



# Aurs Road Full Business Case

## Equality Impact Assessment

On behalf of **East Renfrewshire Council**



Date: September 2023

---

Registered Office: Buckingham Court Kingsmead Business Park, London Road, High Wycombe, Buckinghamshire, HP11 1JU  
Office Address: 10 Queen Square, Bristol, BS1 4NT  
T: +44 (0)117 332 7840 E: Bristolqueensquare@stantec.com

## Document Control Sheet

**Project Name:** Aurs Road Full Business Case

**Project Ref:** 330610031

**Report Title:** Equality Impact Assessment

**Date:** September 2023

	Name	Position	Signature	Date
<b>Prepared by:</b>	Alicia de Haldevang	Principal Sustainability Consultant	ADH	25/07/2023
	Rachel Kirkwood	Senior Engagement Consultant	RK	
<b>Reviewed by:</b>	Prudence Wales	Associate Social Value Consultant	PW	25/07/2023
<b>Approved by:</b>	Andrew Bagnall	Technical Director	AB	25/07/2023
<b>For and on behalf of Stantec UK Limited</b>				

Revision	Date	Description	Prepared	Reviewed	Approved
V1	25/07/2023	Draft for Client	ADH / RK	PW	AB
V2	11/09/2023	Final for Client	ADH	PW	AB

This report has been prepared by Stantec UK Limited ('Stantec') on behalf of its client to whom this report is addressed ('Client') in connection with the project described in this report and takes into account the Client's particular instructions and requirements. This report was prepared in accordance with the professional services appointment under which Stantec was appointed by its Client. This report is not intended for and should not be relied on by any third party (i.e., parties other than the Client). Stantec accepts no duty or responsibility (including in negligence) to any party other than the Client and disclaims all liability of any nature whatsoever to any such party in respect of this report.

## Contents

<b>1</b>	<b>Introduction</b> .....	<b>1</b>
1.1	Background and Context.....	1
<b>2</b>	<b>Scoping</b> .....	<b>2</b>
2.1	What is the policy? (Name/description of the policy) .....	2
2.2	What is the aim, objectives or purpose of the policy? Why is it needed? .....	2
2.3	Does the policy affect service users, employees or the wider community, and therefore potentially have an effect in terms of equality?.....	2
2.4	Is it a major policy, significantly affecting how functions are delivered? .....	2
2.5	Will it have a significant effect on how other organisations operate (for example, a national strategy, an inspection framework or criteria for funding)? .....	3
2.6	Does it relate to functions that previous involvement activities have identified as being important to particular protected groups? .....	3
2.7	Does it relate to an area where your department or the Council has set equality outcomes? .....	3
2.8	Does it relate to an area where there are known inequalities? (For example, disabled people’s access to public transport; the gender pay gap; racist or homophobic bullying in schools, etc.) .....	3
2.9	Which protected groups are or could be particularly affected by the policy? Please give reasons. ....	4
2.10	Which parts of the public sector duty is the policy relevant to? .....	7
2.11	Does it relate to a policy where there is significant potential for reducing inequalities or improving outcomes? (For example, improving access to health services for transsexual people, or increasing take-up of apprenticeships by female students.).....	8
<b>3</b>	<b>Data and Demographics</b> .....	<b>9</b>
3.1	What data do you have to facilitate the screening of this policy? .....	9
3.2	What consultation information do you have regarding this policy? Who has been consulted and what were the outcomes? .....	15
3.3	Are there any information gaps (data and/or consultation)? .....	15
<b>4</b>	<b>Assessment</b> .....	<b>16</b>
<b>5</b>	<b>Conclusions</b> .....	<b>21</b>
<b>6</b>	<b>References</b> .....	<b>22</b>

## Figures

Figure 3.1 – Age 0 – 75 years + .....	9
Figure 3.2 – Age 16 – 65 years + .....	10
Figure 3.3 – Disability .....	11
Figure 3.4 – Long-term health problem or disability .....	12
Figure 3.5 - Race.....	13
Figure 3.6 - Sex .....	14

# 1 Introduction

## 1.1 Background and Context

- 1.1.1 This Equality Impact Assessment (EqIA) has been prepared by Stantec on behalf of East Renfrewshire Council (ERC) in relation to the Full Business Case 2 (FBC2) for Glasgow City Deal funding to enable development of Aurs Road at the Barrhead South Strategic Development Opportunity (SDO).
- 1.1.2 The content and structure of this EqIA is based on ERC's own Toolkit template, as confirmed by Michelle McGuckin, Principal Officer (Capital Projects) through correspondence with Glasgow City Region.
- 1.1.3 This EqIA relates solely to the FBC2 for the Aurs Road improvements and not the wider programme of proposals for the Barrhead South area.

## 2 Scoping

### **Preceding Statement:**

The word '**policy**' will be used throughout as shorthand for policy, service or proposal.

### **2.1 What is the policy? (Name/description of the policy)**

2.1.1 Aurs Road Full Business Case

2.1.2 The project aims to improve links between Barrhead and Newton Mearns via the upgrade and realignment of Aurs Road, including a new promenade, new and replaced bridges, and new active travel network for pedestrians and cyclists.

