



Regional Transport Strategy

Equalities Impact Assessment
Framing Document

On behalf of **ZetTrans Regional Transport Partnership**



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1 Introduction

1.1 Background

- 1.1.1 Stantec UK Ltd has been commissioned by Shetland's Regional Transport Partnership, ZetTrans, to assist with the preparation of the new Regional Transport Strategy (RTS). This commission includes undertaking an Equalities Impact Assessment (EqIA) to fulfil the requirements of relevant 'Equalities Duties' prescribed through statutory provisions.
- 1.1.2 ZetTrans is the statutory Regional Transport Partnership (RTP) for the Shetland Islands. It is responsible for the provision and maintenance of public transport services in Shetland, whilst also supporting the case for improvements to air and ferry services to the Scottish mainland. The current ZetTrans RTS was first published in 2008 and was refreshed in 2017-18 to provide an interim perspective covering the period 2018-28 until a full review of the Regional Transport Strategy could be undertaken.
- 1.1.3 A three-stage process is being applied to develop a new Draft RTS for Shetland:
- i. **Case for Change:** this report will clearly set out the socio-economic and transport context for the RTS, alongside an overarching policy review. A *problems framework* will provide the logic chain between transport problems; the travel behaviour implications and the societal consequences of these problems; Transport Planning Objectives (TPOs) which reflect these problems; and then the development of a long-list of options to be tested against the TPOs.
 - ii. **Preliminary options appraisal:** this stage involves iterative appraisal of identified options (policies and proposals) using integrated Strategic Environmental Assessment (SEA) and Scottish Transport Appraisal Guidance (STAG) criteria to establish and evaluate reasonable alternative options for potential inclusion within the Draft RTS to achieve the proposed RTS vision and objectives. Equalities and environmental considerations will be embedded within relevant STAG criteria.
 - iii. **Draft RTS:** the RTS itself will bring together the recommended strategic framework (vision, outcomes, and strategic objectives) and corresponding implementation options (policies, proposals, and transport interventions) arising from the earlier stages.
- 1.1.4 This Assessment Framing Note is the first stage of the EqIA process being undertaken in tandem with and to inform RTS development. It will frame the application of relevant equalities duties at each stage of the RTS development process by identifying key equalities issues (and the associated equalities evidence base) which should be considered in the emerging RTS and taken account of in EqIA reporting.

1.2 The EqIA Process

Overview

- 1.2.1 Equalities issues are becoming increasingly prevalent in transport planning. Policy needs to recognise the different ways people interface with and experience the transport network. This trend towards a greater focus on inclusion is best articulated by the Scottish Government's National Transport Strategy 2 (NTS2) (2020), which targets reducing inequalities as one of the four central priorities which now underpin national transport policy.
- 1.2.2 An Equalities Impact Assessment (EqIA) process is therefore being undertaken to apply relevant equalities duties throughout, and identify likely equalities impacts arising from RTS preparation. This EqIA is being undertaken in tandem with the development of the emerging RTS to allow assessment findings to influence the content of the RTS on an iterative basis, rather than being undertaken retrospectively at the final Draft RTS consultation stage only. The objectives of this EqIA are to integrate the consideration of relevant equalities issues and

impacts into the development of the RTS from the outset and, in doing so, to demonstrate compliance with the Public Sector Equality Duty (PSED), Fairer Scotland Duty (FSD), Islands (Scotland) Act 2018 and relevant Child Rights and Wellbeing duties.

- 1.2.3 Relevant equalities duties are being used as tools to inform and embed key equalities issues within the emerging RTS from the outset. Acting together with the SEA being carried out for the emerging RTS, this integrated approach allows the environmental, social, and economic implications of all strategy components to be tested at the earliest opportunity and for any uncertainties or issues identified during the impact assessment process to be addressed during RTS preparation.

