across the city for electric vehicles will give drivers many more options for where they can travel, and make low carbon, private transport more accessible for all.	Despite increased access to EV ports, low-income households are less likely to be able to afford electric vehicles, thus not gaining much from this policy action. These individuals may benefit more from increased investment in public transport.
Reduce differences in status between different groups of people	Low income/BAME people are more likely to live in areas with poor air quality, therefore they will experience a disproportionate positive impact on health from this policy. Furthermore, promotion of cross-sectoral links between clean energy for transport and other sectors will produce efficiencies of scale, allowing for greater clean energy output for all. This is of most benefit to low-income or rural households who previously may have had difficulty accessing clean energy. Finally, the council's particular focus on supporting low-income households will create further disproportionate benefits for this group.	

Objectives	Positive Impacts	Negative Impacts
Promote participation, inclusion, dignity and control over decisions	The development of the collaborative delivery plan will allow many voices to be heard. This monitoring will allow areas where public sector resources can be most efficiently used, such as in underdeveloped areas of socio-economic disadvantage. Similarly, efforts to increase awareness of climate impacts by the Glasgow Community Planning Partnership, Glasgow Life and the City Council will increase community empowerment and participation.	
Build family support networks, resilience and community capacity	The promotion of the circular economy in transport policy will build resilience to the impacts of climate change, producing a robust, sustainable community. In particular, this will benefit areas at risk of flooding, residential areas in close proximity to landfill/heavy industry etc. Another impact stems from the increased affordability of sustainable transport, this is important for connecting low-income families.	
Reduce crime and fear of crime including hate crime	General improvements in sustainable public transport and increases in the number of people utilising it are likely to make it safer and/or improve people's perception of its safety. This will disproportionately benefit groups who may be more likely to experience hate crime, such as BAME/transgender/LGBTQ+.	
Protect vulnerable children and adults	Moving the majority of freight transport from road to low-carbon rail will remove some significant traffic hazards, as well as reducing urban emissions. This will both lower the risk of injury that vulnerable children and adults experience when congregating around roads, and additionally create health and wellbeing impacts from a reduction in air pollution.	
Promote healthier lifestyle including: •Diet and nutrition •Sexual health •Substance misuse •Physical activity •Lifeskills	Direct health benefits for all groups due to cleaner air and particular benefits for children, older people and disabled people who are more vulnerable to the effects of air pollution. People from low income households are also more likely to live close to busy roads and would therefore experience a disproportionate benefit from lower emissions. Commitments to the decarbonisation of the rail network will have great benefits to people living in areas adjacent to rail tracks, both in the city and the countryside. Finally, increased levels of physical activity through sustainable transport will have positive health impacts.	
Fairer Scotland Duty		
Population groups suffering from inequality of outcome, with a particular focus on socio-economic disadvantage	The improvement of low carbon, collective transport will produce affordable, reliable transport options for socio-economically deprived communities that were not available previously. Furthermore, the expansion of green industries such as low-carbon technologies or emissions abatement will create increase overall employment, feeding through into socio-economic improvements. Finally, due to links between socio-economic deprivation and poor air quality, improvements in air quality will benefit these areas.	

POLICY FRAMEWORK: PART 3
*Inclusive and safe places for people &
supporting sustainable travel choices*

Summary of key issues / impacts identified for Part:
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 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.