### **2.2 What is the aim, objectives or purpose of the policy? Why is it needed?**

2.2.1 Aurs Road is currently a 3.9km two-way public road connecting Barrhead and Newton Mearns, cutting through Dams to Darnley Country Park, and running alongside Balgray Reservoir. It is the only direct road connection, with a weak bridge which limits vehicular access and use, particularly public transport.

2.2.2 Aurs Road is part of the wider programme encompassing transport, business, tourism, housing, employment developments and benefits for visitors and residents. This programme includes enhancement of transport connectivity; expansion and improvement of the public road; creating a safe and secure active travel network; improvement of links between key locations; improvement to facilities in the Dams to Darnley Country Park; and supporting the development of Barrhead South.

2.2.3 A new active travel network will have beneficial health and wellbeing impacts on the local community, as well as encourage more sustainable modes of transport.

2.2.4 The policy will enhance Barrhead's transport connectivity, including the connection to Barrhead South rail station and bus interchange/services, providing public transport services that are currently unsupported due to the capacity constraints on the road infrastructure and network.

2.2.5 Development is limited by these capacity constraints, and restricted site access; this project will support development at Barrhead South, growing the resident population and significantly boosting regeneration.

### **2.3 Does the policy affect service users, employees or the wider community, and therefore potentially have an effect in terms of equality?**

Yes / ~~No~~

### **2.4 Is it a major policy, significantly affecting how functions are delivered?**

~~Yes~~ / No

Aurs Road as a project would not affect Council operational functions.

**2.5 Will it have a significant effect on how other organisations operate (for example, a national strategy, an inspection framework or criteria for funding)?**

Yes / No

**2.6 Does it relate to functions that previous involvement activities have identified as being important to particular protected groups?**

Yes / No

**2.7 Does it relate to an area where your department or the Council has set equality outcomes?**

Yes / No

In 2021, East Renfrewshire Council established six equality outcomes in its Equality Fairness and Rights mainstreaming report<sup>1</sup>. These are:

1. Minority ethnic residents are represented in public life and have their needs recognised and addressed in decision making.
2. Minority ethnic, disabled and younger residents are able to access services and feel connected to their communities.
3. Domestic abuse survivors are protected from harm and abuse.
4. The mental health and wellbeing of LGBT+ children and young people is improved.
5. The diversity of ERC workforce at all levels better reflects the local population.
6. Younger residents and disabled residents are able to participate and are supported to sustain good quality employment opportunities.

Aurs Road proposal relates the most to three of these outcomes: Outcome 1, Outcome 2, and Outcome 6.

**2.8 Does it relate to an area where there are known inequalities? (For example, disabled people's access to public transport; the gender pay gap; racist or homophobic bullying in schools, etc.)**

Yes / No

ERC Local Transport Strategy Case for Change Summary<sup>2</sup> outlines some problems faced by residents and visitors undertaking everyday journeys in the region. These included:

---

<sup>1</sup> [Summary Equality Outcomes \(eastrenfrewshire.gov.uk\)](https://www.eastrenfrewshire.gov.uk)

<sup>2</sup> [ER Local Transport Strategy - Case for Change Summary \(eastrenfrewshire.gov.uk\)](https://www.eastrenfrewshire.gov.uk)

**Active Travel (walking, wheeling and cycling)**

- Perceived as inconvenient & unattractive
- Poor quality of existing networks
- Lack of suitable infrastructure
- Integration with public transport
- Legacy street design that prioritises cars
- Road safety concerns

**Public Transport**

- Perceived as unreliable, inflexible or unattractive
- Bus connectivity, particularly east – west connections across area
- Integration across different services and modes
- Fare / Cost disparities across area
- Bus journey time reliability
- Connectivity to hospitals, education and retail
- Public Transport accessibility in peripheral areas

**The Case for Change Summary proposed goals are:**

- Reduce carbon emissions and other harmful pollutants
- Enable more walking, wheeling and cycling
- Improve Public Transport connectivity and accessibility
- Support liveable, resilient and connected communities
- Sustainable management of local road and path networks

The Local Transport Summary Consultation is open to the public from 25 May to 19 July 2023 to gather feedback and understand community priorities.