Assessment Framing

- 1.2.4 The only equalities duty applicable to ZetTrans on a statutory duty level are the public sector equality duty and the island communities duties. This EqIA will however also address the Fairer Scotland and child rights and wellbeing duties insofar as relevant to the RTS on a voluntary basis, as these relate to issues affecting the transport system and apply on a statutory basis to Shetland Islands Council and NHS Shetland.
- 1.2.5 This Assessment Framing Note identifies a suite of key equalities issues (and the associated evidence base) which should be considered in the emerging RTS and taken account of in the EqIA process. To apply relevant equalities duties, the identified key issues have informed the development of an Equalities Assessment Framework, comprising a suite of criteria against which all substantive components of the emerging RTS will be tested at each stage of development. This framework aims to provide holistic coverage of all key equalities issues and priorities which should inform RTS development as well as to demonstrate compliance with applicable equalities duties.

1.3 Proposed Form and Content of the RTS

- 1.3.1 In accordance with the Transport (Scotland) Act 2005, ZetTrans submitted the first RTS for Shetland which was approved by Scottish Ministers in 2008. In 2018, ZetTrans published a refresh of the RTS, covering the period 2018-2028. The emerging RTS is being developed to replace the current RTS and to set out a new long-term transport vision, outcomes, and strategic objectives for Shetland, aligned with the NTS2 (2020) amongst other strategic policy contexts.
- 1.3.2 At this stage it is envisaged that a new RTS for Shetland will comprise the following substantive components:
- Vision
 - Outcomes and Strategic Objectives (and underlying identified TPOs)
 - Policies
 - Transport interventions and schemes.
- 1.3.3 It is also envisaged that a separate Monitoring and Evaluation Plan will be produced, setting out how to measure and report upon progress made through the delivery of the RTS. It should be noted that this list of intended RTS components is not exhaustive and may change through the development of the strategy.

1.4 Document Structure

- **Section 2** of this document summarises key equalities issues pertinent to the regional transport network, as identified by publically available reports, policy requirements, and academic literature. These identified key equalities issues must be addressed through the development of a new RTS for Shetland and the associated application of relevant equalities duties.
- **Section 3** then develops a related assessment framework against which compliance of the emerging RTS with the statutory duties will be iteratively tested.
- Finally, **Section 4** outlines relevant stakeholders who should be engaged with in the EqIA process. The views of consultees including representative groups and interested members of the public will be sought throughout this EqIA.

2 Key Equalities Issues

2.1 Introduction

- 2.1.1 This section provides a high-level overview of key equalities issues experienced on the Shetland transport network, drawing largely on secondary research and policy. Little of the secondary research focuses exclusively on Shetland, instead highlighting trends at a Scotland and UK level.
- 2.1.2 The evidence base is grouped by theme and reports discrimination experienced by people relating to individual protected characteristics. Yet it is important to remember that many people who use the transport network experience an intersection of multiple inequalities. Social identities and characteristics overlap, which can create a compounding experience of discrimination. Age-based discrimination, for example, will be experienced differently by an individual who has high material wealth and by an individual in poverty.
- 2.1.3 Related to this, wider inequalities in society mean that discrimination or other equalities impacts based on one characteristic or social identity may be more likely experienced by a particular social group. For example, the equalities impact of a change in fares will have a disproportionate impact on people with low incomes. As many ethnic minority groups in Scotland have lower than average incomes, a change in fares could indirectly result in a disproportionate impact on such ethnic minority groups.