Objectives	Positive Impacts	Negative Impacts
Equality and Human Rights		
Eliminate discrimination and harassment	The Liveable Neighbourhoods Plan 2021-2030 and the creation of 20 minute neighbourhoods will improve internal community cohesion and create busier, more social spaces. This could have the effect of making public spaces safer and reducing the levels of harassment experienced by groups such as BAME/LGBTQ+/transgender/women.	
Advance equality of opportunity e.g. improve access / quality of services	The Council's Equality Impact Assessment ensures that all groups with protected characteristics are prioritised in the design and delivery of sustainable transport projects. People on low incomes, BAME, and women are more likely to travel by bus than other groups, and would therefore experience a disproportionately higher positive impact from improved access to opportunities as a result of better affordability and efficiency of public transport. Additionally, the Liveable Neighbourhoods Plan will allow individuals with low mobility (disabled people and older people) to access amenities. People with mobility issues that require to travel by car may also experience disproportionate positive impact as a result of reduced road traffic. The policy also ensures that communications on public transport will be available through British Sign Language, improving ease of access for deaf or hearing impaired people.	
Foster good relations within and between people with protected characteristics	Application of the Council's Equality Action Plan demonstrates the commitment to helping those with protected characteristics. This plan includes prioritisation and consultation with all protected characteristic groups. This makes these groups feel valued, increasing participation and social cohesion. Elements of this plan include training of bus drivers in the needs of both physical and hidden disabilities, and analysis into the complex needs of racial minorities and asylum seekers.	
Enable people to have more control of their social/work environment	Promotion of sustainable travel hierarchy will allow for affordable links to be made across the city, such as the expansion of Nextbike/Ovo bike schemes to areas of deprivation. Furthermore, liveable neighbourhoods will enhance the amenity of community/residential areas, improving developing more hospitable social/work environments.	
Reduce differences in status between different groups of people	The overall transformation plan seeks to provide affordable, environmentally resilient transportation for all. In particular, the sustainable travel hierarchy will produce the greatest benefits to economically disadvantaged areas as they are most likely to use sustainable transport. Thus, status differences are reduced. Furthermore, consultation and prioritisation of protected groups through the Council's Equity Impact Assessment will allow these communities to fully communicate their concerns. Promotion of the YoungScot card and other discounts are important mechanisms for allowing young people affordable access to transport and to opportunities around the city, reducing inequalities between peers.	

Objectives	Positive Impacts	Negative Impacts
Promote participation, inclusion, dignity and control over decisions	Commitment to the Equality Act 2010 ensures that all groups are equally considered and included in decision making. Additionally, increases in affordable transport options will promote participation in society for groups that may be marginalised. Use of the Council's Consultation Hub and forthcoming Citizens Panels will allow communication with community representatives on key transport issues. These representatives will act as a voice for groups with protected characteristics.	
Build family support networks, resilience and community capacity	The growth of numbers of buses, taxis and bike lanes will improve capacity and allow individuals with protected characteristics more easily integrate with the city. Additionally, schemes focusing on reducing child poverty are relevant. These include support and communication of travel discounts to families in poverty. Furthermore, policies to reduce traffic or create lower speed limits will improve safety.	
Reduce crime and fear of crime including hate crime	Display and encouraged compliance to the national Hate Crime Charter will make it easier to report and punish incidents of hate crime, making buses in particular more safe. Similarly, the council's recognition of the personal security issues of women, LGBTQ+ and ethnic minorities will lead to greater safety measures on the transport systems.	
Protect vulnerable children and adults	The 20 minute neighbourhoods reduce travel times for children, as well as instilling a stronger sense of community. Furthermore, the popularisation of Mobility Hubs will make travel more efficient for vulnerable individuals. Additionally, the council outlines policies regarding alleviating child poverty, providing travel discounts to low-income families and consideration of those struggling with conditions such as dementia.	
Promote healthier lifestyle including: •Diet and nutrition •Sexual health •Substance misuse •Physical activity •Lifeskills	Inclusion and safety improvements to the transport network and neighbourhoods may improve the mental health and economic participation of marginalised groups such as disabled people and people on low incomes. There may be life skills enhancement as a result of collaboration between communities through promotion of liveable neighbourhoods. Increased uptake of physical activity through sustainable transport will have general health and wellbeing benefits for all.	
Fairer Scotland Duty		
Population groups suffering from inequality of outcome, with a particular focus on socio-economic disadvantage	Better sustainable transport will link disadvantaged areas to the rest of the city, providing necessary stimulus and improving access to social and economic opportunities. Furthermore, commitments such as the Council's Child Poverty Action Plan will allow young people to realise previously unavailable opportunities. Finally, the Council's Equality Impact Assessment screening prioritises the needs of those experiencing socio-economic disadvantage, allowing their opinions to be voiced.	