**2.9 Which protected groups are or could be particularly affected by the policy? Please give reasons.**

**Guidance Notes**

- 2.9.1 *Could the policy outcomes differ between protected groups identified by: disability, race, sex, gender reassignment, sexual orientation, age, religion or belief, pregnancy and maternity, marriage or civil partnership? This analysis can be extended beyond the basic protected groups to other grounds such as socio-economic status or caring responsibilities where these are relevant given local needs and circumstances.*

Place 'x' where appropriate

X	Age
X	Disability
X	Gender
	Gender reassignment
X	Pregnancy and maternity
X	Race
	Religion or belief
	Sexual orientation
	Marriage and civil partnership (with regard to eliminating unlawful discrimination in employment)

#### Further Details

Please provide reasons in space below:

- 2.9.2 The following characteristics are scoped out: Gender reassignment, religion or belief, sexual orientation, and marriage and civil partnership.
- 2.9.3 These characteristics have not been considered in the baseline, because there is no evidence to suggest that the proposed scheme will have substantially different impacts on these groups to inform the assessment.
- 2.9.4 Datasets featured include:
- a. National Records Scotland
  - b. Transport and Travel in Scotland 2021
  - c. Scottish Census 2011 - *it is important to note that the Scottish Census 2022 data is not planned to be released until Autumn 2023*<sup>3</sup>
  - d. Scottish Household Survey 2021
  - e. Scottish Transport Statistics 2021
- 2.9.5 **Age:** Older (80+) and young adults (16-19, and 20-29) people disproportionately walked (30%, 30% and 33% respectively), as they have less access to a car<sup>4</sup>. Those older (80+) and younger (16-19) were also more likely to take the bus (11%, and 6% respectively). Car access increases with household income, as does the number of cars available per household: 50% of households with an annual income up to £10,000 had access to one or more cars, compared to 97% of households with an annual income of more than £50,000<sup>5</sup>. Older and younger people may also be more likely to have disproportionate concern related to traffic safety and would benefit from better, safer footways and cycleways. People aged 70-79 and those 80 years and over (49%) are less likely to travel (63%) with those below 19

<sup>3</sup> [Scotland's Census 2022 - what happens next? | Scotland's Census \(scotlandscensus.gov.uk\)](https://www.scotlandscensus.gov.uk)

<sup>4</sup> <https://www.transport.gov.scot/media/53402/tatis-2021-travel-diary.xlsx>

<sup>5</sup> [Motor vehicles, traffic and driving | Transport Scotland](https://www.transport.gov.scot/media/53402/tatis-2021-travel-diary.xlsx)



years old most likely to travel (79%)<sup>6</sup>. Beyond the age of 60, people start to travel less frequently and become less likely to drive<sup>7</sup>.

- 2.9.6 **Disability:** When compared to people who are not disabled, people with disabilities are less likely to drive (45% to 52%), and more likely to be a car or van passenger (14% to 10%), take the bus (7% to 4%), and walk (31% to 29%)<sup>8</sup>. They (58%) are also less likely to travel than those who are not disabled (73%)<sup>9</sup>. Fewer disabled people drove to work than non-disabled people (59% compared to 63%); more were passengers in a car (8% to 5%); more took the bus (11% to 10%), and fewer cycled (2% to 3%)<sup>10</sup>. They may have disproportionate concern related to traffic safety and road crossings. This project aims to enhance the provision of public transport, walking and cycling facilities which are currently not available. Therefore, operationally this has potential to provide a positive impact for these groups, but they may be disproportionately negatively impacted by disruption during construction.
- 2.9.7 The detailed design of active travel facilities has significant potential to impact people with disabilities positively or negatively, and features such as kerbs, crossing, surfacing, ramps and gradients have been incorporated into the scheme where possible.
- 2.9.8 Noise and air quality associated with increased traffic can particularly impact people with disabilities. In particular noise can impact some people with cognitive impairments such as dementia and autism, and air quality can impact on some long-term conditions (LTCs). This is a consideration during the construction phase as well as the operational phase.
- 2.9.9 **Gender:** In the Scottish Transport Statistics 2021, the proportion of men aged 17+ holding a licence was higher than women (80% compared to 72%)<sup>11</sup>. Scottish Household Survey 2021 shows that women are more likely to walk than men (30% to 29%), less likely to take the train (1% to 2%), and equally likely to use the bus (4%). Transport Scotland reports that young women were more likely to use public transport more frequently and also to make interchanges between bus, train, tram and subway more often<sup>12</sup>. Women are also disproportionately more likely to be care-givers who may be disproportionately impacted by difficulties associated with pushing prams or buggies, wheelchairs, or walking with young children. Women are less likely to cycle (2% to 3%) and may be discouraged to cycle due to unsafe routes, close proximity to drivers, and driver attitudes. Provision of improved walking, cycling and public transport facilities will create a positive impact for this protected characteristic group but may be disproportionately negatively impacted by disruption during construction. They will benefit from enhanced quality of footways and cycleways.
- 2.9.10 **Pregnancy and maternity:** Pregnant people may have some mobility limitations, and beyond pregnancy are more likely to be pushing a pram or travelling with a baby. They may have heightened safety concerns and will benefit from safe footways and cycleways, free from trip hazards and of sufficient width.
- 2.9.11 **Race:** People from ethnic groups disproportionately use walking and public transport modes of travel<sup>13</sup>. 74% of people from ethnic minority groups living in Bike Life cities and towns do not cycle<sup>14</sup>; however, 55% of those who do not cycle would like to start. Provision of

<sup>6</sup> [Transport and Travel in Scotland: Results from the Scottish Household Survey 2021 Telephone Survey: Experimental Statistics](#)

<sup>7</sup> [Demographic characteristics of disabled people in the survey | Transport Scotland](#)

