

Staffordshire Local Transport Plan 2011-2026

Equality Impact Assessment Scoping Report



September 2010

the knot unites



1.0 Introduction

- 1.1 Transport affects everyone's lives – providing access to employment, education, key services and leisure activities. It is also key to a thriving economy. As the diversity of Staffordshire grows, our transport services need to evolve to reflect the needs of everyone.
- 1.2 The Local Transport Plan (LTP) will be a vital tool in delivering the transport needs of Staffordshire's residents and businesses. Whilst progress has been made during the previous two LTPs, there is still more to be done in order to ensure that the needs of our residents, especially those with special transport requirements, are met. We cannot achieve this alone and we need the support of other stakeholders. For example, commercial bus operators must take account of all their customers' needs. By promoting and providing for equality and diversity, we can all deliver a transport system in Staffordshire that works for everyone.
- 1.3 Achievements to date include:
- Staffordshire Border Car – operating in a rurally isolated part of west Staffordshire, linking people to Market Drayton, Eccleshall and Bus Service 64 (Newcastle-under-Lyme-Shrewsbury).
 - Continued support for 20 community transport schemes, which collectively received grants in excess of £178,000 in 2009/10.
 - Pedestrian and cycle training to nearly 8,700 and over 8,000 children respectively in 2009/10.
 - 140,755 concessionary travel passes issued in Staffordshire by March 2010.
 - 99.58% of street lighting was lit at any one time in 2009/10.
 - 100% of crossings have facilities for disabled people.
 - Since 2007, 874 people have been helped through the Wheels to Work Scheme.



2.0 What is an Equality Impact Assessment (EqIA)?

- 2.1 An Equality Impact Assessment (EqIA) is a tool for identifying whether an organisation's policies, functions or activities have the potential to impact on a particular group(s) within the population. This group may be defined on the basis of its gender, ethnicity, faith, sexual orientation, disability, age, area of residency etc. An impact, whether positive or negative, may affect more than one group or it may have a differential impact, whereby its effect is greater upon one group than on another.
- 2.2 A negative impact resulting from a policy, function or activity may exacerbate a group's exclusion from participating fully in society. A positive impact may promote equality and inclusivity, and celebrate diversity.
- 2.3 An EqIA aims to ensure that any policy, function or activity does not directly or indirectly discriminate against any particular group. It does this by anticipating its potential consequences and making sure that, as far as reasonably possible, any negative consequences are eliminated or minimised, and any positive consequences are maximised.
- 2.4 The vision of this EqIA is to:
- “ensure that equality for all is reflected in our transport policies and services. The Council is committed to promoting equality for all Staffordshire's residents”.*
- 2.5 A successful EqIA can achieve:
- Increased participation with customers (especially those belonging to groups prone to social exclusion) and therefore more transparency in relation to policy and service development.
 - Changes to the culture of public decision-making.
 - A more proactive approach to the promotion of equality, at the heart of public policy.
- 2.6 An EqIA has six stages and will follow Staffordshire County Council's approved EqIA template, which can be downloaded from:
<http://www.staffordshire.gov.uk/community/equalopportunities/nia/>



Table 1: The six stages of an EqIA

EqIA Stage	Description of each EqIA Stage	Location of EqIA Stage
1. Initial screening	This stage determines whether an EqIA is necessary. If a policy is likely to have an impact on a group within the population then it is necessary.	Section 3
2. Scoping and defining	This stage determines who should undertake the EqIA and what it should include.	Sections 1 to 7
3. Information gathering	This stage determines the main sources of existing information and the potential to obtain new data.	Section 8
4. Making a judgement	This stage determines whether or not there is potential for a policy to result in a less favourable outcome on a particular group within the population.	Section 8
5. Action planning	This stage involves the generation of actions that will ensure a policy does not discriminate against any one group or seeks to promote equality and inclusivity.	Once the Scoping Report is agreed and consulted upon action planning will follow.
6. Publication and review	This stage requires that an organisation actively engages with its community and that it is committed to challenging discrimination, as well as improving its service delivery in relation to equalities.	This is ongoing at all levels of the Council both corporately and in respect of the development of the Local Transport Plan and this Equality Impact Assessment.



3.0 What is a Local Transport Plan (LTP)?

- 3.1 The Transport Act 2000, amended by the Local Transport Act 2008, requires local transport authorities to produce and maintain an LTP. An LTP sets out an authority's policies, strategies, objectives and targets for improving transport in its area. It covers all modes of transport (including walking, cycling, public transport, car based travel and freight), the management and maintenance of its highway network and the relationships between transport and wider policy issues such as the economy, environment and social inclusion.
- 3.2 Almost everyone, every day, uses some part of the transport network, and as such the future management, maintenance and development of that network is likely to have the potential to cause significant positive, as well as some negative impacts on people's quality of life and their life chances.
- 3.3 Local transport authorities have a duty under race, disability and gender legislation¹ to carry out an EqIA on their LTPs.
- 3.4 The Government has said that local transport authorities are accountable to their communities for the quality of their LTPs and for their effective delivery. As a result, the completion of a comprehensive EqIA on LTPs should help to ensure that policies promote equality and minimise or eliminate discrimination.

¹ Legislation (or 'statutory law') is law which has been promulgated (or 'enacted') by a legislature or other governing body, or the process of making it.



4.0 What other policies are linked with the LTP?

4.1 There are a number of plans and duties that need to be reflected in LTPs; some of these are statutory requirements and others are recommended in the Government's guidance on preparing LTPs (www.dft.gov.uk/adobepdf/165237/ltpguidance.pdf). These include:

- Network Management Duty
- Transport Asset Management Plan
- Air Quality Action Plans
- Rights of Way Improvement Plan
- Noise Action Plans
- Bus Information Duty
- Local Economic Assessment Duty
- Children and Young People's Plan
- School Travel Strategy
- Local Development Frameworks
- National Park Management Plans and AONB Management Plans

4.2 There are also a number of policies, guidance and strategies specific to Staffordshire that have been incorporated within Staffordshire's LTP. These include:

- Staffordshire Walking Strategy
- Staffordshire Cycling Strategy
- Staffordshire Freight Strategy
- Development Services' Adaptation Strategy
- Conservation within the Highway: Structures of Historic Importance
- Lighting Works within Conservation Areas and in the Vicinity of Listed Buildings
- Well Lit Highways – Code of Practice for Highway Lighting Management
- Staffordshire County Council Winter Service Policy
- Pitching the Message – Communication Guidelines for all Highway Schemes



5.0 Staffordshire's Local Transport Plan

- 5.1 The Government expects local transport authorities to publish their third LTPs by April 2011.
- 5.2 Staffordshire's third LTP covers the period up until 2026 and unlike the previous LTP, will be countywide (i.e. administrative county excluding Stoke-on-Trent).
- 5.3 In line with current legislation (Local Transport Act 2008), it will be in two parts; part one is a Strategy Plan and part two is an Implementation Plan.
- 5.4 The Strategy Plan will:
- Cover a period of 15 years, updated every three years.
 - Contain policies and clearly set out the Council's aspirations.
 - Take account of the different challenges faced in service delivery in Staffordshire's urban and rural areas, and among groups of the population.
 - Take account of the different challenges faced in areas of the county.
- 5.5 The Implementation Plan will:
- Cover a period of five years, including detailed proposals for the first year and outline proposals for the remaining years.
 - Will be updated on an annual basis.
 - Will be a business plan for implementing the Strategy Plan, including a funded programme of transport improvements, targets, performance management and risk assessment.
 - Provide an update on Major Scheme Proposals.
- 5.6 The overall vision of the LTP is:
- "a transport system that supports Staffordshire's economy, and safely and conveniently connects people and services within Staffordshire and beyond; it provides opportunities for services and jobs to be accessed in a sustainable way, and makes sure that the adverse effects of transport on Staffordshire's rich environment and on residents' quality of life is minimised".*
- 5.7 In order to achieve this vision, seven broad cross cutting objectives have been developed together with 17 individual challenges as shown in Table 2.



Table 2: Countywide Objectives and Challenges

Objectives	Challenges
Supporting Growth and Regeneration	Provide opportunities for residents to access jobs, training and education.
	Help businesses access suppliers, markets and a workforce.
	Enable economic growth without causing congestion.
Maintaining the Highway Network	Maintain the current condition of the highway network and its infrastructure.
	Keep the highway safe and serviceable whilst achieving value for money.
Promoting Equality of Access and Opportunity	Reduce social exclusion faced by residents.
	Make 'access for all' a key consideration when planning new housing and employment sites, services and facilities.
Maintaining Safety and Security	Improve the skills of all road users.
	Maintain the current road safety record.
	Tackle crime, fear of crime, and anti-social behaviour on the highway network.
	Improve the resilience of the highway network to events that pose safety threats to highway users.
Reducing Road Transport Emissions and its Effects on the Highway Network	Reduce emissions from road transport.
	Respond to current and future climate conditions.
Improving Health and Quality of Life	Encourage active travel.
	Maximise opportunities for transport to positively contribute towards people's quality of life.
Respecting the Environment	Minimise the impact of transport on the environment.
	Enhance the environment through the management and maintenance of the transport network.



6.0 Purpose of a Scoping Report

- 6.1 This Scoping Report focuses on the potential impacts of the emerging LTP. Prior to wider consultation, it will be sent to stakeholders, offering them the opportunity to shape and contribute to the emerging LTP. By identifying the impacts now, the final LTP should be one which fulfils our duties on equality and diversity.



7.0 Staffordshire County Council's equality directives and programmes for compliance within LTP3

7.1 We attempt to promote equal opportunities in all our services and we are committed to developing policies which reflect this. We fully accept our responsibility under the following laws:

- Equal Pay Act 1970
- Rehabilitation of Offenders Act 1974
- Sex Discrimination Act 1975 (extended 1999)
- Race Relations Act 1976
- Local Government Acts 1988 and 1999
- Disability Discrimination Act 1995
- Human Rights Act 1998
- Gender Reassignment Act 1999
- Code of Practice on Age Diversity in Employment 1999
- Race Relations (Amendment) Act 2000
- Employment Equality (Sexual Orientation) Regulations 2003
- Employment Equality (Religion or Belief) Regulations 2003
- Gender Recognition Act 2004
- Employment Equality (Sex Discrimination) Regulations 2005
- Disability Discrimination (Amendment) Act 2005
- Employment Equality (Age) Regulation 2006
- Equality Act 2006
- The Equality Act Sexual Orientation Regulations 2007
- Equal Access to Goods, Services and Facilities Legislation for Trans People

7.2 We are committed to meeting the needs of the people and communities we serve by providing high-quality services, either ourselves or through outside organisations. To achieve this, we have agreed to:

- Make sure all our providers follow our Equality for All policy (www.staffordshire.gov.uk/community/equalopportunities). Our contracts will, therefore, include clear statements about equal opportunities.
- Follow equal opportunities when buying in work, goods and services.
- Deliver services without discriminating against anyone by regularly analysing our policies and procedures.
- Treat everyone equally and with respect.
- Make sure services are appropriate to all sections of the community, and that everybody is able to get access to them.
- Deal with complaints effectively.
- Regularly monitor who uses our services (and the effect our services have) and make changes where necessary.
- Use the results of monitoring to improve future practice and policies.