POLICY FRAMEWORK: PART 4
*Collective transport - public,
community, shared and demand
responsive transport*

Summary of key issues / impacts identified for Part:
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.

Objectives	Positive Impacts	Negative Impacts
Equality and Human Rights		
Eliminate discrimination and harassment	Provision of a joined up, integrated and accessible transport system can enhance opportunities for people from different backgrounds to meet and collaborate with each other. This may promote cultural integration and lessen harassment and discrimination.	
Advance equality of opportunity e.g. improve access / quality of services	Improvements to public transport and promotion of a joined up, integrated system will have a positive impact on accessibility to opportunities around the city for all. Enforcement of bus priority measures will create dependable bus links that benefit people who are more likely to travel by this mode (BAME/women/people on low incomes). Additionally, potential extensions of operating hours of subways in the evenings and weekends may have a differential positive impact on people on low incomes who have to travel for work at these hours, e.g. those working in hospitality.	
Foster good relations within and between people with protected characteristics	The fostering of social cohesion and a feeling of community is aided by collective transport which brings people together The council is undertaking continued work on promoting public transport to create an integrated, accessible city-wide transport system. This will but individuals from different communities in increased contact with each other.	
Enable people to have more control of their social/work environment	The comprehensive transport plan aims to deliver dynamic transport across the city, by joining up multiple modes. Support for buses and taxis will allow all groups to travel efficiently for work, with capacity quickly adapting to demand. Improvements to taxi services would usually only benefit high-income households, however, with new ride sharing schemes and technology, these benefits are able to be realised by a larger proportion of the population.	Note that collective transport may experience much higher demand at commuter hours. Therefore, schemes to promote collective transport may harm those working full-time hours as, if the system is not demand flexible, there may not be enough space on the transport for everyone.
Reduce differences in status between different groups of people	As public transport is most utilised by low-income households, improvements in it will benefit those households the most, reducing status differences. Similarly, ongoing efforts to provide affordable fares and communicate discount opportunities such as season tickets may allow greater access by low-income households.	

Objectives	Positive Impacts	Negative Impacts
Promote participation, inclusion, dignity and control over decisions	Due to the council's commitments to affordable transport, collective travel will only increase the options available to all groups. Furthermore, through the use of technology to create a smart, sustainable system, this system can be adaptive to the demands of the people which use it.	
Build family support networks, resilience and community capacity	Collective transport such as buses and rail require less road space than individual driving. Therefore, community capacity is increased. This is most evident when Park and Ride is used. Additionally, the council's consideration of the growth in community transport systems will further strengthen networks and capacity. This community transport is said to be most effective when filling in the gaps left by public transport. Thus, this benefits individuals who require transport to areas not easily accessible on main bus routes.	
Reduce crime and fear of crime including hate crime	The council's commitment to delivering accessible, safe and secure pedestrian and cycle routes to bus and rail stations will much increase the sense of safety felt by protected characteristic groups such as BAME/LGBTQ+/transgender/women. Furthermore, with an improved collective transport system, increased numbers of users may in turn create a greater sense of safety.	The increased emphasis on sustainable transport means a decrease in options to travel privately which puts people from different backgrounds together. This increase in use of collective transport increasingly exposes groups such as BAME/transgender/LGBT to hate crime. These individuals may feel particularly vulnerable if isolated on these transport options.
Protect vulnerable children and adults	Lobbying for the support of digitalised smart tickets which allow for interoperability will streamline and simplify the act of travelling in various forms of transport. This will have a disproportionate positive impact on children and those with mental disabilities such as dementia.	
Promote healthier lifestyle including: •Diet and nutrition •Sexual health •Substance misuse •Physical activity •Lifeskills	Collective travel is a part of the Active Travel Plan, which is likely to increase levels of physical activity within the city and bring associated health and wellbeing benefits. Within Mobility Hubs, the links collective transport brings to alternative options such as walking and cycling can produce direct health benefits.	Any individuals which suffer from serious illness or are immunocompromised will be harmed by an increasingly used collective transport system due to dangerous contact with other people. The importance of this is highlighted by collective transport's role in the spread of the Covid-19 pandemic.
Fairer Scotland Duty		
Population groups suffering from inequality of outcome, with a particular focus on socio-economic disadvantage	Population groups experiencing socio-economic disadvantage 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. Additionally, these strong transport links will lower barriers to the rest of the city, potentially allowing investment to flow into these areas and improving socio-economic outcomes for the population.	