2.2 Travel Behaviour and Differential Requirements

- 2.2.1 Different people use the transport network at different times, more or less frequently, and for different purposes. Some groups of people, such as people from ethnic minority groups, disabled people, young carers, young mothers, and care leavers, are less mobile and more reliant on public transport (Scottish Government, 2017). This may result in differential impacts of changes to service provision for a particular time of day or route. Recent literature has suggested several trends relating to the protected characteristics which should be considered in the EqIA process:
- **Sex:** in general, women engage in travel linked to domestic commitments and are more likely to travel with young people and the elderly (Duchene, 2011; Sanchez de Madariage, 2013). This influences travel behaviour and women tend to travel shorter distances within a more restricted geographical area, make more multi-stop trips, and rely more on public transport.
 - **Age:** elderly people also tend to travel relatively less often and for shorter distances than other adults (Fatima, Moridpour, De Gruyter, & Saghapour, 2020). Without needing to commute, elderly people are more likely to travel between the hours of 9:00 and 15:00, with most trips for shopping (mostly undertaken by elderly women) (Su & Bell, 2012). According to Davis (2014), young people may have a more local focus than the population as a whole. This suggests that young people from deprived areas may look for jobs and training opportunities only in their local area and those easily accessible via public transport.
 - **Disability:** an individual will generally use public transport less frequently if they experience a greater number of difficulties completing daily tasks (Yarde, Clery, Tipping, & Kiss, 2020). However, travel behaviour among this group varies widely as the behaviour of people with specific types of disabilities is often markedly different to each other (Clery, Kiss, Taylor, & Gill, 2017).
 - **Race:** data at a Scotland-level is limited on different ethnic minority groups (Scottish Government, 2015, p. 26) and any analysis of race-based discrimination must consider the differences in people's experiences and preferences both between and within different ethnic groups (Gentin, 2011). Yet recent research suggests that black and ethnic minority individuals take relatively few active leisure trips such as walking or cycling (Colley & Irvine,

2018). Potential explanations can include socio-economic disadvantage, fear of discrimination, and language barriers.

- 2.2.2 Policies or measures around service provision and scheduling in the emerging RTS are therefore likely to impact groups related to protected characteristics in different ways. This should be considered further in the emerging strategy and EqIA to ensure any likely differential impacts are identified.

2.3 Island Transport

- 2.3.1 Transport is a fundamental issue for island communities. In the island context, internal and external air and ferry services provide lifeline connections which are essential for the overall social and economic prosperity of the communities they serve and to Shetland as a whole. The services not only provide personal connectivity to employment opportunities and other key services such as education, health, and leisure opportunities but also enable the transport of products and goods to and from the islands and provide an essential route to market for island produce. In the Shetland context, this relates to both travel within the island archipelago and travel to the Scottish mainland.
- 2.3.2 Poor transport links to, from, and between islands, can disadvantage island communities relative to one another and to similar mainland communities. Respondents to the consultation for the National Plan for Scotland's Islands (Scottish Government, 2019a) emphasised that island communities face many different transport challenges in their day-to-day lives compared to those living in less rural areas on the Scottish mainland. These include a lack of transport services, long journey times, the need for interchange / overnight stays, and the high cost of transport to and from the islands.
- 2.3.3 The cost of transport within island communities is a significant factor and contributes to an overall higher cost of living relative to other locations. Research conducted by Highlands and Islands Enterprise (HIE) in 2016¹, found that the minimum living cost for a single person living in a remote island settlement was 35% higher than those living in an urban area on the mainland, with transport and delivery costs accounting for a considerable proportion of this additional expense. In the Shetland context, this higher cost of living gives rise to income inequality both between the Shetland Islands and the mainland and within the islands themselves.

2.4 Income, Wealth, and Affordability

- 2.4.1 The affordability and availability of transport to people facing socio-economic disadvantage through low incomes and wealth is a key equalities issue. This characteristic influences how people use and experience the transport network. Further, the transport network itself influences inequalities of opportunity and outcome related to income and wealth.
- 2.4.2 How a person interacts with the transport network is influenced by their income. Statistics published by (Transport Scotland, 2019, p. 66; Transport Scotland, 2020, p. 185) have repeatedly shown that people in lower income households are more likely to travel by bus, while people in higher income households are more likely to drive. There is also a spatial relationship between transport connectivity and material wealth with deprived areas tending to have poorer public transport links than areas with high material wealth, in terms of both service quality and the range of options available (Lucas, 2011; Titheridge, 2014). 'Transport poverty' where a lack of affordable travel options prohibits access to employment and essential services has been estimated to impact more than one million people across Scotland (Sustrans Scotland, 2016). This can lead to higher transport costs for people living in areas of high multiple deprivation, compounding inequalities of income. 'Forced car ownership' occurs in urban and suburban areas, but it is particularly a concern for low-income households in rural areas (Crisp, Gore, & McCarthy, 2017). Low public transport accessibility can make car ownership a necessity for