<sup>8</sup> [tatis-2021-travel-diary.xlsx \(live.com\)](#) – Table TD2d

<sup>9</sup> [Transport and Travel in Scotland: Results from the Scottish Household Survey 2021 Telephone Survey: Experimental Statistics](#)

<sup>10</sup> [Disability and Transport, Scottish Household Survey 2021](#)

<sup>11</sup> [Scottish Transport Statistics 2021](#), p.10

<sup>12</sup> [Women's and girls' reported travel patterns | Transport Scotland](#)

<sup>13</sup> [Table 7: \[Travel to work\] Employed adults not working from home - usual method of travel to work\\*, 2019 | Transport Scotland](#)

<sup>14</sup> [New report shows large unmet demand for cycling from ethnic minority and disadvantaged groups - Sustrans.org.uk](#)

improved walking, cycling and public transport facilities will create a positive impact for this protected characteristic group but may be disproportionately negatively impacted by disruption during construction.

- 2.9.12 This project aims to enhance the provision of public transport, walking and cycling facilities which are currently not available, and therefore operationally has potential to provide a positive impact for these groups. Construction impacts which could cause temporary disturbance will be considered during project delivery by the appointed contractor and the ERC project team. This includes temporary closure of foot or cycle paths for the duration of works for safety reasons; temporary diversions where possible; and regular communication in a variety of formats to inform of the scheme's progress, any disruptions, diversions, and changing of routes.

## **2.10 Which parts of the public sector duty is the policy relevant to?**

### ***Guidance Notes***

#### *2.10.1 The aims of the public sector duty are to*

- *Eliminate unlawful discrimination, harassment and victimisation and another conduct prohibited by the Equality Act 2010*
- *Advance equality of opportunity between people from different groups*
- *Foster good relations between people from different groups*

2.10.2 This policy is relevant to:

- Eliminate unlawful discrimination, harassment and victimisation and another conduct prohibited by the Equality Act 2010
- Advance equality of opportunity between people from different groups
- Foster good relations between people from different groups

Through accessible design, equitable access to services, and opportunities to input through consultation, this policy will support all these aims of the public sector duty.

**2.11 Does it relate to a policy where there is significant potential for reducing inequalities or improving outcomes? (For example, improving access to health services for transsexual people, or increasing take-up of apprenticeships by female students.)**

Yes / No

### 3 Data and Demographics

#### 3.1 What data do you have to facilitate the screening of this policy?

- 3.1.1 The impact area at this stage is East Renfrewshire with Scotland as a comparator. This is to give an overview of the equalities characteristics at the FBC stage.
- 3.1.2 It is important to note that the Scottish Census 2022 data is not planned to be released until Autumn 2023<sup>15</sup>. Therefore, Census data in this report is based on the 2011 Census and therefore carries some limitations in assessing the current population profile. This has been supplemented by more up to date data sources (including Scottish Transport Statistics 2021, National Transport Statistics and Scottish Household Survey 2021).

#### AGE

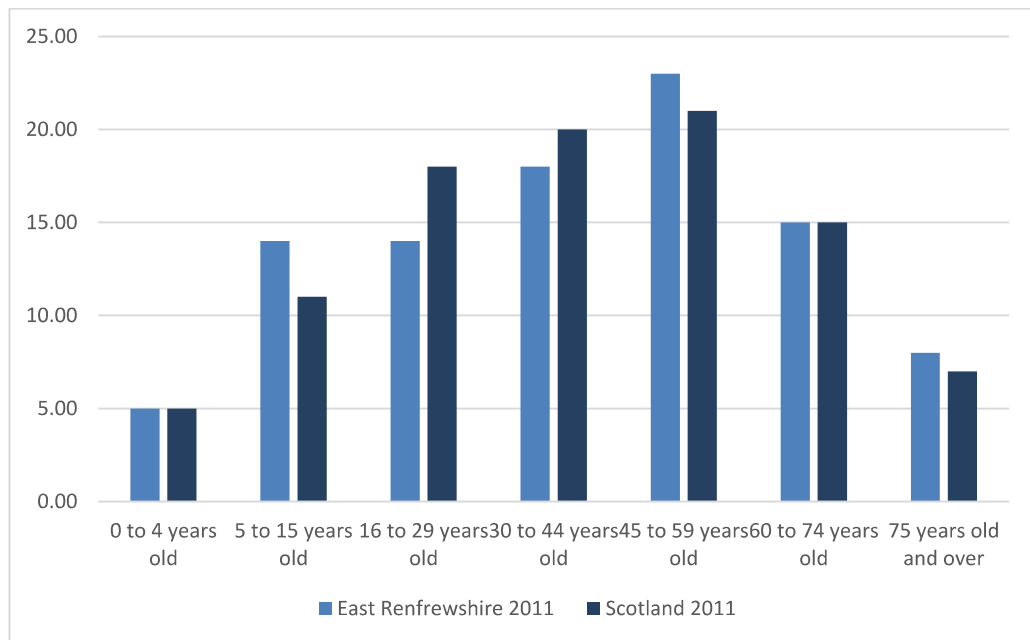


Figure 3.1 – Age 0 – 75 years +

<sup>15</sup> [Scotland's Census 2022 - what happens next? | Scotland's Census \(scotlandscensus.gov.uk\)](https://www.scotlandscensus.gov.uk/)