POLICY FRAMEWORK: PART 5
Managing and developing assets and infrastructure

Summary of key issues / impacts identified for Part:
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.

Objectives	Positive Impacts	Negative Impacts
Equality and Human Rights		
Eliminate discrimination and harassment	N/A	
Advance equality of opportunity e.g. improve access / quality of services	The council's commitment to the installation of dropped kerbs will greatly benefit accessibility for wheelchair users. The annual Winter Maintenance Plan may have a positive impact for people low incomes (e.g. on zero hour contracts) through allowing them to access employment during increment weather. The Council's aim of a 20% reduction in car kilometres by 2030 demonstrates a presumption against the construction of new roads in favour of investment in sustainable travel, which is likely to benefit low-income households who are less likely to own a car. The council's commitment to maintaining these assets through the Road Asset Management Plan demonstrates a commitment to maintaining the quality of transport infrastructure for people with protected characteristics, e.g. for disabled people accessing the wheeling network. This may increase independence for people with mobility issues and improve access to services and employment opportunities throughout the city.	
Foster good relations within and between people with protected characteristics	N/A	
Enable people to have more control of their social/work environment	All assets such as carriageways, footways, structures, street lighting, traffic management systems, road drainage, and street furniture have an inherent efficiency benefit to travel networks. Effective asset management makes transport for social or work purposes more accessible, especially if maintenance of the network is undertaken equally between the affluent and socio-economically disadvantaged areas of the city.	
Reduce differences in status between different groups of people	The council's target of reducing car kilometres by 20% by 2030 will disproportionately benefit people who do not own a car due to the lessened construction of roads and focus on maintenance of sustainable transport. This will have the effect of reducing differences in status between low income and high income earners, through provision of access to efficient, affordable transport.	

Objectives	Positive Impacts	Negative Impacts
Promote participation, inclusion, dignity and control over decisions	The ongoing nature of monitoring transport assets allows for community complaints or suggestions to be made and acted upon, and may enhance social cohesion and inclusion within some communities. Furthermore, the Council's adoption of the TRO process ensures consultation and transparency with all affected communities, allowing them the opportunity to influence decision-making.	
Build family support networks, resilience and community capacity	Due to the low-carbon, sustainable focus of asset management, road networks will be highly resilient and reliable. This resilience will extend to decreasing issues such as flooding, where correct maintenance is essential to protecting people residing in areas that are more likely to be flooded. The reliability this brings can allow stronger family support networks to be made.	
Reduce crime and fear of crime including hate crime	The implementation of sustainable LED street lighting will improve people's perceptions of the safety of streets at night, particularly for people who may be more likely to experience crime (BAME/transgender/LGBTQ+/women).	
Protect vulnerable children and adults	The Council's Road Asset Management Plan ensures that roads are kept safe for use. This includes the removal of hazards and in particular, the Winter Maintenance Plan ensures the roads are protected from ice accumulation. This would have safety benefits for children as well as older people who may be more liable to fall and injure themselves.	
Promote healthier lifestyle including: •Diet and nutrition •Sexual health •Substance misuse •Physical activity •Lifeskills	Ongoing support and upkeep of dedicated bus and cycle lanes will encourage people to switch from private vehicle to sustainable travel options, increasing levels of physical activity and bringing associated health benefits.	
Fairer Scotland Duty		
Population groups suffering from inequality of outcome, with a particular focus on socio-economic disadvantage	N/A	

POLICY FRAMEWORK: PART 6
Smart and digital city

Summary of key issues / impacts identified for Part:
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 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.