¹ A Minimum Income Standard for Remote Rural Scotland - A Policy Update, 2016, Highlands and Islands Enterprise

people to commute to work or access basic services (Curl, Clark, & Kearns, 2017). The issue of forced car ownership can also be compounded, and likely influenced by, higher fares for bus travel in rural areas across Scotland (Citizens Advice Bureau, 2016). Indeed, in much of Shetland, the car is on occasions the only viable transport option, and almost all households living outwith Lerwick will need to own at least one car. This imposes a cost on these residents, compounded by the higher cost of fuel on the islands.

- 2.4.3 According to the 2011 Census, a higher proportion of Shetland's working population drove to their place of work (71.4%), compared with nationally (61.8%), with a lower proportion travelling by bus (3.4% compared to 10% at the national level). This is due to the relatively dispersed nature of the population in Shetland and more limited public transport connectivity from some locations. The cost of taking a vehicle on the internal ferry network combined with the higher convenience of car travel also leads to some people choosing to own a second car which is left at the port solely for use on the mainland. This contributes to relatively high car ownership levels in Shetland, with 88% of households having access to at least one car, compared to 72% of households in Scotland as a whole in 2019 (Scottish Household Survey, 2019).
- 2.4.4 Connections to mainland Scotland are also vital for Shetland's economic and social prosperity. As well as providing essential routes to markets for island produce, these connections also provide access to key services, including for example, connections to Aberdeen Royal Infirmary which provides complex or specialist health treatment for Shetland residents. This includes maternity services for the first-born child in a family and any potentially complex births. However, attending such services incurs a travel cost for residents.
- 2.4.5 With respect to the NorthLink services, it is important to note that all journeys are overnight. Whilst there is a small proportion of the market which will be willing to travel without a cabin, travel in a shared cabin or use a sleeping pod, the majority of passengers will require a sole use cabin for themselves or their family. This a significant cost and is unique to Shetland in the UK (the only other overnight services being the Caledonian Sleeper and Cornish Riviera Sleeper but there are obvious alternatives to those services). For context, an 'Inner 4-berth' cabin costs £91.20 one-way in peak season with islander discount applied.
- 2.4.6 Moreover, Shetland's air services to the Scottish mainland are operated on a wholly commercial basis and thus the Council and indeed national government have no control over fares or service levels. Flights can therefore be very expensive (although the Air Discount Scheme offsets this to some degree) or at times which are unsuitable for passengers.
- 2.4.7 Owing to these relationships, policies in the emerging RTS should seek to identify any differential impacts on different socio-economic groups (e.g., disaggregated by income, wealth, or social class). As mentioned above, differential impacts between such groups are likely to also be manifest within and between groups with other characteristics and social identities with disproportionate rates of poverty and low income and wealth.

2.5 Accessibility

- 2.5.1 Barriers to accessible travel can leave disabled people unable or unwilling to travel. While most disabled travellers in Scotland rely on public transport, many experience difficulties when travelling. Problems include poor service frequency, inadequate infrastructure between home and stop or station, and the most reported, difficulties physically accessing the transport (Disability Equality Scotland, 2017). Examples in Shetland include the older ferries, where passenger accommodation is below the water line and does not have step-free access and the Britten-Norman Islander aircraft, which can be difficult for those with a mobility impairment to board. In addition, a lack of accessible travel information including timetables, journey planning information and audio / visual announcements can create barriers for those with sight or hearing impairments, cognitive impairments, mental health conditions or neuro-diverse conditions (Jarvis, 2020).
- 2.5.2 The Scottish Government launched Going Further in 2016, an accessible travel framework aimed at eliminating barriers which prevent disabled people travelling. The Framework included

commitments to disability training for transport staff, mechanisms for enabling onward travel should journeys be disrupted, and advice on ticketing and pricing (Scottish Government, 2016).