8.0 Baseline Information and Data

8.1 The following section provides some detailed information on age, disability, gender, race, religion, sexual orientation and transport. Its purpose is to highlight general trends found within different groups prone to social exclusion or difficulty using the transport network. Whilst there are data gaps, we anticipate that as the LTP develops, these gaps will be filled.

8.2 Disability (Physical and Sensory)

National Context

8.2.1 In the UK, the Disability Discrimination Act 1995 defines a disabled person as someone who has a physical or mental impairment that has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities. It is estimated that one-fifth (9.8 million or 22%) of adults in Great Britain and around one-fifth (6.9 million or 19%) of people of working age have a long-term disability.

8.2.2 Disability affects people of all ages and from all communities. Some people may be born with a disability whilst others acquire a disability as a result of an accident, disease, or through as yet, unknown causes. Some disabilities are also associated with ageing such as hearing loss and arthritis. Therefore, unsurprisingly the proportion of people with mobility difficulties increases with age. In 2008, 39% of individuals aged 70 years or over had problems walking or using a bus, compared with just 4% of those aged 16 to 49 years.

8.2.3 People with disabilities tend to be more disadvantaged than people without. For example, people with disabilities are more likely to²:

- Live in poverty and be economically inactive.
- Have fewer educational qualifications.
- Face discrimination and negative attitudes, including hate crime.
- Have difficulty in accessing training and employment opportunities.
- Have difficulty in accessing services such as leisure; housing and transport.
- Have reduced life expectancy (particularly healthy life expectancy) and experience poorer health outcomes.

8.2.4 The Disability Rights Commission identified that people with disabilities have extremely poor levels of accessibility to the transport network and to key services and facilities. They undertook a study in 2002 on the attitudes of disabled people to public transport, which suggested that transport issues were the “single most prominent concern at a local level”. The study also identified that:

- People with disabilities were unable to use 70% of buses and 40% of the rail network.

² Staffordshire Joint Strategic Needs Assessment, South Staffordshire PCT, November 2009.



- 60% of people with disabilities had no car in the household compared to just 27% of the general population.
- 49% of people with disabilities were reliant on public transport.
- 52% of respondents expressed some difficulties in accessing all essential services such as GPs and hospitals.
- 56% of people with disabilities would have liked to go out more.

8.2.5 Evidence shows that in many respects the transport priorities of people with disabilities differs very little from those of the general population with their main requirement being for frequent and reliable public transport services. Other issues that are highlighted relate to improvements in the attitudes of public transport employees towards people with disabilities.

8.2.6 Community transport can provide a valuable alternative for people with disabilities who cannot access 'mainstream' bus services or live in rural areas where other forms of public transport are not available. However, research³ of people with disabilities shows that overall awareness and knowledge about community transport is low and conversely usage is also low.

Local Context

8.2.7 In Staffordshire, it is estimated that almost 120,000 people have a physical or sensory disability of which there are approximately 1,930 people partially sighted and 2,085 registered as blind. In addition, almost 18% (148,004) of residents describe themselves as having a limiting long-term illness⁴ and 41,670 people claim Disability Living Allowance (any disabling condition). There are 50,805 (6.1%) people in Staffordshire who are a blue badge holder.

8.2.8 Over the next 25 years Staffordshire is projected to see a significant growth in the number of people aged 65 years and over, with the number of people aged over 85 years almost trebling. This will impact on the prevalence of people with physical and sensory disabilities in Staffordshire.

8.2.9 The 'Your Voice' conference for County Council service users held in 2009 asked what people needed from their local communities if they were to lead genuinely more independent lives. Accessible and affordable transport was the single most mentioned issue. Without it, users felt that real independence and inclusion would be severely restricted. One comment voiced at this event was "we need better access to public transport – restrictions on passes to travel at peak times can result in restrictions on travel to employment opportunities" (please refer to paragraph 8.4.10 for information on the Staffordshire and Stoke-on-Trent Travel Concessions Scheme). Improvements that service users felt would reduce the barriers they experienced in accessing Staffordshire's transport network included:

³ Attitudes of Disabled People to Community Transport, DPTAC, 2002.

⁴ Limiting long-term illness is defined as any long term illness, health problem or disability that limits daily activities or work.



- Better publicised information and advice.
- More awareness amongst public transport operators of the needs of people with learning disabilities.
- Making transport more available, affordable and accessible.
- Providing access to transport in the evenings.
- Greater availability of taxis – a lack of taxis in rural areas is a real problem.
- Cheaper transport than taxis – we can only use them once a week on top of our shopping bill.
- Transport developed to improve access to the community – ‘ring and ride’ could improve access and promote independence.
- All day passes across the county.
- Ordinary transport that is available to all – including equitable access to neighbouring authorities.
- Changing facilities in every town to enable people to go further afield.

Mobility Link

Mobility Link covers the borough of East Staffordshire and the surrounding area. It picks people up from their homes if they are unable to use mainstream transport for health reasons or live in an area that has no other public transport services. In 2008/09 it operated 12 minibuses with regular pick-up and drop-off points, together with a dial-a-ride service. Between 2006/07 and 2009/10, we supported the scheme with grants totalling nearly £87,000. In 2008/09 Mobility Link carried over 2,000 clients each month.

8.2.10 The outcomes of a focus group held in May 2010 with members of Staffordshire Youth Action Council (YAK) highlighted a number of barriers that young people with disabilities in Staffordshire experience when trying to access services and activities. These barriers included:

- Difficulties for some people with disabilities reading bus stop timetables.
- Some footways being too narrow.
- Friends having to travel behind a person in a wheelchair due to the limited width of some footways.
- Rural areas having very few footways.
- Buses not being accessible to electronic wheelchair users.
- Friends without disabilities not being able to travel with a person with disabilities on an adapted vehicle to the same destination.

8.2.11 During 2009/10 there were 32 disability-related hate crime incidents reported to Staffordshire Police (excluding Stoke-on-Trent). This equates to 6% of all recorded hate crime incidents. Whilst there is no information to suggest that any of these crimes occurred when using Staffordshire’s transport network, the perception of low levels of personal security can act as a barrier to independent travel for people with disabilities.



8.2.12 The National Highways Transport Network Public Satisfaction survey undertaken in 2009 identified that 74% of residents with disabilities were satisfied with the ease of access to key services. This places Staffordshire as second when compared to its ten nearest neighbours⁵.

Significant Issues and Challenges

It is important to recognise the complexity and the non-homogenous nature of the label 'disability' which is used as an umbrella term for many different types and levels of impairment and illness. Therefore, providing services for these wide ranging needs without discrimination and exclusion will be a significant challenge.

Physical barriers to using public transport are a significant issue for people with disabilities. Barriers include the journey to the bus stop, boarding and alighting the bus, especially if it is not 'low floor', staff customer service, and the attitudes of other passengers. It will be important for the LTP to recognise these potential barriers.

Access to travel information and information about community transport initiatives in an appropriate and easily understandable format is a necessary requirement. National research suggests that there is a desire by people with disabilities to use community transport more often. However, to be able to meet this desire they need to be able to readily and easily access information on the services available in their area.

For some people with disabilities a companion is necessary when travelling and accessing services which can make journeys expensive. Some areas across Staffordshire offer as part of their concessionary fare scheme a 'companion pass' allowing someone to accompany the person for free. However, this is not currently part of the national scheme and hence not a statutory requirement. It is up to the discretion of each individual local authority as to whether they offer this concession. People living in those areas that do not offer these particular concessions are, at the present time, disadvantaged.

Perceptions of low levels of personal security particularly in the use of public transport and whilst walking can also act as a barrier for people with disabilities. The location of bus stops in visible locations and well lit footpaths can all help to minimise this barrier.

8.3 Age – The Young

National Context

8.3.1 Research suggests that there are three phases of developing mobility needs and behaviour for young people: primary school age children, secondary school age children and young people over the age of 16 years into their early 20s.

⁵ Nearest Neighbours were identified through the Institute of Public Finance's Nearest Neighbour Selection Model using a number of default indicators.



- 8.3.2 The Department for Transport (DfT) reported in 2005 that the single most frequent trip purpose between the ages of 5 and 15 years was for education and in 2004 this accounted for between 35-40% of trips.
- 8.3.3 Various studies identify that primary school age children are most likely to be escorted on journeys by parents or other adults. The main transport barrier children encounter is their parents' concern for their safety, which limits their opportunities to travel independently. Increasingly, with age, older primary and secondary school children become independently mobile. They have a wider range of travel purposes including shopping and leisure activities, and use a wider range of travel modes. They are also more likely to travel further distances to get to secondary school.
- 8.3.4 The 2008 National Travel Survey⁶ undertaken by DfT identifies that according to parents, 86% of children aged 7 to 10 years were usually accompanied to school by an adult. This is an increase on 2002 levels (78%) and due mainly to traffic danger (58%) and fear of assault or molestation (29%). Furthermore, almost a third (31%) of children aged between 11 to 13 years were usually accompanied to school due to traffic danger (34%), convenience (30%), and the school being too far away (29%).
- 8.3.5 The National Travel Survey also highlighted that only 14% of children aged 7 to 10 years were usually allowed to cross roads alone compared to 19% in 2002. Half were not allowed to do so, and the remaining 36% were sometimes allowed.
- 8.3.6 The most common mode of transport to school (all schools) is walking (44%)⁷, followed by car usage (32%)⁸ with an increasing frequency of bus travel in secondary school age children (4% of children aged 5 to 10 use a local bus compared to 22% of children aged 11 to 16)⁹. This is to be expected and reflects the increased distance required to travel to secondary schools compared to primary schools. However, DfT data shows that car use is increasing, particularly for travel to primary schools even though there is evidence that more children would like to walk and cycle to school than are allowed to. This could be due to an increase in the number of parents escorting children on journeys, an increase in multi-trip journeys and/or through increasing distances being travelled to a school of choice.
- 8.3.7 As expected, as children get older, levels of independent travel increase and their travel needs also change. Mode choice for children under the age of 16 years is largely determined by parents - their resources, access to a car and their concerns about children's safety. Over the age of 16 years, choices reflect extended travel needs with rail and taxi use increasing, together with the use of mopeds and cars as some young people learn to drive.

⁶ The National Travel Survey asks parents about their children's independence, in terms of travelling to school alone and being allowed to cross the road.

⁷ Transport Statistics Bulletin – National Travel Survey 2008, DfT, (2009).

⁸ As noted previously.

⁹ As noted previously.



8.3.8 Young people cite that the costs associated with public transport are too expensive especially when they were over the age of 16 years and were required to pay full fare. They also found that access to social/leisure activities were limited especially at weekends and in the evening due to a lack of public transport. This was especially an issue in rural areas. Young people also found transport information lacking and confusing, and had safety concerns especially after dark when using buses and waiting at bus stops and stations. Other issues surrounding public transport included lengthy journeys, inflexible bus journeys and a lack of appropriate services in rural areas.

Local Context

8.3.9 In 2008 it was estimated that around 20.6% of Staffordshire's population (171,000) were aged 0 to 17 years.

8.3.10 During 2008/09 walking was the most frequent mode of transport to school for both primary and secondary school children followed by the private car for primary school children and public transport for secondary school age children, aligning with the emerging trend at the national level (please refer to Table 3 for more information). Local data from five high schools across the county shows that the four main barriers to walking were:

- "It's too far to walk" – 35%.
- "I don't have enough time" – 21.6%.
- "I have too much to carry" – 9.0%.
- "It's too dangerous" – 8.4%.