Objectives	Positive Impacts	Negative Impacts
Equality and Human Rights		
Eliminate discrimination and harassment	Open access to SCOOT data can improve decision-making and allow any inefficiencies to be identified and actioned upon. This is of particular importance when these inefficiencies effect one protected group in particular.	
Advance equality of opportunity e.g. improve access / quality of services	Reliability of sustainable transport options and cycling will be improved through the exploration of using sensors to give tailored road priority. For example, priority when a bus is running late or when cyclist volumes are high. The increased reliability of public transport is vital for lower-income households as these affordable options will become more viable commuting options. Additionally, efforts to digitise sustainable transport tickets and promote inter-operability will increase efficiency, benefitting low-income/BAME/women the most as they are most likely to use sustainable transport. Furthermore, promotion of training/career opportunities in growing digital sectors may reduce unemployment and have a positive impact on people on low incomes who may be looking to upskill.	
Foster good relations within and between people with protected characteristics	N/A	
Enable people to have more control of their social/work environment	Policies regarding the accommodation of autonomous cars in the future could allow those who are physically or mentally unable to drive to travel by car unattended.	Autonomous cars are likely to be expensive initially, thus any benefits these bring will likely be experienced by high-income households, not by low-income households.
Reduce differences in status between different groups of people	Positive impact on affordability and efficiency of sustainable travel is likely to reduce inequalities between those who do and do not have access to a car. Groups that may experience a disproportionate positive impact include low income households, BAME and women, who are most likely to walk and travel by public transport.	As above, autonomous cars are likely to be expensive initially, thus any benefits these bring will likely be experienced by high-income households, not by low-income households.

Objectives	Positive Impacts	Negative Impacts
Promote participation, inclusion, dignity and control over decisions	The council's work to increase digital access to information as well as the provision of open data will increase accountability and allow communities to be more involved in decision making. Additionally, the promotion of training/careers in growing digital industries can empower disadvantaged communities, giving them more choice over their futures.	There may be a negative impact experienced by groups who do not have access or the ability to use certain types of technology (e.g. older people and disabled people). This could have the result of reducing participation and use of the transport network by these groups, and cause them to feel excluded.
Build family support networks, resilience and community capacity	Innovations in transport technology and the ease of access of transport data may create a smart, dynamic transport network which can respond to capacity demands. This is most important for areas where public transport is underprovided.	
Reduce crime and fear of crime including hate crime	Increasing digitalisation should increase both the chance of detection of crimes and the ease in which these crimes can be reported. This has the most benefit to groups that may be more likely to experience crime, such as BAME/transgender/LGBTQ+/women.	
Protect vulnerable children and adults	Smarter transport can bring benefits of better communicating road safety rules to young people, as well as making a system which is easier to understand by all. This should have a positive impact on road safety, particularly for people living in deprived areas, who are more likely to be involved in road traffic accidents.	
Promote healthier lifestyle including: •Diet and nutrition •Sexual health •Substance misuse •Physical activity •Lifeskills	N/A	
Fairer Scotland Duty		
Population groups suffering from inequality of outcome, with a particular focus on socio-economic disadvantage	In general, using technology in provision of affordable, sustainable travel will help to reduce existing socio-economic inequalities as low-income households are likely to disproportionally benefit from these improvements. Furthermore, opportunity creating in new digital industries could provide the necessary stimulus, accelerating economic activity in disadvantaged areas.	A negative impact could be experienced by population groups suffering from socio-economic disadvantage due to a lack of access or the ability to use the technology.