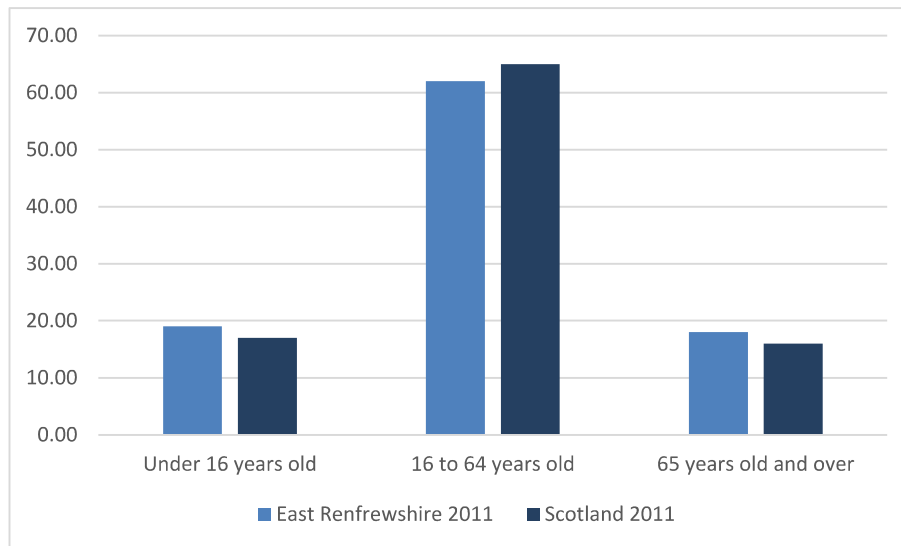


Figure 3.2 – Age 16 – 65 years +

- 3.1.3 The two graphs show the number of residents in East Renfrewshire aged from 0 to 75 years and above, broken down into specific groups. These have been compared to the average equivalent in Scotland.
- 3.1.4 Figure 3.1 shows the highest proportion of residents in East Renfrewshire are aged 45 – 49 years old, which is comparatively higher than national demographics. East Renfrewshire also has a comparatively higher number of residents under 15 years old, between 45 and 59 years old, and those aged 75 and over<sup>16</sup>.
- 3.1.5 The Scottish Household Survey results for 2021 showed that 78% of adults over the age of 17 held a full driving license<sup>17</sup>. People aged 40-49 were most likely to drive (57%), followed by those aged 50-59 (55%), and those aged 30-39 (53%). Those least likely to drive were aged 80 and over. People aged 16-19 (11%) and those 80 and over (6%) were more likely to take the bus, with those aged 30-39, and 40-49 least likely to take the bus (3% equally)<sup>18</sup>. Those aged 16-19 were most likely to take the train (6%), with those aged 70-80 and over were least likely (0%)<sup>19</sup>.
- 3.1.6 Vehicle ownership per head was much higher in rural areas in 2021. Glasgow was the lowest at 376 per 1000 people aged 17+, compared to Scottish average of 654<sup>20</sup>.
- 3.1.7 In 2021, 67% of adults made a journey of more than a quarter of a mile by foot to go somewhere in the last seven days – the second highest proportion seen in the last decade. Young adults (aged 16-19) were the most likely to have walked to go somewhere (74%), compared with 65% of those aged 50-59. Adults aged over 80 were the lowest at 42%<sup>21</sup>.
- 3.1.8 In Scotland, 96% of households had access to the internet<sup>22</sup>. This is relevant as Aurs Road project will support a public transport network, requiring regular updates to timetables, any

<sup>16</sup> [Search | Scotland's Census - Area Overview - Results for 2011 \(scotlandscensus.gov.uk\)](https://www.scotlandscensus.gov.uk/search/scotland-scensus-area-overview-results-for-2011)

<sup>17</sup> [Chapter 01 - Road Transport Vehicles | Transport Scotland](#)

<sup>18</sup> [tatis-2021-travel-diary.xlsx \(live.com\)](#)

<sup>19</sup> Ibid. – Table TD2d

<sup>20</sup> [Scottish Transport Statistics 2021 - Table 1.3](#)

<sup>21</sup> [Chapter 11 - Personal and Cross modal | Transport Scotland](#)

<sup>22</sup> [4. Internet - Scottish Household Survey 2021 - telephone survey: key findings - gov.scot \(www.gov.scot\)](#)

traffic alerts, or disruptions or important information that will require different forms of communication, including online services or portals.