Other barriers to walking cited by pupils included "I can't be bothered", "it's too cold" and "there is no pavement or not pavement all the way".

8.3.11 Anecdotal evidence suggests that whilst actual numbers of children cycling to primary and secondary schools are low (0.4% and 2.6% respectively), there are many more children that would like to cycle to school because of the independence it gives them. Further, data from Safer Routes to School surveys show that 12.0% of high school pupils would like to cycle to school. However, barriers encountered in relation to cycling include convenience for parents, perceptions of safety, lack of safe cycling infrastructure, school policies and distances from school. The four main barriers identified by pupils are:

- "It's too far to cycle" – 16.4%.
- "I don't have enough time" – 14.3%.
- "It's too dangerous" – 9.7%.
- "I don't have a bicycle" – 9.1%.

Other barriers to cycling include "I can't ride a bike", "I don't have a bike lock", "I cannot be bothered", "my bike always has flat tyres", "it looks stupid for girls to ride a bike to school", and "my bike is broken".



Table 3: 2008/09 Countywide Pupil Level Annual School Census (PLASC) Data (excluding Stoke-on-Trent)

Mode	5-10 Year-olds		11-15 Year-olds		Total	
	Actual	%	Actual	%	Actual	%
Car (van/taxi)	20,733	40.4	8,922	20.7%	29,655	31.4
Car Share	2,175	4.2	1,168	2.7	3,343	3.5
Public Transport	1,807	3.5	10,473	24.3	12,280	13.0
Walking	26,374	51.4	21,255	49.3	47,629	50.4
Cycling	222	0.4	1,103	2.6	1,325	1.4
Other	42	0.1	195	0.5	237	0.3
Total	51,353	100.0	43,116	100.0	94,469	100.0

8.3.12 Outcomes from the ‘Shape It’ and ‘Speak Out’ conferences held in March and November 2009 respectively, and the Big Bruvver project¹⁰ highlighted that some of the barriers to independent travel included the need to feel safer on the roads, together with the cost and availability of public transport. Perceptions included:

- “Drivers that drive too fast are dangerous”.
- “Don’t feel safe without zebra crossings”.
- “Too much traffic”.
- “Transport to activities is poor”.

8.3.13 The main outcome of the ‘Speak Out’ conference was that young people would like free transport or ‘reduced rates’ that can be used at evenings, weekends and during the school holidays. It is hoped that during 2010/11, we will be able to provide young people with ‘half fare’ travel in evenings and all day on Sundays across the county.

8.3.14 A focus group held in May 2010 with members of Staffordshire Youth Action Council (YAK) specifically discussed the barriers that young people in Staffordshire experienced when accessing the transport network. Some of the barriers identified included:

- School policies not being conducive to allowing cycling.
- Other people at school wanting to use your bike.
- School uniforms especially for girls restricted their ability to cycle as a mode of travel.
- Parents felt that walking was dangerous.
- Limited availability/awareness of information in respect of Saturday bus services.
- Cost of public transport is too expensive.
- Poorly maintained bikes.
- Peer pressure – wearing cycle helmets could result in bullying.

¹⁰ Is an innovative way of engaging with young people. A roaming diary visits locations across Staffordshire to encourage young people to speak about life in their neighbourhood by giving a one minute low-down to a camera.



8.3.15 We currently provide home to school transport to the following:

- Primary school pupils aged under 11 years, living more than two miles from their nearest school or catchment school, free of charge.
- Secondary school pupils aged over 11 years, living more than three miles from their nearest school or catchment, free of charge.
- Secondary school pupils from low income families¹¹ to either one of the three closest schools if they live between 2 and 6 miles away or the closest school between 2 and 15 miles away chosen on faith or philosophical grounds, free of charge.
- Special educational needs pupils regardless of distance and free of charge if the necessary criteria are met. This is assessed on a case by case basis.
- Subsidised travel for all post-16 pupils who meet the set criteria.

8.3.15 The Children's and Young People's Plan for Staffordshire highlights a number of priorities that transport can contribute towards, including:

- Tackling childhood obesity.
- Ensuring that services and facilities for young people are easily accessible.
- Ensuring that jobs, training and education are easily accessible.
- Increasing the number of young people that have access to high quality leisure, cultural and sport experiences.

8.3.16 As part of the National Child Measurement Programme in 2007/08, 9.5% of 4 and 5 year-olds and 19% of 10 and 11 year-olds were obese. This can lead to many health problems later in life. Encouraging active travel such as walking and cycling is seen as an important tool in tackling this problem. However, as mentioned previously, there are many barriers which prevent young people using these as modes to travel.

Walking and Cycling

We provide pedestrian and cycle training programmes. During 2009/10, nearly 8,700 children received pedestrian training and over 8,000 young people took part in cycle training, with over 6,500 achieving levels 2 and 3 bikeability. We also provide a Walking Bus programme which integrates road safety initiatives with the promotion of healthier lifestyles by providing children with the opportunity for exercise, to get fresh air and to have fun with their friends whilst learning practical road safety skills. The benefits for the parents include peace of mind, knowing their child will be arriving at school safely and on time. Staffordshire currently has 111 Walking Bus routes and is considered a national leader in this field.

¹¹ A low income family is defined for these purposes as one where the pupil is registered as eligible for free school meals or where the parent/guardian is in receipt of the maximum level of Working Tax Credit.



Significant Issues and Challenges

Young people's travel is largely influenced by parental resources and concerns, as well as locality issues. This means that young people in rural areas are at a particular disadvantage for example in accessing leisure and social activities and employment opportunities.

There are many barriers to accessing public transport that young people experience. In Staffordshire the main barriers are the costs and the lack of services to allow them to access the services and activities they want, especially in the evenings and weekends. This is especially a concern for young people living in rural areas. Consultation with young people has also highlighted negative attitudes of some public transport staff as being an issue.

There is evidence to suggest that young people in Staffordshire would like to cycle more because of the independence it gives them. However, the main barriers to cycling appear to be concerns regarding safety on busy roads, a lack of appropriate cycle infrastructure and a lack of safe cycle storage at their destinations. The compulsory requirement by some schools of wearing school uniform whilst travelling to and from school if this excludes trousers for girls restricts their ability to cycle. In addition, girls feel that cycling has a negative impact on their image. It is essential to make cycling more attractive to young people and for it to be accepted as a viable mode of travel rather than just being seen as a leisure activity.

It will be important to ensure that the barriers to walking are reduced to encourage young people to walk more frequently and make it more attractive as a mode of travel for the reasons already mentioned in respect of cycling.

8.4 Age - The Elderly

National Context

- 8.4.1 Unsurprisingly as a consequence of ageing, people can require additional support as their general mobility reduces. There is also a significant increase in age related sensory impairment (both visual and hearing) which can inhibit access to the transport network.
- 8.4.2 People's needs and experiences of transport change in later life. People over the age of 70 years predominantly travel for shopping, personal business (especially accessing healthcare) and to visit friends/relatives. Being able to maintain independence and access key services and leisure/social activities have a major influence on an older person's quality of life. Poor access to transport can mean difficulties in accessing essential services and facilities, increased levels of social isolation and loneliness. Transport is, therefore, a key factor in reducing the risks of social exclusion amongst the older population.



- 8.4.3 Evidence shows that the proportion of people who have severe difficulties in accessing essential services (shops, post offices and doctors) increases with age and the elderly with health problems or disabilities are likely to be most disadvantaged. In addition, risks for older people are generally heightened in rural areas or those from black or ethnic minority groups.
- 8.4.4 Older people who own a car feel it helps provide independence and improve their quality of life especially in rural areas. However, ill health with age can mean giving up driving and can cause problems with using public transport. Research shows that as people age they become more dependent upon others for transport. There tends to be a decline in driving and an increase in travel as a car passenger, together with an increase in travel by taxi, on public transport and by community transport.
- 8.4.5 Studies show that public transport is viewed positively by the majority of people when services were regular and reliable, as it enabled people to access services, facilities and to socialise independently. However, older people do encounter a number of barriers and these include accessibility, concerns over personal security, lack of information, and the availability, routeing and reliability of services.

Local Context

- 8.4.6 Currently around 18% (145,500) of Staffordshire's population is aged over 65 years. Whilst the county's population is ageing in line with the rest of the country, comparisons between 1991 and 2008 figures show that there are now 75,500 more 'older' people (50+ years). This is an increase of 316%. By 2029, it is expected that approximately 30% of the county's population will be aged 60 years+ compared to just over 20% now. Over the next 25 years the number of people aged 85 years and over will almost treble, increasing by around 30,300 people.
- 8.4.7 Of the 328,234 households in Staffordshire, just under 10% (43,494) are lone pensioner households and of these, 66% do not have access to a car or van.
- 8.4.8 Staffordshire's Older People's Listening Event (2009) identified that transport is a key issue for older people, especially better public transport in the evenings and on Sundays. One comment from the Event was "we need good transport links to local facilities". Other issues involved getting on and off buses, distance from home to the bus stop, fear of crime and lack of services in evenings and on Sundays which prevented some people from accessing church.
- 8.4.9 In Staffordshire it is estimated that there are 203,771¹² people eligible for a concessionary pass and to date 140,755 passes have been issued within the county with 97,705 passes within the Staffordshire and Stoke-on-Trent Concessionary Fares Scheme (excluding Cannock district, Tamworth and East Staffordshire). Staffordshire's elderly population within the area of the Scheme is estimated to be 143,682¹³.

¹² Based on 2008 Mid-Year Population Estimates published in May 2010.

¹³ Based on 2008 Mid-Year Population Estimates published in May 2010.



8.4.10 In April 2008, the new national concessionary fare scheme was introduced, enabling those over the age of 60 years or eligible disabled people to travel free during off-peak travel times. In Staffordshire, the majority of district and borough councils fund free travel throughout the day. Pass holders living in those areas that only offer off-peak travel are disadvantaged and this matter has been highlighted to the relevant district and borough councils. Since its initial introduction, some elderly residents have argued that they are disadvantaged as they live in rural areas where public transport tends to be more limited, and under the previous concessionary fare arrangements, they were allowed to use travel tokens, which could be used to pay for taxis (travel tokens are still available in South Staffordshire). This scheme is changing in 2011 in line with new guidance. The implications of this will mean that we will become responsible for administering the national concessionary fare scheme, issuing concessionary passes and that there will be one uniform scheme operating across the county.

8.4.11 Our Strategic Plan 'Staffordshire Unites' 2010-2015 identifies one of its Social Care and Health outcomes as being "increased choice and control, thereby enabling people to make their own decisions about their own care and are given choice". Mechanisms identified for delivering this outcome include a resource allocation system (RAS)/Personal Budgets which will provide people with the freedom to choose their own support and the development of a new type of Extra Care scheme for people who need extra support in order to live independently – Flexicare.

Significant Issues and Challenges

The ageing population will have significant implications for all aspects of service delivery within the authority. In transport terms this is likely to mean an increased demand for concessionary bus travel and specialist transport services.

Perceptions of low levels of personal security, particularly at night in the use of public transport and whilst walking, acts a barrier in older age groups.

Poor access to travel information and information about available community transport initiatives, in particular for those hard of hearing and with visual impairments, inhibits access to transport services.

Difficulties in accessing key services, e.g. town centres due to the remote location of bus stops in relation to these services, can act as an impediment for the elderly and less mobile.