POLICY FRAMEWORK: PART 7
Managing travel demand

Summary of key issues / impacts identified for Part:
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.

Objectives	Positive Impacts	Negative Impacts
Equality and Human Rights		
Eliminate discrimination and harassment	Plans to fully make use of council car parks as a safe, high quality environment may result in lower levels of harassment, which will have the benefit of improving the experience of BAME/LGBTQ+/transgender/women in accessing these areas.	
Advance equality of opportunity e.g. improves access / quality of services	Congestion will be reduced by additional restrictions on parking, and road space will be reallocated to active and sustainable travel modes. As a result, bus travel, walking and cycling will be more efficient. This will have a positive impact for all using sustainable travel but in particular, low-income households/BAME/women, who are more likely to travel by these means.	Groups which have no other option than to drive will be negatively impacted, for example self-employed individuals who require their car for their livelihood, or informal carers who use their car to visit family/friends. People who live in rural areas who do not have access to regular public transport to travel into the city will incur increased costs from both parking and congestion fares. This can be partly mitigated by Park and Ride sites.
Foster good relations within and between people with protected characteristics	N/A	
Enable people to have more control of their social/work environment	The popularisation of Park and Ride allows people to drive into the city outskirts without paying high parking costs. This may have a disproportionate positive impact on low-income households accessing the city for employment. Furthermore, reductions in street parking creates space for bus lanes, potentially producing an even more expansive bus network which will benefit the low-income households most likely to use sustainable transport.	
Reduce differences in status between different groups of people	Ease of parking in city centres benefits high-income households most as they are more likely to own cars. Therefore, additional restrictions on parking in the city will help to reduce this inequality. Furthermore, low-income individuals are most likely to live next to busy roads, therefore emission-based parking charges which will accelerate the transition to cleaner vehicles will benefit health and amenity for these residents disproportionately.	Removal of city centre parking and increases in Park and Ride locations will increase the demand on bus systems, potentially having a negative amenity impact on those most likely to use them (people on low incomes, BAME, women).
Promote participation, inclusion, dignity and control over decisions	N/A	

Objectives	Positive Impacts	Negative Impacts
Build family support networks, resilience and community capacity	Reductions in on-street parking will aid the creation of Liveable Neighbourhoods, reducing the adverse impacts of vehicles and creating space for sustainable travel and placemaking projects. This can reduce community severance and strengthen family networks in areas most affected by road traffic.	
Reduce crime and fear of crime including hate crime	Proposed changes to Scottish Government policy, such as allowing camera surveillance of parking spaces, would greatly reduce illegal parking. This would most benefit urban residents, as well as individuals with reduced mobility who may require close parking to their destinations.	
Protect vulnerable children and adults	If met, the council's commitments to reduce the number of journeys made by car will reduce traffic and therefore reduce the chances of road traffic accidents, protecting vulnerable children and adults.	
Promote healthier lifestyle including: •Diet and nutrition •Sexual health •Substance misuse •Physical activity •Lifeskills	Implementation of minimum cycle parking standards such as increased numbers of sheltered bike racks will allow people living in tenements and high density housing to undertake active travel, increasing physical activity and resulting in health benefits.	
Fairer Scotland Duty		
Population groups suffering from inequality of outcome, with a particular focus on socio-economic disadvantage	Individuals living in socio-economically disadvantaged areas are less likely to own a car. Therefore any management of the city centre which simultaneously reduces the benefits to driving and increases the benefits to sustainable transport will have a positive impact on these population groups.	Proposals to both increase parking fines and implement a road pricing scheme could have a negative impact as disadvantaged, low-income households are less able to pay these fines. This would impact on low-income car owners despite the relatively small amount of these owners. Furthermore, there could be adverse impacts on shift workers who need to drive in the evenings if adequate public transport is not available.