3.1.9 Internet use also varied with age, with an increase in older people using the internet: 91% of those aged 60-74, and 71% of those aged 75 and over are now using the internet. 100% of adults aged 16-24 use the internet, compared to 71% of those aged 75+. The most common device used to access the internet was a mobile phone, such as a smartphone – with 89% of internet users accessing the internet this way – compared to 76% of users accessing the internet via a PC or laptop. Younger internet users were more likely to access the internet using a smartphone than older users, with 98% of 16-24 year olds using smartphones compared with 48% of adults aged 75+<sup>23</sup>.

**DISABILITY**

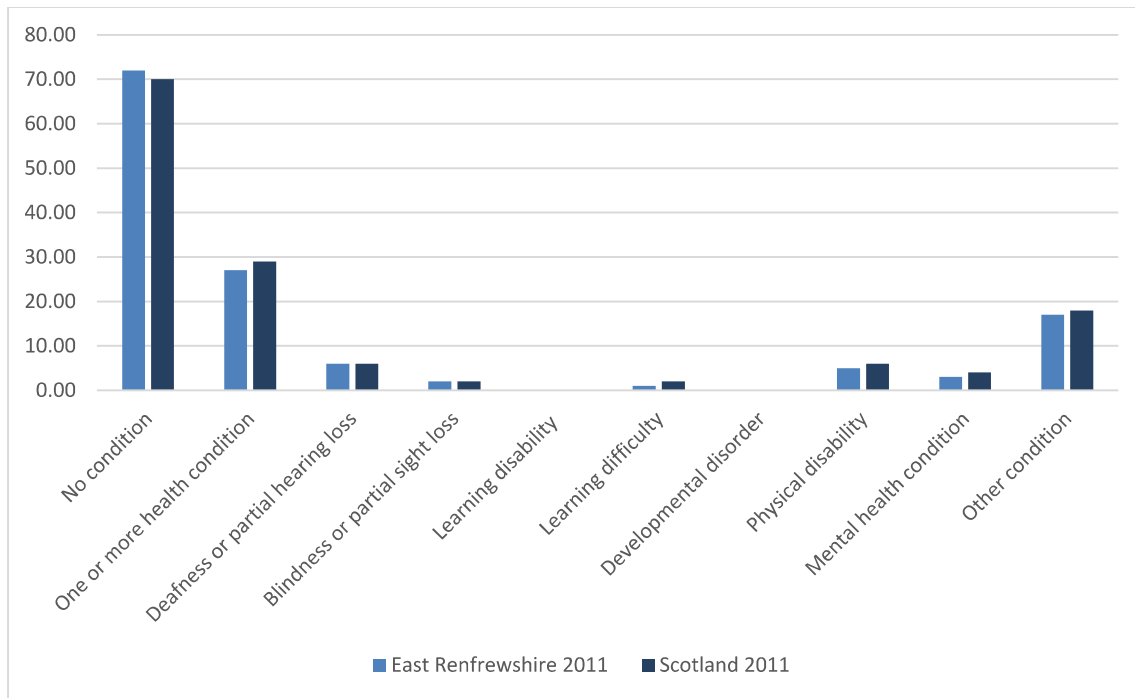


Figure 3.3 – Disability

<sup>23</sup> [4. Internet - Scottish Household Survey 2021 - telephone survey: key findings - gov.scot \(www.gov.scot\)](http://www.gov.scot)

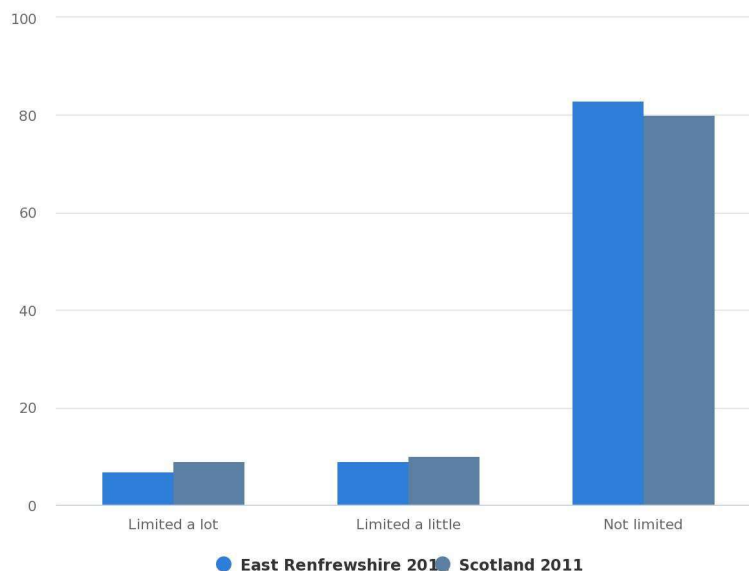


Figure 3.4 – Long-term health problem or disability

- 3.1.10 Figure 3.3 shows that 27.3% of East Renfrewshire residents have one or more long-term health condition, slightly less than the national rate of 29.9%. The region’s profile broadly matches that of Scotland overall, although East Renfrewshire has comparatively fewer residents with a physical disability, and a slightly higher rate of people with no condition<sup>24</sup>.
- 3.1.11 Figure 3.4 shows that 83.2% of East Renfrewshire residents are not limited by a long-term health problem or disability, with 7.7% limited a lot, and 9.1% limited a little.
- 3.1.12 At the end of March 2021, there were 230,644 Blue Badges on issue in Scotland; 115,370 issued to recipients of allowances or grants which provide an automatic entitlement to a Blue Badge; 113,064 issued on a discretionary basis to other people with a permanent or substantial disability; and 2,210 issued to institutions<sup>25</sup>.
- 3.1.13 Holding a driving licence is less common among people with disabilities; 64% of those aged 17-64 years with a disability held a full driving licence compared with 82% of people without a disability<sup>26</sup>.