8.5 Race/Ethnicity

National Context

- 8.5.1 The issues surrounding race, ethnicity and transport are complex. The main issues in relation to transport relate to confidence in using public transport including fear from discriminative racial crime when walking or waiting at bus stops or train stations. Language is another barrier, which results in some people being unable to access travel information.
- 8.5.2 Data collected by DfT shows that people in households of Black origin are least likely to have access to a car or to travel to work by car. Although slightly more households of Indian origin report having a car than White British (44%) or White Irish (39%) households, persons of White origin were more likely to travel to work by car than Indian, Pakistani or Bangladeshi people. There is also evidence¹⁴ that indicates that people from Black and Minority Ethnic (BME) groups depend on public transport more to travel to work than others.
- 8.5.3 BME groups tend to share the same problems of accessing employment opportunities without a car as those on low incomes and, therefore, car ownership is more attributable to levels of income rather than ethnicity.
- 8.5.4 There tends to be a lack of evidence and understanding of the transport needs of minority, ethnic and faith communities. This is further exacerbated by language barriers which mean that these groups are often left out of consultation and surveys.

Local Context

- 8.5.6 The 2001 Census showed that 3.8% of Staffordshire's population (30,684 people) were in a BME group (i.e. not 'White British') as shown in Table 4.

¹⁴ Evidence Base Review on Mobility: Choices and Barriers from Different Social Groups, DfT (2006).



Table 4: The population of Staffordshire by ethnic group (2001 Census)

Ethnicity	Number	Percentage
White: British	776,060	96.20
White: Other White	6,841	0.85
White: Irish	4,719	0.58
Pakistani	4,582	0.57
Indian	3,653	0.45
Mixed: White and Black Caribbean	2,321	0.29
Caribbean	1,919	0.24
Mixed: White and Asian	1,415	0.18
Chinese	1,371	0.17
Mixed: Other Mixed	919	0.11
Other Ethnic Group	770	0.10
Other Asian	755	0.09
African	487	0.06
Bangladeshi	416	0.05
Mixed: White and Black African	297	0.04
Other Black	219	0.03
All People	806,744	100

Source: 2001 Census Key Statistics

- 8.5.5 Staffordshire's BME population is very low and is around a third lower than the regional and national figure (both around 13%). Each individual BME group in Staffordshire contributes to less than 1% of the total population.
- 8.5.6 The largest BME group in Staffordshire in 2001 was 'Other White' (6,841 people) followed by 'White Irish' (4,719 people). The largest non-white BME group was Pakistani (4,582 people), followed by 'Indian' (3,653 people), 'White and Black Caribbean mixed' (2,321 people) and 'Black Caribbean' (1,919 people).
- 8.5.7 The BME population in Staffordshire is concentrated within specific areas of the county. Twelve of the county's 174 wards have a BME population above 5% with the largest concentrations located in five wards in Burton upon Trent. In percentage terms, other concentrations of BME groups can be found in three wards in the north east of Stafford, Little Aston and Bourne Vale wards in Lichfield, Perton and Featherstone areas of South Staffordshire, parts of Newcastle-under-Lyme in and around Keele, Madeley, Seabridge and the Westlands.
- 8.5.8 During 2009/10 there were 442 race-related hate crime incidents in Staffordshire (excluding Stoke-on-Trent) that were reported to the Police which equates to 82.8% of all recorded hate crime incidents. However, whilst it is impossible to identify if any of these incidents occurred on the transport network, the fear of being subjected to such an incident can act as a barrier for the BME population when accessing transport.



Significant Issues and Challenges

Access to travel information and fares in different languages would help all groups to use transport services to their fullest potential. This would reduce misinterpretation of timetables and provide equal opportunity in accessing special rates on travel fares.

Issues of personal safety and security from hate crime can act as a barrier for BME groups when using the transport network. The location of bus stops in visible locations and well lit footpaths can help to minimise this barrier.

LTP consultation exercises must be inclusive, involving representations from Staffordshire's different BME groups.

8.6 Sexual Orientation

National Context

- 8.6.1 The Equality (Sexual Orientation) Act 2007, which came into force on 30th April 2007, requires 'providers of goods, facilities and services' to ensure they are not treating their customers unfairly on the grounds of sexual orientation.
- 8.6.2 Information regarding the views and experiences of Lesbian, Gay and Bisexual (LGB) people in respect of the transport network is limited. This does not mean that research and surveys exclude LGB people, only that surveys do not generally analyse responses by sexual orientation.
- 8.6.3 Research undertaken in London has shown that concern for personal safety is important amongst the LGB community and that this is affected by various factors which can cause them to avoid certain stops/stations, and stop them travelling at certain times. Factors include:
- Staff roles and responsibilities (helpfulness/rudeness).
 - A lack of lighting or poor visibility at bus stops, stations and car parks.
 - Physical environments which increase fear of crime e.g. subways, isolated bus stops, dirt and graffiti.
 - Disorderly or threatening behaviour from other passengers or the public.
 - A lack of authority figures at interchanges.
 - Travelling to places they are unfamiliar with.



- 8.6.4 Transport for London (TfL) has also undertaken independent research on the transport barriers faced by LGB people. This research identified a number of common trends, particularly in respect of safety and security, including:
- A sense of being identified as LGB.
 - An increased concern about night time and peak time travelling including at the end of the school day.
 - An increased feeling of being unsafe when travelling with friends, family or a same-sex partner.
 - Increased perception that being near certain groups of people could threaten a person's safety.
 - Certain areas, such as areas that are socially deprived and with higher levels of anti-social behaviour, are seen to be less tolerant of diversity.
 - Safety concerns at isolated bus stops, deserted platforms, walkways, subways, overgrown vegetation and near empty carriages.
 - Homophobic comments by some licensed taxis and private hire vehicle drivers. However, on the whole they were considered very safe and safer than any other forms of public transport.
- 8.6.5 Evidence suggests that LGB people often change their behaviour to avoid abuse or attack. One of the most significant and common behaviour changes is changing the form of transport used at particular times of the day. TfL's research identified that walking to and from a bus stop or bus/rail station could be the most insecure part of a journey. Respondents said that if they lived in an area they considered to be unsafe after dark, they preferred to take a taxi or get a lift.
- 8.6.6 Cycling proved to be an attractive alternative for LGB people as it helps to avoid confrontation and harassment, as well as preserving a sense of anonymity and privacy.

Local Context

- 8.6.7 There is no data on the numbers of LGB people in Staffordshire (sexual orientation is the only social identity factor omitted from the National Census). However, the 2001 Census identifies that there were 708 adults over the age of 16 years living in a same sex couple in Staffordshire. This figure is likely to be an under-representation of the number of LGB people for a number of reasons, including the Census now being out of date, respondents not answering the question, and single LGB people being excluded from the data.
- 8.6.8 There is also evidence to suggest that people in Staffordshire, like in London, change the form of transport they use dependent upon the time of day. For example, one LGB person said that due to a fear of waiting alone at a bus stop at night they travelled by taxi. However, there was also evidence that suggested that some taxi/private hire drivers in Staffordshire have made homophobic comments, although on the whole it was felt that this mode of transport was safe.



- 8.6.9 During 2009/10 there were 54 homophobic hate crime incidents recorded by Staffordshire Police which equates to 10.1% of all reported hate crime incidents. Due to the nature of the data it is impossible to identify if any of these incidents occurred when people were using Staffordshire's transport network. However, the perceived risk by an LGB person to their personal security can prove to be a significant barrier for some in accessing the transport network.
- 8.6.10 Other accessibility issues identified through dialogue with Staffordshire's LGB network included the rural nature of the county. Whilst this is an issue for many people across Staffordshire, it is magnified for LGB people due to the 'pocketed' nature of the 'LGB scene'. It is very difficult to visit friends, pubs and clubs both within Staffordshire and other parts of the region by public transport, especially in the evening.

Significant Issues and Challenges

The transport needs, expectations, use and opinions of LGB people are broadly the same as those for any member of the population. Their key needs are around safety, reliability, respect, customer services and information. Consideration of these requirements will need to be taken into account within the LTP. Perceptions of low levels of personal security whilst using public transport or walking was a significant barrier for some LGB people. The location of bus stops in visible locations and well lit footpaths can all help to minimise this barrier.

8.7 Learning Disabilities

National Context

- 8.7.1 Approximately 2% (985,000)¹⁵ of the population in England have a learning disability of which 796,000 (80.8%)¹⁶ are aged 20 years or over. In 2007, it was estimated that between 55,000¹⁷ and 75,000 children had a moderate or severe learning disability in England.
- 8.7.2 Some people with learning disabilities cannot drive but live independent or semi-independent lifestyles. As such there is a reliance on public transport and taxis to facilitate their lifestyle and enable them to access day services, employment, see friends and family and do the things they want within the community. However, people with learning disabilities can find using public transport particularly difficult.
- 8.7.3 Some people with learning disabilities live on a low income and this can mean that the costs associated with public transport and taxis can be a problem. For example, some

¹⁵ Estimating future need/demand for support for adults with learning disabilities in England, Institute for Health Research, Lancaster University, 2004.

¹⁶ As noted previously.

¹⁷ Learning Disabilities: Facts and Figures, Department for Health, 2007.



people with severe learning disabilities may need someone to support them when they are travelling, adding to the costs of travelling.

- 8.7.4 For many people with learning disabilities getting accessible¹⁸ information about public transport can also be difficult. The biggest problem people with learning disabilities experience is in understanding the timetables. Other related problems include difficulties in understanding signs and finding out the location of where a bus stops.
- 8.7.5 Research also indicates that people with learning disabilities are particularly vulnerable to crime. Results from a Department of Health survey in 2005 showed that out of those people with learning difficulties who use public transport, 29% said they did not feel safe when using it, whilst 15% said they found the staff on public transport unhelpful. This is because of a lack of understanding of the needs of people with learning disabilities by some employees of public transport operators. Anecdotal evidence suggests that there have been instances where staff on public transport thought that someone having difficulty speaking or counting their money was behaving inappropriately or being difficult.
- 8.7.6 Some people with learning disabilities experience bullying at bus stops or on buses. A Mencap survey cited by DfT in 2004 reported that one in four respondents had been bullied on a bus; according to Mencap, buses are the main mode of transport for people with learning difficulties.
- 8.7.7 People with learning disabilities can also have difficulty knowing how or where to cross the road safely, how to use a pedestrian crossing, and how to use a bus.

Local Context

- 8.7.8 There is no hard data on the number of people with a learning disability in Staffordshire. However, it is estimated that in 2008 there were 16,171 people aged 15 years and over and 4,274 people aged 60 years and over with a learning disability¹⁹. Alternatively, the number of people registered as having a learning disability with our Social Care and Health Directorate can be used as a proxy. Currently there are 2,052 clients with a learning disability receiving our services and this equates to 0.2% of Staffordshire's total population²⁰.
- 8.7.9 Evidence identifies that people with learning disabilities want to lead ordinary lives and do everyday things including studying at college, being employed, travelling, having relationships and friendships, living safely in the community and enjoying leisure and social activities. To be able to fulfil these desires, people with learning difficulties require easy access to transport.
- 8.7.10 The Your Voice conference held in 2009 enabled people who used our adult social care services to have a say in the development of their local services. One of the questions

¹⁸ Accessible information means information that is easy to read and understand.

¹⁹ A Joint Commissioning Strategy for Services for People with a Learning Disability 2008-2012, Staffordshire Joint Commissioning Unit, October 2008.