POLICY FRAMEWORK: PART 8
Transport and the natural built environment

Summary of key issues / impacts identified for Part:
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.

Objectives	Positive Impacts	Negative Impacts
Equality and Human Rights		
Eliminate discrimination and harassment	Promoting Green/Blue spaces of public amenity may increase opportunities for people of varied backgrounds to congregate and interact, improving social cohesion. This may have the effect of increasing tolerance between different groups and have a positive impact on eliminating discrimination and harassment.	
Advance equality of opportunity e.g. improve access / quality of services	The growth of green and blue travel corridors increases access to these amenities for all, and enhances travel and recreational experiences. However, the council commits particularly to encouraging lower income communities to access these spaces, and as a result this population group may experience a disproportionate positive impact. Similarly, the Adaptation Strategy & Action Plan outlines the push towards an active travel network and the shifting of behaviours. Low-income groups are likely to disproportionately benefit from improvements to the active travel network as they use those transport modes the most.	
Foster good relations within and between people with protected characteristics	Promoting Green/Blue spaces of public amenity may increase opportunities for people of varied backgrounds to congregate and interact, improving social cohesion. This may have the effect of fostering good relations between people with protected characteristics.	
Enable people to have more control of their social/work environment	Increased access to natural environments gives individuals greater choice on where to spend their time. This may have a disproportionate positive impact on people living in deprived communities, where green/blue amenity space may be lacking or difficult to access.	
Reduce differences in status between different groups of people	The increased access to greenspace for low-income households can have direct health and wellbeing benefits. This reduces inequality. Furthermore, policies regarding climate resilience are important here as low-income communities are most likely to bear the burden of climate change effects such as flooding. Improvements in resilience will therefore reduce differences in status.	
Promote participation, inclusion, dignity and control over decisions	Liveable 20 minute neighbourhoods with access to natural amenities and effective active travel networks are likely to increase community morale, promoting collaboration, social activity and long-term economic participation.	

Objectives	Positive Impacts	Negative Impacts
Build family support networks, resilience and community capacity	The polices focus on building flood resistance in liveable neighbourhoods. This will benefit all, but particularly residents living in areas most susceptible to flooding and people on low incomes who may not be able to incur the financial cost of flood damage. Flood defences will improve capacity and investment in these areas.	
Reduce crime and fear of crime including hate crime	Amenity improvements to the city's green and blue corridors, such as appropriate lighting and the potential for increased usage will make them safer places to travel and interact. This will have a positive impact, particularly for groups such as women/LGBTQ+/BAME/transgender who are more likely to feel unsafe.	
Protect vulnerable children and adults	As above, improving amenity of blue and green corridors will bring a greater sense of safety to vulnerable children and adults.	
Promote healthier lifestyle including: •Diet and nutrition •Sexual health •Substance misuse •Physical activity •Lifeskills	Green and blue corridors promote an active lifestyle, through the promotion of active travel and use of green amenity spaces for people to participate in sports and exercise. Natural/open spaces also have a great benefit on mental health and access to these areas is particularly important for people who live in dense, highly urban areas. Additionally, efforts to improve climate resilience e.g. through flood prevention, also have inherent wellbeing benefits, through protecting people's homes and livelihoods.	
Fairer Scotland Duty		
Population groups suffering from inequality of outcome, with a particular focus on socio-economic disadvantage	The policies focus on the need for the behaviour change programmes to encourage the participation of low-income communities. Low-cost sustainable transport will have great benefits to these socio-economically disadvantaged communities through improving access to employment opportunities.	

POLICY FRAMEWORK: PART 9
Access to vital services and opportunities &
supporting economic success

Summary of key issues / impacts identified for Part:
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.