### PREGANCY AND MATERNITY

- 3.1.14 By the end of the year 2021, there were 47,786 births recorded in Scotland. 790 of these births occurred in East Renfrewshire, with the dominant age for those bearing children being 30-39 years old<sup>27</sup>.

<sup>24</sup> [Search | Scotland's Census - Area Overview - Results for 2011 \(scotlandscensus.gov.uk\)](https://www.scotlandscensus.gov.uk/search/scotland-scensus-area-overview-results-for-2011)

<sup>25</sup> [Scottish Transport Statistics 2021](https://www.scotlandscensus.gov.uk/scottish-transport-statistics-2021)

<sup>26</sup> [tatis-2021-social-survey.xlsx \(live.com\)](https://www.scotlandscensus.gov.uk/tatis-2021-social-survey.xlsx)

<sup>27</sup> [Births Time Series Data | National Records of Scotland \(nrscotland.gov.uk\)](https://www.nrscotland.gov.uk/births-time-series-data)

## RACE

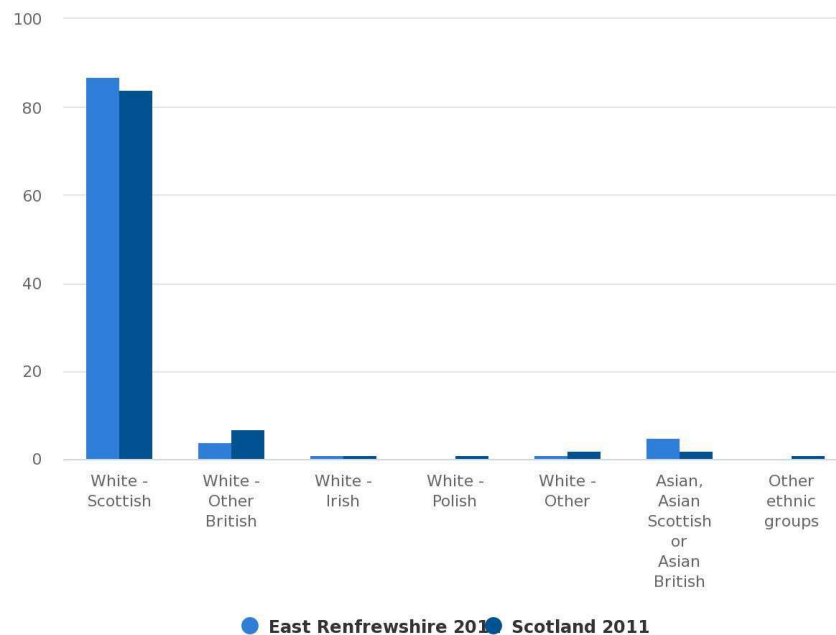


Figure 3.5 - Race

- 3.1.15 The majority of people in East Renfrewshire reported their ethnicity as 'White – Scottish', at 87%. Of the White ethnic group, 'White - other British' is 4.1% - comparatively lower than the national rate of 7.9%; 'White – Irish' is 1.5%; 'White – Polish' is 0.2%, and 'White – other' is 1.2%.
- 3.1.16 Within the minority ethnic groups, those identifying as 'Asian, Asian Scottish, Asian British' represent 5% of the East Renfrewshire population. This is comparatively higher than the Scottish national rate of 2.7%. Those identifying as 'Other ethnic groups' is 0.9%<sup>28</sup>.
- 3.1.17 Nationwide according to the Scottish Household Survey 2021, the main mode of travel according to ethnicity can be broken down as follows. The most likely to walk were White Polish (48%) and Other white (42%). The least likely to walk were Asian, Asian Scottish, Asian British (25%) and White Scottish (28%), with these two groups most likely to drive (56% and 52% respectively), and Other ethnic group (52%). The groups most likely to cycle were White Polish (10%), Asian, Asian Scottish, Asian British (9%), and Other white (5%). The groups most likely to take the bus were White Irish (9%), Other ethnic group (8%), and White Polish and Other white (equally 6%)<sup>29</sup>.