²⁰ Based on 2008 Mid-Year Population Estimate.



asked was what would make the biggest change to their lives? Accessible and affordable transport was the most frequently cited issue; to be able to live an included and independent life. One person at the conference stated that there needed to be “more awareness among public transport operators of the needs of people with learning disabilities”.

8.7.11 The 2008-2012 Joint Commissioning Strategy for Services for People with a Learning Disability identifies a number of strategic objectives which transport can have a positive influence on. These include:

- Improved personalisation, choice and control.
- Improving health.
- Improved opportunities for work and daytime activities.
- Supporting families.
- Integrating services.

TITAN (Travel Independence Training Across the Nation)

We are working in partnership with various agencies to gradually introduce TITAN at schools and colleges in Staffordshire, initially for students with learning difficulties and disabilities. The scheme aims to help young people by giving them the skills and knowledge they need to become safe, independent travellers, thereby improving their access to further education, training, employment and a better social life.

The scheme works like a traffic light system with students beginning at an introductory level (red) and as they build their skills and confidence moving up through the amber and green levels. They learn to be aware of hazards around them, how to cross the road safely, what to do if they have a problem and being able to use a mobile or public telephone. Once students are confident pedestrians, they move on to build other skills such as handling money, reading timetables, journey planning and using public transport. One student from Blackfriars and Coppice School Federation said “it’s great because I now know how to get around on a bus”.

Significant Issues and Challenges

There are many different types and levels of learning disability which can restrict a person’s level of independent travel. Providing services for these wide-ranging needs will be a significant challenge. However, the benefits in achieving independent travel for people are great and include improvements to their social life, their self-esteem and subsequent psychological well-being, greater opportunities for employment, integration and decreased marginalisation in society.

People with learning disabilities experience many barriers to travel and, whilst initiatives such as TITAN are being implemented to tackle such barriers, it will still be important for the LTP to consider other potential barriers. Barriers to travel can include cognitive



difficulties, a client's health, vulnerability, low motivation, inability to react accordingly in emergency or perceived emergency situations, and a lack of confidence. It may also include a carer with holding consent to allow independent travel or travel training, and poor attitudes by, and lack of awareness of, the general public and transport staff.

Access to travel information in an appropriate and easily understandable format is a necessary requirement to meet the desire of achieving independence held by people with learning disabilities. The ability for some people with learning disabilities to travel with a companion is also necessary but can be expensive when an individual is on a limited budget.

8.8 Gender

National Context

- 8.8.1 Male and female travel patterns are quite different. Research shows that men are more likely to travel for work purposes whilst women make more social, personal business and escort (e.g. taking children to school) journeys. In 2008, females made 5% more trips than males, however, males travelled 20% further than their female counterparts, averaging nearly 7,600 miles in a year compared with 6,300 miles for females.
- 8.8.2 Women's transport needs often take second place to men's use of the car to travel to work.²¹ Therefore, women are more likely to travel by bus, on foot or by taxi than men. In 2008, females made 23% of their trips on foot compared with 21% of males, and cycling only accounted for just over 1% of trips amongst females.
- 8.8.3 Whilst women have lower levels of car access than men, research²² suggests that they prefer to travel by car and see it as essential for co-ordinating employment, childcare and domestic responsibilities. The proportion of women who are the 'main driver' increased from 38% in 1995/97 to 49% in 2008.
- 8.8.4 There is a greater reliance on public transport for women who are older, lone parents, have a disability or are on low income. However, in 2008 there had been a marked increase amongst women aged 60 to 69 years who held a driving licence compared to 1995/97 (67% and 45% respectively). Despite this, only 21% of the trips made by women aged over 70 years were as a car driver compared to 57% of males.
- 8.8.5 Research identifies that the barriers experienced by women include accessibility to public transport, availability of services at appropriate times, personal security issues and costs. A number of specific difficulties were heightened when travelling with children. Such difficulties include long waits when services were unreliable, boarding and alighting issues, long and complex journeys, the inability to afford transport particularly in the case of low income mothers and bus routes not meeting women's needs to travel off-peak and on non-radial routes.

²¹ Evidence base Review on Mobility: Choices and Barriers for Different Social Groups, DfT (2006).

²² As previous.



8.8.6 The differences in travel by gender are tending to narrow over time. This reflects changes in employment and driving licence holders, together with the increase in the proportion of households with two or more cars. Further since 1996, the average distance travelled as a car driver has increased by over 20% amongst women compared to a decrease of around 10% among men.

Local Context

8.8.7 The revised 2008 mid-year population estimates shows that in Staffordshire there is a population of approximately 827,000 of which 419,700 are women and 407,200 are men.

8.8.8 There is very little specific local research and data in relation to the different transport needs of men and women. However, the 2001 Census does include information on economic activity and hours worked which helps to highlight the differing transport needs that women and men have.

8.8.9 The number of hours worked and the type of work undertaken by women will influence their transport needs and requirements. Within Staffordshire 45% of the employed economically active population aged 16 to 74 are female. However, there is a marked difference in the number of hours worked by women than men. Of those in employment, 80% of men worked in excess of 38 hours per week compared to just 34% of women. Furthermore, nearly 44% of women worked less than 30 hours per week compared to less than 7% of men.

Table 5: Number of hours worked per week in Staffordshire

Number of Hours Worked	Males	Females
1 to 15 hours	1.7%	12.9%
16 to 30 hours	4.7%	30.7%
31 to 37 hours	13.4%	22.3%
38 to 48 hours	53.2%	27.8%
49 hours and over	27.0%	6.4%

Source: Office for National Statistics – 2001 Census, Standard Tables 21, Economic Activity and Hours Worked.

8.8.10 In Staffordshire, 32.1% of all women aged 16 to 74 work full-time whilst 24.7% work part-time. This tends to fit around the demands of children and their families. In comparison, 65.6% of males work full-time and just 4.5% work part-time. Ten percent of all females look after the home and family, which contrasts dramatically with just 0.7% of men.



Table 6: Female (aged 16 to 74) Economic Activity in Staffordshire

Work full-time	Work part-time	Un-employed	Retired	Look after home/family	Other
32.1%	24.7%	2.2%	16.5%	10.7%	13.8%

Source: Office for National Statistics – 2001 Census, Standard Tables 21, Economic Activity and Hours Worked.

Significant Issues and Challenges

Women have lower levels of car access, despite it being their preferred mode. Cars are seen as an easy way of co-ordinating employment, childcare and domestic responsibilities. By removing some of the barriers women experience when accessing non-car modes may help to expand their travel horizons. For example, cycling can be a fun, healthy and sustainable mode of transport for short journeys. However, women do not currently see this as a viable mode of travel due to journey complexity and safety concerns. Ways of encouraging more women to cycle need to be explored. Negative perceptions of personal safety on public transport and when walking or cycling especially at night may also need to be explored and tackled.

8.9 Gypsies/Travellers

National Context

- 8.9.1 It is recognised that many of the inequalities which Gypsies and Travellers experience relate to their ethnicity and nomadic²³ lifestyle.
- 8.9.2 One in four Gypsies and Travellers living in caravans do not have a legal place on which to park their home, and are therefore classed as homeless (Richardson 2007, Johnson and Willers 2007). This means that many unauthorised developments are located at isolated sites where there is a lack of access to the public transport network.
- 8.9.3 Due to their ethnicity and nomadic lifestyle, Gypsies and Travellers can experience illiteracy problems and this can result in some being unable to access travel information. In addition, contextual evidence suggests that some may also lack experience of travel by public transport.
- 8.9.4 Research Report 12 – Inequalities Experienced by Gypsy Traveller Communities: A Review, published by the Equalities and Human Rights Commission in 2009, highlights an inability of residents of sites (whether private, public, authorised or unauthorised

²³ Research Report 12: Inequalities Experienced by Gypsy and Traveller Communities: A Review, Equality and Human Rights Commission, 2009.



developments) to access a range of services (including taxis) due to a reluctance by service providers to engage with Gypsy and Traveller communities.

- 8.9.5 Evidence contained in the Research Report identifies the major barriers experienced by children as being poor access to early years provision (such as playgroups and nurseries) and access to play/leisure facilities, all of which are essential to a child's development.
- 8.9.6 In relation to new Travellers (children), the Children's Participation Project undertaken by the Children's Society in 1998 explored children's preferences for types of site accommodation. Children reported that they wanted to live in rural areas but with access to shops and facilities.
- 8.9.7 Many Gypsies and Travellers experience racist and discriminatory behaviour. The 2006 Commission for Racial Equality Review of Equality, Site Provision and Good Practice found that 67% of local authorities reported that they had had to deal with tensions between Gypsies and Irish Travellers with other members of the public. Over half (51%) of these referred to general public hostility. The Research Report also included anecdotal evidence of alleged high levels of hate crime and racist incidents in relation to a Gypsy's and Traveller's ethnicity, which can prove to be a barrier when accessing available transport.

Local Context

- 8.9.8 Research relating specifically to the transport barriers of Gypsies and Travellers living in Staffordshire is very limited. However, two accommodation needs assessments have recently been undertaken in Staffordshire and these highlight a number of mobility and transport issues.
- 8.9.9 The North Staffordshire Housing Market Area Gypsy and Traveller Accommodation Assessment (GTAA), Final Report (2007) and the Southern Staffordshire and North Warwickshire Gypsy and Traveller Accommodation Assessment (GTAA), Final Report (2008), asked Gypsies and Travellers if they felt that they or their families had sufficient access to certain services and how important these services were to them.
- 8.9.10 The data contained in Table 7 shows that Gypsies and Travellers in North Staffordshire have lower levels of access to public transport than those located in Southern Staffordshire and North Warwickshire. In addition, Gypsies and Travellers in the Southern Staffordshire and North Warwickshire GTAA gave more importance to public transport than those in the North Staffordshire GTAA with 35% compared to 26% of Gypsies and Travellers respectively, rating it as either very important or quite important.



Table 7: Level of access and importance of public transport in the North Staffordshire Housing Market Area and Southern Staffordshire and North Warwickshire GTAAs.

GTAA	Level of Access	Level of Importance of Public Transport				
		Very Important	Quite Important	Not so Important	Not Important at All	Don't Know
North Staffordshire Housing Market Area GTAA	63%	17%	9%	15%	34%	20%
Southern Staffordshire and North Warwickshire GTAA	70%	21%	14%	21%	32%	5%

8.9.11 The North Staffordshire Housing Market Area GTAA highlights a number of access and transport issues particularly in relation to the isolated location of the Stoke-on-Trent site which is outside the scope of this Assessment. Anecdotal evidence also contained within the GTAA highlights the use of public transport and taxis, which is unusual as other GTAAs that have been undertaken tend to indicate that there is an overriding preference for car use. However, the GTAA suggests that this could be due to an immobile minority within the areas.

8.9.11 The Southern Staffordshire and North Warwickshire GTAA found that approximately 14% of respondents felt there were barriers to access and these included levels of literacy and where they lived, particularly if it could be identified as a Gypsy or Traveller site. One respondent stated, "There's loads of problems...even taxis that we used for years have stopped coming down and they take the children to school".

Significant Issues and Challenges

Improving access to the public transport network in relation to the location of isolated Gypsy and Traveller developments will be challenging as the demand is low.

Access to travel information and information about community transport schemes in an appropriate and easily understandable format is necessary to ensure that Gypsies and Travellers with illiteracy problems are able to use existing public transport services. This will help reduce the misinterpretation of timetables and to allow them to take advantage of special rates on travel fares.