- 2.5.3 In the Shetland context, a number of the vessels on the internal ferry network have physical access arrangements which can restrict access for older and disabled users. Providing appropriate disabled access on the internal air network can also be challenging. Physical access barriers of this nature can lead to equality issues, an issue of increasing importance in Shetland given the area's aging demographic.

2.6 Community Safety and Hate Crime

- 2.6.1 As well as being accessible, transport should be safe for individuals to use. Individuals should be free from hate crime, bullying and harassment when travelling. A hate crime is any criminal offence motivated by malice and ill-will towards a social group. Hate crime can be motivated by disability, sexual orientation, gender reassignment, race, religion, or faith.

3 Equalities Assessment Framework

3.1 Introduction

- 3.1.1 The objectives of this EqIA are to integrate the consideration of relevant equalities issues and impacts into the development of the RTS and to demonstrate compliance with the Public Sector Equality Duty, the Fairer Scotland Duty, and Child Rights and Wellbeing duties. This section outlines the requirements of each of these duties and provides a set of criteria which will be used to iteratively assess all substantive components of the emerging RTS.
- 3.1.2 Identified key equalities issues (**Section 2**) have informed the development of a bespoke Equalities Assessment Framework as set out below, comprising a suite of criteria linked to relevant equalities duties against which all substantive components of the emerging RTS will be tested at each stage of development. This framework aims to provide holistic coverage of all key equalities issues which should inform RTS development as well as to demonstrate compliance with each applicable equalities duty.
- 3.1.3 The Equalities Assessment Framework has been developed in tandem with the identification of SEA Objectives (through the **ZetTrans RTS SEA Scoping Report**) to ensure close alignment between the two impact assessment processes, including regarding the assessment through both workstreams of likely effects from the emerging RTS on population and human health. This integrated approach will also ensure alignment with high level social inclusion and accessibility STAG criteria that will subsequently be used to help develop, test, and appraise substantive components of the emerging RTS.

3.2 Public Sector Equality Duty

- 3.2.1 Section 149 of the Equality Act 2010 sets out a ‘public sector equality duty’. This requires public authorities to have due regard to the need to eliminate discrimination, harassment, victimisation, advance equality of opportunity, and foster good relations between those with a protected characteristic and those without².
- 3.2.2 The following guide questions have been designed to allow for testing the implementation of the PSED. They provide a transparent framework to assess the extent to which emerging RTS components promote equality of opportunity, including the removal of physical and cultural and informational barriers to accessing and benefiting from the transport system.

Assessment Framework: Public Sector Equality Duty

Will the emerging RTS and its associated delivery mechanisms...

- *Result in any likely different or disproportionate effects on persons with protected characteristics as specified in the Equality Act 2010?*
- *Promote social cohesion and integration between people with different protected characteristics?*
- *Provide equal access to employment opportunities, social and cultural activities, and public services and amenities for all?*
- *Promote public realm and design choices that provide a safe, secure, and accessible environment for all?*
- *Promote better health outcomes by facilitating active travel?*
- *Support the removal of barriers to travel and the improvement of equal access to travel?*

² The protected characteristics referenced within this duty are specified within Section 4 of the Act, namely: age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; and sexual orientation.