Objectives	Positive Impacts	Negative Impacts
Equality and Human Rights		
Eliminate discrimination and harassment	Improved, equitable access to healthcare and green employment demonstrates a substantial step in reducing discrimination of vulnerable groups. This is primarily through giving these individuals the same job opportunities as anyone else.	
Advance equality of opportunity e.g. improve access / quality of services	Firstly, the council's support of active travel for children getting to school will give children from low-income families greater access to both education and extracurricular activities. Secondly, the council's commitment to prioritising the training/employment of the young in the expansion of smart, green industries will help particularly those currently unemployed or without access to these jobs, due to the new transport links and free public transport schemes. Thirdly, reductions in barriers to accessing fresh, healthy and affordable food will improve nutrition for low-income households. Lastly, actions to create a sustainable travel network will improve bus connectivity, giving certain groups access to previously inaccessible employment and training opportunities.	
Foster good relations within and between people with protected characteristics	N/A	
Enable people to have more control of their social/work environment	The council's support to improve access to jobs and training through sustainable transport is likely to improve people's control over their employment situation, potentially having a disproportionate impact on low-income households. This would be enhanced by the exploration of targeted free transport schemes.	Reductions in car use will produce an inherent transition cost for those transitioning from driving to collective and active travel. This will most impact high-income households who are most likely to drive.
Reduce differences in status between different groups of people	An interconnected transport system will lessen barriers between communities, fostering social cohesion. This will be strengthened by proposed free transport schemes and the promotion of active travel for school children. Furthermore, policies related to using the sustainable travel network to improve job access, especially in growing green industries, may further reduce status differences between population groups. This is of particular benefit to those who do not own cars.	

Objectives	Positive Impacts	Negative Impacts
Promote participation, inclusion, dignity and control over decisions	The council's communication with Community Planning partners will facilitate community participation in identifying schemes to support sustainable and affordable travel solutions to employment and training facilities. This will allow communities to have more control over decisions made regarding transport investment.	
Build family support networks, resilience and community capacity	The policy references the council's commitment to transitioning Glasgow's economy for linear to circular as set out in the Glasgow Climate Plan. This will have the effect of improving sustainability, making the city on the whole more resilient to adverse impacts of climate change. This benefits future generations and the young in particular as they are most likely to experience the worst impacts from climate change.	
Reduce crime and fear of crime including hate crime	Improvements in accessibility to employment opportunities will encourage people from all backgrounds to participate in the economy and create a more diverse, skilled workforce. This may reduce the formulation of stigmas and reduce the frequency of hate crime against groups most likely to experience it (BAME/LGBTQ+/transgender/women).	
Protect vulnerable children and adults	Commitments to reducing car kilometres by 20% before 2030 will reduce traffic levels and therefore reduce the chance of road accidents for vulnerable children and adults. Additionally, increased access to both healthcare and healthy food may allow these vulnerable individuals to more easily receive necessary care. This is of particular relevance to pregnant women, older people and disabled people.	
Promote healthier lifestyle including: •Diet and nutrition •Sexual health •Substance misuse •Physical activity •Lifeskills	Under the policy the council will work with partners to reduce transport barriers to healthy, fresh and affordable food whilst promoting active travel. This is likely to have a differential positive impact on low-income households and consequently, improve quality of life. Furthermore, easier access to health services is likely to encourage more people to seek medical treatment and prevent health problems from worsening. People who access healthcare more regularly, such as disabled people, older people and pregnant women, will experience a disproportionate positive impact from these improvements. Finally, the policy focus on promoting active travel options for nursery and school pupils will improve physical activity and health of children and young people.	
Fairer Scotland Duty		
Population groups suffering from inequality of outcome, with a particular focus on socio-economic disadvantage	Policies such as the free public transport scheme can allow people suffering from socio-economic disadvantage to access more training and employment opportunities. Additionally, benefits of sustainable transport such as increased access to healthy food may improve the health and wellbeing of people in deprived areas - particularly children - who may be suffering from poor nutrition.	