There is the need to address issues of personal safety and security from discriminative racial crime for Gypsies and Travellers when using the transport network, especially buses.



8.10 Faith/Religion

National Context

8.10.1 Under the Equality Act 2006, it is unlawful for someone to discriminate against a person because of their religion or belief (or because they have no religion or belief). This relates to:

- Any aspect of employment.
- When providing goods, facilities or services.
- When providing education.
- When using or disposing of premises.
- When exercising public functions.

8.10.2 Under British anti-discrimination and human rights legislation, an individual is entitled to practice their religion or belief, express their views and get on with their day-to-day life without experiencing threats or discrimination.

8.10.3 Results from the 2008/09 Citizenship Survey undertaken by the Department for Communities and Local Government identified that 82% of people reported having a religion, while 18% reported having no religion. Of this, 80% of Muslim people actively practised their religion, as did 70% of Hindu people, 66% of Sikh people and Buddhist people and 32% of Christian people.

8.10.4 The survey also highlighted that there had been a decrease in the proportion of people who thought that there was more religious prejudice in Britain today than there was five years ago; from 62% in 2007/08 to 52% in 2008/09. Further, 94% of people who said that they actively practised their religion felt they could practise their religion freely in Britain.

Local Context

8.10.5 According to the 2001 Census, 80.1% of people in Staffordshire stated they were Christian with a further 11.7% having 'no religion' (as shown in Table 8).



Table 8: The population of Staffordshire by Religion (2001 Census)

Religion	Number	Percentage
Christian	645,869	80.1%
Buddhist	850	0.1%
Hindu	1,523	0.2%
Jewish	407	0.1%
Muslim	6,081	0.8%
Sikh	1,841	0.2%
Other Religion	1,389	0.2%
No Religion	94,693	11.7%
Religion not stated	54,091	6.7%
Total	806,744	100%

Source: 2001 Census Key Statistics

8.10.6 There is very little locally available data in relation to the views and experiences of people accessing the transport network from faith and religious groups. However, it is assumed that some of the barriers experienced by some faith groups would be similar to those identified in relation to race and ethnicity and, therefore, include barriers such as racial hate crime and language difficulties. During 2009/10 there were four hate crime incidents in Staffordshire (excluding Stoke-on-Trent) reported to the Police that were specifically related to religion and faith.

8.10.7 People of some faiths may experience difficulties trying to use public transport to access worship of an evening or on Sundays when bus services run at much less frequent intervals, covering a more limited area and on a Sunday ceasing much earlier. This may have been exacerbated by the current economic downturn which has caused many commercial bus operators to evaluate their Sunday services based on their commercial viability. Currently we fund 39 non-commercial Sunday services, costing £350,000 per year.

8.10.8 Further, we recently embarked on a consultation regarding proposed changes to our discretionary, denominational home to school transport policy from September 2011 and these changes have now been agreed. This discretionary policy currently benefits only children attending Catholic schools both within and outside the authority and one Church of England school, therefore having a negative impact on all other children who attend different faith and non-faith schools. By bringing the policy in line with that of all other schools in Staffordshire, it will ensure that all children are treated fairly. A draft EqIA has been produced for the proposed changes to the above policy and can be accessed via the following link: <http://www.staffordshire.gov.uk/NR/rdonlyres/D13BB73C-2EF3-4980-A468-C7131F1F885D/136268/DRAFTEquityimpactassessmentdenominationaltranspor.doc>



Significant Issues and Challenges

Access to travel information and fares in different languages would help all groups to use transport services to their fullest potential. This would reduce misinterpretation of timetables and provide equal opportunity in accessing special rates on travel fares.

Financial constraints on resources to enable further support of non-commercial socially necessary evening and Sunday bus services may pose a significant challenge.

Consultation exercises in relation to the LTP needs to be representative of the different religious beliefs to enable any particular needs to be identified.

8.11 Transgender

National Context

- 8.11.1 The terms 'trans' or 'transgender' are both often used as umbrella terms for people whose gender identity and/or gender expression differs from their birth sex, including transsexual people, transvestite/cross-dressing people, androgynous/polygender people, and others who are defined as gender variant.
- 8.11.2 There is no reliable estimate of the size of the transgender population. Available data and research into the needs of transgender people and transport accessibility issues is also lacking. Whilst this may reflect that there is not an issue associated with this group, it is more likely that problems experienced by transgender people largely go unreported.
- 8.11.3 Research Report 27 - Trans Research Review undertaken in 2009 by NatCen for the Equality and Human Rights Commission - highlighted negative attitudes towards transgender people by non-trans people. It went on to say that transgender people experience transphobia²⁴ and discrimination in all aspects of life, with the majority experiencing harassment or violence because they were identified as transgender. Despite high volumes of violent crime towards transgender people, it appears that much remains unreported because of fears surrounding confidentiality and lack of confidence with authorities.
- 8.11.4 A Research Report²⁵ undertaken in 2007 for the Equalities Review surveyed a sample of 870 transgender people and the results showed:
- 10% had encountered threatening behaviour in public.
 - 73% had experienced harassment in public.

²⁴Transphobia refers to discrimination against transsexuality and transsexual or transgender people based on the expression of their internal gender identity.

²⁵Engendered Penalties: Transgender and Transsexual People's Experiences of Inequality and Discrimination, Equalities Review (2007).



- 47% did not use public, social or leisure facilities for fear of discrimination, by being refused access or having their access limited in some way.

Local Context

- 8.11.6 Anecdotal evidence suggests that transgender people experience a variety of barriers in accessing the transport network, including the feeling of vulnerability and fear/direct experience of discrimination, and of hate crime when walking, cycling or using public transport. This means that some transgender people avoid such situations.
- 8.11.8 In 2009/10 Staffordshire Police recorded one transgender related hate crime incident in Staffordshire (excluding Stoke-on-Trent). This equates to 0.2% of all reported hate crime incidents and, whilst this figure may seem small, there is evidence that a large number of such crimes go unreported for fear of reasons already discussed above.
- 8.11.7 A number of transgender people also sit within a number of other equality groups, for example mental health, disability, ethnicity and faith etc. This can amplify a transgender person's vulnerability and hence also heighten the barriers they face when accessing the transport network.

Significant Issues and Challenges

Transgender people are entitled to have the same level of accessibility as any other member of the population. However, evidence suggests that this is currently not the case. The main barriers to access are the feeling of vulnerability, and fear/direct experience of discrimination and hate crime. It is important that these potential barriers are minimised wherever possible.

8.12 Social Deprivation

National Context

- 8.12.1 Where people live can affect their opportunities in life. For those living in areas defined as being socially deprived, quality of life can be seriously hampered by what is termed as 'postcode poverty'. In 2005, 8 million people lived in deprived areas, accounting for just over 15% of the population in England²⁶.
- 8.12.2 Research²⁷ suggests that there are a number of drivers that cause area-based deprivation and these are:
- Low levels of economic activity and concentrations of worklessness.
 - Poor housing, badly managed local environments and failure to tackle anti-social behaviour which creates unstable communities.

²⁶ Improving the prospects of people living in areas of multiple deprivation in England, Cabinet Office, January 2005.

²⁷ As reference 7 above.



- Poor public services with an ineffective system for delivering support to deprived areas.

8.12.3 Social deprivation is not just limited to urban areas but also occurs in some rural communities. It can also be especially problematic for vulnerable and other equality groups.

8.12.4 The report “Making the Connections: Final Report on Transport and Social Exclusion” published by the Social Exclusion Unit (2003) identified a range of transport barriers that people in deprived areas experience. These include low availability of personal transport, fear of crime, costs, availability of public transport and the inability to access public transport information.

8.12.5 Poor access to transport and the location of services especially for those people who do not have access to a car (in 2003²⁸, 63% of the lowest income households did not have access to a car) can therefore contribute to social deprivation by preventing people from participating in work or learning, in accessing healthcare, food shopping and other local activities. For example, social deprivation can:

- Prevent people from attending interviews, lead people to apply for jobs in a narrow geographical area and result in people turning down jobs.
- Restrict the range of job opportunities available, prevent people keeping employment and result in people remaining in unemployment for longer than could otherwise be the case.
- Prevent people from participating in learning or influence their choice of the quality, subject matter or type of learning they attend and ultimately a person’s achievement in education.
- Result in people missing healthcare appointments or simply not seeking healthcare. In 2003, over 1.4 million people did not access healthcare due to transport problems.
- Cause difficulties in accessing a supermarket restricting access to healthy food and resulting in people having to buy food from more expensive local shops.

8.12.6 Further, people in deprived communities also suffer disproportionately from the worst impacts of road traffic in the form of pedestrian accidents, air and noise pollution and busy roads cutting through communities.

Local Context

8.12.6 In the national context there are few areas in Staffordshire that have high levels of multiple deprivation. Only six of the 525 Lower Super Output Areas (LSOAs) in Staffordshire are in the top 10% most deprived areas in England in 2007 for multiple deprivation. This represents just over 1% of all areas in Staffordshire and around 8,000 people. However, a further 60,000+ people live within the 40 LSOAs which fall in the next most deprived group (10%-20% most deprived areas).

²⁸ Making the Connections: Final Report on Transport and Social Exclusion, Social Exclusion Unit, February 2003.



- 8.12.7 Cannock Chase district has the most deprivation and is in the 30-40% most deprived districts nationally, followed by the boroughs of Tamworth, Newcastle-under-Lyme, and East Staffordshire (who are all in the 40-50% most deprived districts nationally). Staffordshire Moorlands district falls into 50-60% most deprived districts in England.
- 8.12.8 Analysis of the Indices of Deprivation 2007 highlights a direct and significant correlation between areas with high levels of deprivation and high levels of crime. Fear of crime for people living in these areas can act as a major barrier when accessing the transport network.
- 8.12.9 Research²⁹ shows that children in deprived communities have increased risk of being involved in a road traffic collision resulting in injury or fatalities. Data shows that 6.3% of the total recorded child casualties (2005-2007) occur in the 20 most deprived Super Output Areas (SOAs) in Staffordshire. This is disproportionately high, as these SOAs consist of just 3.8% of the total SOAs in Staffordshire.

Locality Working

Locality working (i.e. focusing service delivery in a small geographical area where the need is disproportionately high) has a proven track record in Staffordshire. A countywide group has been set up to further this approach in order to support delivery of the Local Area Agreement. Four areas have been identified as neighbourhoods for locality working, including areas within Cannock Chase district, and three areas identified as priority areas where children's health and well-being needs to be addressed, namely Penside (Stafford), Anglesey (East Staffordshire) and Glascoate (Tamworth). These are the most deprived areas of Staffordshire.

Significant Issues and Challenges

Poor access to the transport network and the location of services, especially for those people who do not own a car, contributes to social deprivation.

People who live with high levels of social deprivation tend to have low availability of personal transport and so have to rely on other transport modes. Barriers to these modes include fear of crime, cost, availability of public transport and the inability to access public transport information. In order to reduce a person's level of social deprivation, it is necessary for a person to be able to fully access employment, learning opportunities, healthcare, food shops and other activities. It is, therefore, important for these barriers to be minimised wherever possible.

It is also important when determining local planning applications that the location of key services, employment and residential settlements are carefully considered to ensure they are easily accessible by walking, cycling and public transport by all sectors of society.