3.3 Island Communities Impact Assessment

Overview

- 3.3.1 The Islands (Scotland) Act 2018 provides a legal basis for greater decision making at a local level within Scottish Islands and seeks to increase economic prosperity for island communities.
- 3.3.2 This is to be achieved through 'island proofing' legislation, policy, and strategic decisions by taking account of the special circumstances of island communities and ensuring no disadvantage to people living and working on islands (as defined by Section 1 of the Act).
- 3.3.3 Section 7 of the Act sets out a specific duty for relevant public bodies (including Regional Transport Partnerships) to "have regard to island communities" in carrying out their functions. A related duty in Section 8 of the Act requires relevant public bodies to undertake an island communities impact assessment "in relation to a policy, strategy, or service which, in the authority's opinion, is likely to have an effect on an island community which is significantly different from its effect on other communities (including other island communities) in the area in which the authority exercises its functions".
- 3.3.4 While, in this case the RTS is wholly aimed at island communities, there is still a need for an Island Communities Impact Assessment as it may be necessary to adapt the strategy to account for variations across Shetland's different island communities.

Assessment Methodology

- 3.3.5 The Scottish Government (2020) has published guidance and an associated toolkit for completing Island Communities Impacts Assessment. This sets out a process and a template according to which the impact assessment will be carried out. The seven steps include:
- **Step One – Define the issue:** develop a clear understanding of objectives, intended policy outcomes, and identify aspects explicit to island needs or potential direct/indirect impacts for island communities.
 - **Step Two – Understand the situation:** Use island data and statistics to identify differences that occur in island communities, and between island groups, in contrast to mainland Scotland.
 - **Step Three – Consultation:** Consult with island communities and relevant authorities.
 - **Step Four – Determine whether an ICIA is required:** Assessment and analysis of results/outcomes, the needs of island communities and the potential impacts of the RTS. Consideration of potential barriers/wider impacts, differences between island communities, the Scottish mainland, or other islands
 - **Step Five – Prepare the ICIA:** the ICIA will describe likely significant different effect of the RTS and assess the extent to which you consider the policy can be delivered to improve or mitigate for island communities the outcomes resulting from it
 - **Step Six – Amend and adjust the strategy:** the RTS will be adjusted to account for different delivery mechanisms across different island communities and consider potential mitigation for adverse effects.
 - **Step Seven – Publish the ICIA:** the RTS ICIA will be signed off by a senior member of ZetTrans and published. Section 12 of the Act requires the relevant authority to publish information about the steps in has taken to comply with the Section 7 duty during a reporting period

3.3.6 The following criteria will be applied to testing the performance of the emerging RTS in relation to implementing the duties under the Act. This provides a transparent framework to assess the extent to which emerging RTS components will ensure no disadvantage to people living and working on islands.

Assessment Framework: Island Communities Duties

Will the emerging RTS and its associated delivery mechanisms...

- *Protect and increase the economic prosperity of island communities?*
- *Effectively address the unique transport challenges faced by island communities?*
- *Effectively address the unique economic challenges faced by island communities?*
- *Effectively address the unique social challenges faced by island communities?*
- *Effectively address the unique environmental challenges faced by island communities?*
- *Effectively address the unique health challenges faced by island communities?*
- *Protect and enhance quality of life for island residents?*

3.4 Fairer Scotland Duty

3.4.1 The Fairer Scotland Duty (FSD) places a legal responsibility on public bodies in Scotland to actively consider how they can reduce inequalities of outcome caused by socioeconomic disadvantage. This differs from the Public Sector Equality Duty which considers only reducing inequalities of opportunity. However, the FSD identifies a need to consider both ‘communities of place’ and ‘communities of interest’ in terms of people who share an experience and are particularly impacted by socio-economic disadvantage (Scottish Government, 2018). Demographic groups who share one or more of the protected characteristics listed in Section 4 of the Equality Act 2010 can be considered ‘communities of interest’, meaning there is a direct link between the Fairer Scotland Duty and the Public Sector Equality Duty.

3.4.2 The following criteria will be applied to testing the performance of the emerging RTS in relation to implementing the FSD. This provides a transparent framework to assess the extent to which emerging RTS components reduce inequalities of outcome resulting from low income, low wealth, and multiple deprivation.

Assessment Framework: Fairer Scotland Duty

Will the emerging RTS and its associated delivery mechanisms...