²⁹ Child Road Safety Audit, Staffordshire, 2008, Staffordshire County Council.



8.13 Mental Health

National Context

- 8.13.1 Causes of mental illness are numerous and include the environment, social circumstances and culture. People living in deprived settings, particularly the unemployed or socially excluded, are far more likely to suffer from depression and anxiety. Data states that currently one in four of us will suffer from a mental health illness at one point in our lives.
- 8.13.2 Mental health problems are not always easily recognisable and can remain unrecognised and therefore untreated. The stigma attached to mental illness and the potential discrimination faced by people with mental illness can act as a disincentive to accepting there is a problem and seeking treatment.
- 8.13.3 People living with mental illness often face significant difficulties in travelling to key services from an increased reliance on public transport due to either their illness or the side effects of medication preventing them from being able to drive. This is particularly problematic in rural areas where public transport is limited. Problems are also exacerbated when there is a dual diagnosis, e.g. substance misuse issues.
- 8.13.4 In addition, people with mental health problems may also experience difficulty in absorbing complex information, which can affect their understanding.
- 8.13.5 In 2004, clinical guidelines recommended exercise as a treatment for mild or moderate depression. Most doctors have access to an exercise referral scheme and evidence shows that a supervised programme of exercise (such as walking and cycling) on prescription can be as effective as antidepressants in treating mild or moderate depression.

Local Context

- 8.13.6 In Staffordshire mental health is a major cause of ill-health. It is estimated that around 435,823³⁰ people suffer with a mental health problem and almost one in four people attend primary care for mental health-related problems.
- 8.13.7 Those with more severe mental health illnesses are recorded on 'GP Registers of Severe Mental Illness'. Between 2007 and 2008 there were 4,374 people in Staffordshire recorded. However, in Staffordshire the prevalence of severe illness is generally lower than the England average, except for in Newcastle-under-Lyme and Staffordshire Moorlands where the prevalence is about the England average.

³⁰ Health and Social Profile of Staffordshire (Adults), February 2010, Staffordshire County Council, South Staffordshire PCT, North Staffordshire PCT.



Mencap – Travelling Independently

Mencap in Cannock in partnership with Arriva Midlands Ltd have operated a scheme which encourages and enables people with mental illnesses to travel independently. Initially until a routine is established and a person gains in confidence they are accompanied on the journey by a companion from Mencap and this person is allowed to travel free of charge on Arriva operated services.

Significant Issues and Challenges

Cognitive impairment and mental health affects a large number of people for whom the use of public transport can present a challenge. Confidence is a key issue and to support sufferers, three factors are crucial - routine and planning, safety and control, and affordability/finance. It is important that when planning the transport network these factors are considered to ensure the transport barriers experienced by people suffering with mental health issues are minimised.

For some people with mental ill-health a companion is necessary when travelling which can make journeys expensive when on a limited budget. Some areas across Staffordshire offer, as part of their concessionary fare scheme, a 'companion pass' which allows someone to accompany the person for free. This is not currently part of the national scheme and is, therefore, at the discretion of individual local authorities as to whether they offer this concession. People living in those areas where this concession is not offered are, therefore, at present disadvantaged.

8.14 Rurality/Rural Isolation

National Context

- 8.14.1 Lack of transport in rural areas can cause social exclusion, especially amongst people on low incomes, the elderly and young people in relation to accessing services and leisure activities.
- 8.14.2 A report published by DfT in 2006 identified that working age adults in rural areas were fully dependent upon motorised transport to access everyday services and facilities. Therefore, due to the limited nature of public transport provision in many rural areas, often access to a car was essential to avoid social exclusion. This reliance is evident in the results of the 2008 National Travel Survey which showed that only 10% of households in rural areas did not have access to a car whilst 47% had access to two or more cars compared to 24% and 32% respectively in urban areas.
- 8.14.3 The proportion of households in rural areas within 13 minutes walk of an hourly or better bus service increased between 1998/00 (45%) and 2008. However, this still only equates to 58% of households meeting the standard, compared to at least 95% in urban areas.



Therefore, the key barrier for people in rural areas is the restricted transport infrastructure. This has a number of implications for people including:

- Reduced employment opportunities for jobseekers in rural areas.
- Limited opportunities for adult further education.
- Complicated and difficult access to healthcare.
- Limited access to healthy food.
- Limited access to key services such as post offices and supermarkets due to the decline of rurally situated services.
- Limited choice of services.

8.14.4 Further, whilst the proportion of older people in England with a concessionary fare pass increased in 2008 to 73%, there were considerable variations between area types with only 56% of older people in rural areas taking-up the pass. However, evidence shows that the gap is narrowing, as over time, take up has increased more among rural residents than in other areas.

Local Context

8.14.1 The majority of Staffordshire's rural population is quite mobile because car ownership levels are high. This gives the ability to access key services some distance away, and to visit family and friends. However, there are some small pockets of deprivation where accessibility problems exist, exacerbated in some cases by a poor bus network. The main barriers faced by people living in rural areas that do not have access to a car are:

- Spatial barriers - the sparse geographic distribution of rural settlements can result in large distances or journey times between origins and destinations.
- Economic barriers - relate to the personal costs associated with transport as well as organisations wishing to provide transport solutions.
- Perceptual barriers - relate to fear of crime and personal safety (perceived and actual).
- Physical barriers - due to the dominance of the car, infrastructure for alternative transport modes can be poorly developed or maintained and significantly decrease personal mobility and accessibility for some community members. Equally, physical severance can result in the division of communities and the inability for community members to travel freely by all transport modes.
- Mode-specific barriers - for those with no access to a car, there are numerous factors to be considered when deciding which mode of transport to use to reach a destination, especially when the destination is inaccessible by walking or cycling. Considerations include the journey distance, time, cost, convenience, route, ability of the individual and nature of the trip or activity they are trying to reach.
- Information – if lacking or poor in quality, information can be a major barrier to the awareness and uptake of both scheduled transport services and alternatives, such as community transport or mobile services, in rural areas. The way in which information is presented is also a barrier.



Staffordshire Moorlands Connect

In September 2010 a new bus service called 'Moorlands Connect' was launched by 'Moorlands Together', a group of local organisations that have been working together to improve public services.



'Moorlands Connect' is intended to provide a friendly and convenient service for all residents. This will include same day telephone booking which will determine the route, taking people where they want to go and connecting with existing bus services.

The service is aimed at people of all ages from the young to the elderly and by being flexible it is intended to meet everyone's needs. In addition, due to advanced tracking systems, the location of the buses will be known so there can be confidence in knowing when the service will arrive.

Some bus services will be replaced by 'Moorlands Connect'; however the following services will remain unchanged and 'Moorlands Connect' will link to these routes to open up the option for travel further afield:

- 118 Hanley, Leek and Buxton
- 442 Buxton to Ashbourne
- 108 Leek to Ashbourne

Significant Issues and Challenges

Accessibility is a key priority for Staffordshire's residents. Improving accessibility in rural areas of the county will be challenging as the demand is low and those in need are often dispersed.

Access to travel information together with information about community transport schemes and any other innovative public transport initiatives operating in Staffordshire is especially important for helping to overcome rural isolation for those people who do not have access to a car.

It is difficult to identify from mapping exercises those areas that experience the most isolation. Working with local communities is, therefore, very important to maintain awareness of this issue.



8.15 Low Income

National Context

- 8.15.1 People on low incomes tend to share the same broad travel needs as the general population. Walking is the most frequently used mode of transport of people on low income. In 2003, the Social Exclusion Unit identified that of the households in the lowest income quintile who do not have a car, 58% of their trips were on foot, compared to 17% for high income households with a car. Cycling, which is the other cheap alternative, was not considered as a specific mode of transport and was seen mainly for leisure purposes.
- 8.15.2 As expected, low income households report lower levels of car ownership or access. Other studies have also identified that respondents in higher socio-economic groups³¹ were more likely to use public transport than those in lower socio-economic groups, peaking among deprived lone parents and low income couples with children.
- 8.15.3 Research³² also shows that low income households that own a car spend up to 35% of their annual income on motoring compared to just less than 10% of those on a much higher income. In addition, due to the age of the cars that people in low income households purchase, they are often inefficient in terms of fuel usage, taxation and emissions.
- 8.15.4 For households without a car, the availability and adequacy of public transport can represent a barrier to opportunities and services and, whilst cost could restrain the accessibility to bus services for low income families, it was less of a barrier than a lack of available and adequate services. Those who experienced the most difficulty affording public transport were people who were working on a low income due to the unavailability of 'cheaper tickets' in peak-hour travel and the difficulties in paying larger 'up-front' sums for weekly/monthly tickets.
- 8.15.5 Such difficulties with transport can limit employment opportunities and studies show that this was more obvious in low income areas compared to more prosperous. In addition, such difficulties also pose a problem in rural areas.

Local Context

- 8.15.6 Staffordshire has historically been a relatively low paid area and falls into the 10%-20% most deprived county council areas nationally in terms of income deprivation³³, with an estimated 92,367 people classed as income deprived. In 2008 the average workplace based wage level was £18,733, which was 4.0% and 11.0% lower than the respective regional (£19,487) and national (£20,801) averages. However, the median average earnings of residents were £20,353. This demonstrates a pattern whereby many of the

³¹ Socio-economic status is an individual's or group's position within a hierarchical social structure. Socio-economic status depends upon a combination of variables, including occupation, education, income, wealth and places of residence. Socio-economic status is often used as a means of predicting behaviour.

³² Evidence Base Review on Mobility: Choices and Barriers for Different Social Groups.

³³ Indices of Multiple Deprivation – District Measures.



better paid, more mobile residents of Staffordshire are able to commute out of the county to higher paid employment opportunities elsewhere.

8.15.7 The county has seen some of the greatest increases in unemployment of any strategic authority area in the West Midlands region since the economic downturn, and between March 2008 and March 2009 there was a 143.4% increase in the number of Jobseekers Allowance claimants in Staffordshire. In July 2009, 6.2% of young people in Staffordshire were not engaged in any form of employment, education or training (NEET).

8.15.8 In terms of school age children from low income families, as a local transport authority we offer an additional entitlement to either:

- one of the three nearest suitable schools to where they live that is more than two miles, but less than six miles from their home, or
- the nearest school that is more than two miles but less than 15 miles from their home, preferred on the grounds of the parents' religious or philosophical beliefs.

Significant Issues and Challenges

Whilst the broad travel needs of people on low income are the same as the general population, they do experience more transport barriers. However, the available information on the barriers experienced by this equality group is mixed.

Barriers to accessing the transport network include lower levels of car ownership, and the availability, adequacy, and cost of public transport. It will be important for these potential barriers to be considered especially in the current economic climate and with increased levels of unemployment.

The desire to own a car means that people on a low income spend a greater proportion of their annual income on motoring. In addition, for affordability reasons the vehicles households on low income own are often inefficient. To reduce this burden on a person's income and the environment, ways of encouraging the use of cheaper and healthier alternatives such as walking and cycling need to be explored.

8.16 Migrants/Refugees/Asylum Seekers

National Context

8.16.1 Over the last decade, the foreign-born population in the UK has increased from four to six million.

8.16.2 Since 2004 there has been a large number of arrivals from Eastern Europe but they, like other migrants from the European Union (EU), have the freedom of movement guaranteed by EU Directives. Migrants from outside the EU also come to the UK to work (about 200,000 in 2006) or study (309,000 in 2006). A number of migrants, estimated to be



between 310,000 and 570,000, are believed to be living in the country without formal immigration authorisation.

- 8.16.3 In 2007, the largest group of those born abroad was from India (553,300), followed by those from Poland (423,300). There are significant differences in terms of gender and age between different national groups, comprising recent and established migrants, and in their experiences of employment and access to services.
- 8.16.4 Data on the transport barriers experienced by migrants, refugees and asylum seekers is very limited. However, DfT has undertaken some research³⁴ which has identified specific problems which are being experienced by minority, ethnic and faith groups when using the public transport system. Language is often one of the main barriers to access. This can result in the inability to read and understand road signs, and bus and rail timetables.
- 8.16.5 Furthermore, the DfT identified that many people from ethnic and minority communities experienced poor customer care and racial discrimination when travelling on the transport system. This problem is exacerbated by customer care and complaint processes not taking into account language difficulties.
- 8.16.6 DfT state that minority, ethnic and faith communities frequently depend upon public transport. However, concerns regarding personal safety and racial attacks are an issue for such communities including when walking or waiting at bus stops or train stations.
- 8.16.7 DfT also suggests that bus routes and services do not reflect the travel patterns and needs of such communities. For example, due to the location of ethnic community shopping and other facilities, journeys can be more complicated and expensive, which has an unintentional discriminatory effect.

Local Context

- 8.16.8 International migration plays a role in shaping Staffordshire's demography. Recently international migration has become more important with the number of economic migrants registering for a National Insurance Number in Staffordshire increasing considerably from 930 in 2002 to 3,970 in 2007, of which 28% were from Poland. However, as a result of the current economic downturn, this figure had reduced by 28% in 2008. The majority of new economic migrants tend to locate in East Staffordshire and Stafford.
- 8.16.9 There is very little locally available data in relation to the views and experiences of migrants, refugees and asylum seekers accessing the transport network. However, it is assumed that many of the barriers experienced would be similar to those identified in relation to race and ethnicity. Therefore, issues are likely to include racial hate crime, cost and language barriers.

³⁴ Public Transport Needs of Minority, Ethnic and Faith Communities Guidance Pack, 2003.



Significant Issues and Challenges

Access to travel information and fares in a variety of formats are needed to ensure migrants, refugees and asylum seekers are able to use public transport services to their fullest potential.

Reasonable steps need to be taken to ensure that the transport needs of migrants, refugees and asylum seekers are taken into account in the LTP's development.



9.0 Next Steps

- 9.1 This Scoping Report will be subject to consultation with stakeholders to identify if there is any further data in relation to the transport barriers experienced by the different equality groups in Staffordshire that has been omitted from the Report. Any such omissions will then be included within the Scoping Report prior to wider consultation with other interested parties and members of the public.
- 9.2 The final agreed Scoping Report will then be published on the Staffordshire County Council LTP portal and will provide the basis for the production of an Action Plan with partners of issues identified through the Scoping Report ensuring wherever possible that the LTP does not have a negative impact on a particular group.
- 9.3 In respect of the Action Plan, we will undertake, wherever possible and within reason, to further investigate the issues which arise from the Action Plan and incorporate, wherever possible, changes within the LTP to minimise any discrimination and ensure fairness to all.



Annex 1

UK Equality and Diversity Legislation

Please note that this is intended to be a useful guide and not a statement of the law. More detailed information on the laws covering equality and opportunity should be sought via appropriate legal advice.

The Equal Pay Act 1970 (and amendments)

The Act sets legislation with the aim of eliminating discrimination in pay and other terms and conditions between men and women working in similar jobs.

Rehabilitation of Offenders Act 1974

The Act seeks to remove 'previous offender discrimination'. Its principal effect is to allow, in certain circumstances, the convictions of offenders to become 'spent' and in most circumstances the conviction does not have to be revealed or admitted except in situations such as working with children, the elderly or the sick. The type of conviction which may become spent and the time limit it can become spent vary dependent upon the offence and the sentence passed.

Sex Discrimination Act 1975

The Act makes it unlawful to discriminate on the grounds of sex. Sex discrimination is unlawful in employment, advertising, training, education or when providing housing, goods, services or facilities. It is unlawful to discriminate because of someone's gender or if they are married.

Race Relations Act 1976

The Act makes it unlawful to discriminate against a person on the grounds of race, colour, nationality, ethnic or national origins in the areas of employment, training, education and the provision of goods, facilities, services and premises.

Local Government Act 1988

An Act to secure that local and other public authorities undertake certain activities only if they can do so competitively; to regulate certain functions of local and other public authorities in connection with public supply or works contracts; to authorise and regulate the provision of financial assistance by local authorities for certain housing purposes; to prohibit the promotion of homosexuality by local authorities; to make provision about local authorities' publicity, local government administration, the powers of auditors, land held by public bodies, direct labour organisations, arrangements under the Employment and Training Act 1973, the Commission for Local Authority Accounts in Scotland, the auditing of accounts of local authorities in Scotland, and dog registration, dog licences and stray dogs; and for connected purposes.



Disability Discrimination Act 1995

The Act outlaws the discrimination against a person on the grounds of disability in employment, the provision of goods, facilities and services or the administration or management of premises. Part V specifically relates to public transport.

Disability is defined in the Act as “a physical or mental impairment which has a substantial and long term adverse effect on a person’s ability to carry out normal day to day duties”. “Long term” is currently defined as 12 months or more, unless the person’s life expectancy is less than 12 months.

Human Rights Act 1998

The Human Rights Act was incorporated into UK law on 1st October 2000 and is intended to implement the European Convention on Human Rights in the UK. The latter outlines several issues, including rights to freedom of thought, conscience and religion, the right to respect for private and family life and in particular, “The enjoyment of the rights and freedoms... shall be secured without discrimination on any ground such as sex, race, colour, language, religion, political or other opinion, national or social origin, association with a national minority, property, birth or other status”. In terms of recruitment it may outlaw discrimination on grounds of sexual orientation, religious belief or possibly family circumstances in addition to the types of discrimination discussed above.

Crime and Disorder Act 1998

Part 2 of this Act defines racially aggravated offences. A racial incident is defined as “any incident in which it appears to the reporting or investigating officers that the complaint involved an element of racial motivation; or any incident which includes an allegation of racial motivation made by any person”. The Act requires to be proved beyond reasonable doubt, either, the existence of racial hostility at the time of committing the offence, or immediately before or after doing so, or that the offence was motivated wholly or partly by racial hostility.

The Sex Discrimination (Gender Reassignment) Regulations 1999

The Act seeks to prevent sex discrimination relating to gender reassignment. It clarified the law for transsexual people in relation to equal pay and treatment in employment and training. The regulations do not cover the provision of goods, facilities or services.

Gender reassignment is defined by the Sex Discrimination Act as “a process undertaken under medical supervision, for the purposes or reassigning a person’s sex by changing physiological or other characteristics of sex and includes any part of such a process”.

Local Government Act 1999

An Act to make provision imposing on local and certain other authorities requirements relating to economy, efficiency and effectiveness; and to make provision for the regulation of council tax and precepts.



Code of Practice on Age Diversity in Employment 1999

This is a voluntary set of Good Practice standards to help employers recognise the business benefits of an age-diverse workforce. The Government produced the Code in 1999, after consulting key employer and employee representative groups.

Race Relations Amendment Act 2000

Places a statutory duty on all public bodies to promote equal opportunity, eliminate racial discrimination and promote good relations between different groups.

The Act makes the duty proactive and also prescribes some specific duties to help achieve the aims of the general duty. Impact Assessment is one of these specific duties.

Local Government Act 2003

This Act made various changes to the administration of local government in the United Kingdom. Although it contained mainly financial provisions, Section 122 repealed Section 28, the law prohibiting local authorities from 'promoting' homosexuality.

The Disability Discrimination Act 1995 (Amendment) Regulations 2003

These Regulations extend the provisions of the original act to cover all employers. Employment provisions of the Act were also extended to include a wider range of worker and also to cover people undertaking working experience including students. Further the regulations also developed the definition of what constitutes disability discrimination, specifically prohibited victimisation and harassment and extended the scope for reasonable adjustments.

Race Relations Act 1976 (Amendment) Regulation 2003

This Amendment introduced new definitions of indirect discrimination and harassment, new burden of proof requirements, continuing protection after employment ceases, new exemption for a determinate job requirement and the removal of certain other exemptions.

Employment Equality (Sexual Orientation) Regulations 2003

These Regulations make it unlawful to discriminate on the grounds of a person's actual or perceived sexual orientation in employment and vocational training. The regulations include protection against direct discrimination, indirect discrimination, victimisation and harassment.

Employment Equality (Religion and Belief) Regulations 2003

These make it unlawful to discriminate on the grounds of religion or belief held or lack of religion or belief in employment and vocational training. The regulations include protection against direct discrimination, indirect discrimination, victimisation and harassment.



Gender Recognition Act 2004

The purpose of the Act is to provide transsexual people with legal recognition in their acquired gender. Legal recognition follows from the issue of a full gender recognition certificate by a gender recognition panel.

Disability Discrimination Amendment Act 2005

This Amendment to the DDA introduces a positive duty on public bodies to promote equality for disabled people. Part of the Amendment relates to transport.

Employment Equality (Sex Discrimination) Regulations 2005

These regulations amend the Sex Discrimination Act 1975 and the Equal Pay Act 1970 so that they are compatible with the requirements of European legislation. It includes a new definition of indirect sex discrimination, prohibits harassment and sexual harassment, makes less favourable treatment of women on grounds of pregnancy or maternity leave unlawful, extends the protection to those people undergoing gender reassignment and extends the protection within vocational training and unpaid practical work experience.

Equality Act 2006

The Act established a single Commission for Equality and Human Rights by 2007 that replaces the three existing commissions. Introduces a positive duty on public sector bodies to promote equality of opportunity between women and men and eliminate sex discrimination. In addition the Act protects access discrimination on the grounds of belief or belief in terms of access to good facilities and services.

Racial and Religious Hatred Act 2006

The Act seeks to stop people from intentionally using threatening words or behaviour to stir up hatred against somebody because of what they believe.

The Employment Equality (Age) Regulations 2006

These came into force in October 2006 to comply with the European Equal Treatment Framework Directive (2000/78/EC). These regulations make age discrimination in employment unlawful. The UK legislation protects people of all ages in employment. Direct and indirect discrimination, victimisation and harassment are covered in all aspects of employment including unfair dismissal and redundancy provisions.

Equality Act (Sexual Orientation) Regulations 2007

These Regulations which became law on 30th April 2007 enables provision to be made to protect against discrimination on the grounds of sexual orientation (perceived or actual) with regard to the provision of goods, facilities, services and education, the use and disposal of premises and the exercise of public duties.



The Sex Discrimination (Amendment of Legislation) Regulations 2008

These regulations amend the Sex Discrimination Act to make it unlawful to directly discriminate on grounds of gender reassignment in the provision of goods, facilities and services as well as in employment and vocational training.

The Equality Act 2010

The Act is there to strengthen protection, advance equality and simplify the law. The main provisions are:

- The introduction of a new socio-economic duty to reduce socio-economic inequalities
- A new public equality that will extend the public duties to age, sexual orientation, religion or belief or transgender status
- Clarification that procurement can be used to drive equality
- Extending anti-age discrimination rules to include goods, facilities and services, stopping people being unfairly refused insurance or medical treatments based on their age.



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