- *Help to reduce levels of absolute and relative income poverty, inequality in the distribution of household wealth, and levels of multiple deprivation affecting communities?*
- *Reduce physical and informational barriers to accessing and using all transport modes?*
- *Reduce cost related barriers to accessing and use of all transport modes?*
- *Reduce inequal access to employment opportunities, social and cultural activities, and public services and amenities for all?*
- *Improve accessibility to open spaces, and sports facilities for physical recreation, in particular for those facing socio-economic disadvantage?*
- *Promote good local access to existing facilities, services, and employment, in particular for those facing socio-economic disadvantage?*

3.5 Child Rights and Wellbeing Duties

- 3.5.1 The Children and Young People (Scotland) Act 2014 requires public bodies to consider whether existing and emerging legislation, policy, and guidance have an impact on children and young people and to assess what further action is required to ensure compliance with the United Nations Convention on the Rights of the Child (UNCRC). The following criteria will be applied to test and confirm the implementation of relevant Scottish Ministers' duties under the Children and Young People (Scotland) Act 2014 and the UNCRC in the emerging RTS. They have been formulated with reference to the approach recommended within the Scottish Government's Child Rights and Wellbeing Impact Assessment Guidance (Scottish Government, 2019b).

Assessment Framework: Child Rights and Wellbeing Duties

How does the intervention relate to, promote, or inhibit the provisions of the UNCRC, other relevant international treaties and standards, or domestic law?

Have children and young people been consulted on the intervention?

Will the rights of one group of children in particular be affected, and to what extent?

Are there competing interests between the groups of children, or between children and other groups, who would be affected by the intervention?

Will the intervention protect and enhance access to high quality community facilities, public services and key amenities for children and young people?

Will the intervention improve access using active travel and public transport to educational, social, and economic opportunities for children and young people?

Which UNCRC Articles are relevant to the RTS?

How will the RTS support or otherwise affect the implementation of relevant UNCRC Articles?

4 Stakeholder Engagement

- 4.1.1 A collaborative approach is being adopted to prepare the emerging RTS, with a strong emphasis on stakeholder engagement from the outset. The preparation of the emerging RTS will be closely informed by the application of relevant equalities duties as detailed in this note.
- 4.1.2 In tandem with EqIA assessment framing, a Consultation and Engagement Plan is being developed to integrate wider stakeholder engagement with the development of the emerging RTS itself, and to allow this engagement to inform subsequent stages of associated impact assessments.
- 4.1.3 The stakeholders listed below have been initially identified as representing equalities interests within Shetland of relevance to the emerging RTS. Other relevant stakeholder groups and interested individuals are also encouraged to engage with Stantec and ZetTrans throughout the development of the emerging RTS and the associated EqIA.

Ability Shetland	Interfaith Scotland
Age Scotland	Joseph Rowntree Foundation
Association of Shetland Community Councils	LGBT Youth Scotland
Capability Scotland	Macular Society
CEMVO Scotland	Mobility and Access Committee for Scotland
Children and Young People's Commissioner Scotland	RNIB Scotland
CKUK	Scottish Accessible Transport Alliance
CLAN Cancer Support	Scottish Council on Deafness
Coalition for Racial Equality and Rights	Scottish Trans Alliance
Deaf Connections	Scottish Women's Aid
Disability Equality Scotland	Shetland Access Panel
Enable Scotland	Shetland Deaf and Hard of Hearing Club
Equal Scotland	Shetland Partnership
Equality Network	Stonewall Scotland
Equate Scotland	Versus Arthritis
Fair Deal	Voluntary Action Shetland
Go Upstream	Young Scot
Guide Dogs	
Inclusion Scotland	

- 4.1.4 To remain proportionate and effective, formal consultation will only be undertaken at the first and third of the RTS development stages (Case for Change and Draft RTS), with a representative panel of stakeholder interests instead convened to provide proportionate inputs to the appraisal of options during the Preliminary Options Appraisal.

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