<sup>28</sup> [Search | Scotland's Census - Area Overview - Results for 2011 \(scotlandscensus.gov.uk\)](https://www.scotlandscensus.gov.uk/search/scotland-scensus-area-overview-results-for-2011)

<sup>29</sup> [tatis-2021-travel-diary.xlsx \(live.com\)](https://www.live.com/tatis-2021-travel-diary.xlsx)



## SEX

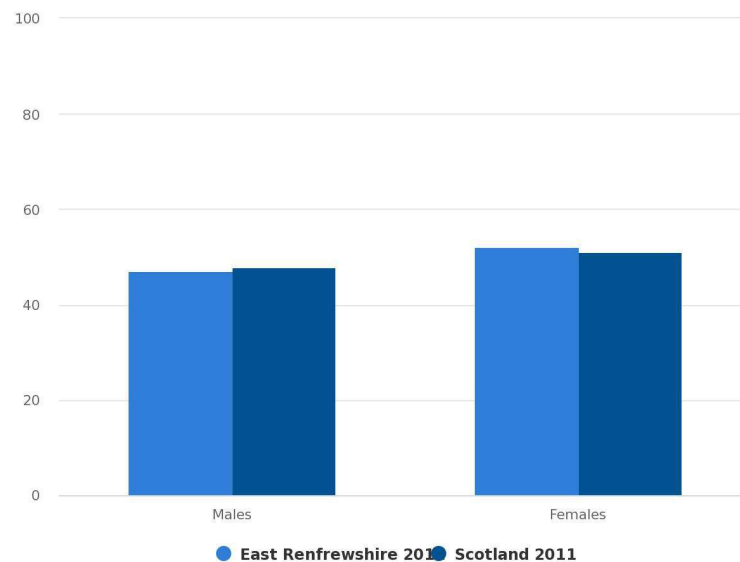


Figure 3.6 - Sex

- 3.1.18 The number of men in East Renfrewshire (47.7%) is slightly lower than the national rate of 48.5%. The number of women in the county (52.3%) is slightly higher than the national rate of 51.5%<sup>30</sup>.
- 3.1.19 According to the Scottish Transport Statistics 2021, 76% of adults over the age of 17 held a full driving license; with men more likely (77% of men aged 17+ having one, compared to 66% of women)<sup>31</sup>. Although men were more likely to hold a full driving licence than women in all age groups except 50-59, the difference between the proportions increased with age. For the 50-59 age group in 2020, the difference was 2 percentage points more for women. For 70-79 year olds, 93% of men held a licence compared to 57% of women; for those aged 80 and over, 74% of men held a licence compared to 52% of women<sup>32</sup>.
- 3.1.20 In the Scottish Household Survey 2021, 36% of men, 32% of women and 34% of all people aged 17+ said that they drove every day<sup>33</sup>.
- 3.1.21 In the Scottish Household Survey 2021, women were more likely to walk to work (14% compared to 11%); men were more likely to cycle (5% compared to 3%), and to drive (69% to 67%); women were more likely to be passengers in a car (4% compared to 2%); women were more likely to take the bus (7% compared to 6%), and men were more likely to take the train (5% to 3%)<sup>34</sup>.

<sup>30</sup> [Search | Scotland's Census - Area Overview - Results for 2011 \(scotlandscensus.gov.uk\)](https://www.scotlandscensus.gov.uk)

<sup>31</sup> [Scottish Transport Statistics 2021](#)

<sup>32</sup> [Scottish Transport Statistics 2021, Tables 1.16 and 1.17](#)

<sup>33</sup> [Chapter 11 - Personal and Cross modal | Transport Scotland](#)

<sup>34</sup> [Chapter 11 - Personal and Cross modal | Transport Scotland](#) – Table 11.18

3.1.22 Overall, 68% of people usually travelled to work by car or van, either as a driver (63%) or passenger (5%); 12% usually walked to work; 10% usually took the bus; 5% travelled by rail; and 3% usually cycled to work in 2019<sup>35</sup>.

### **3.2 What consultation information do you have regarding this policy? Who has been consulted and what were the outcomes?**

3.2.1 Consultation has been undertaken with various local authorities, transport bodies, public sector bodies, and private developers. Community groups and users have also been consulted, including Barrhead resident & community groups, transport users and private landowners, with initial meetings in 2015/2016 and regular engagement at public events since.

3.2.2 The key expectations raised by the community groups include a desire for integration of non-car-based access and connectivity, and clear communications before work starts on site and during construction to manage and mitigate impacts.

3.2.3 Actions relating to this policy to be implemented by ERC in its Equality Fairness and Rights mainstreaming report<sup>36</sup> include:

- a. Working with partners to promote use of public transport and the provision of accessible transport information
- b. Ensuring that design principles comply with good practice in accessibility
- c. Increasing levels of safety and confidence by meeting external standards

### **3.3 Are there any information gaps (data and/or consultation)?**

Yes / No

**If yes, please give details:**

3.3.1 No information is available regarding consultation with specific representatives from the relevant protected characteristic groups.

---

<sup>35</sup> [Table 7: \[Travel to work\] Employed adults not working from home - usual method of travel to work\\*, 2019 | Transport Scotland](#)

<sup>36</sup> [Summary Equality Outcomes \(eastrenfrewshire.gov.uk\)](#)

## 4 Assessment

### Question 1. What are the aims of the policy?

- 4.1.1 The strategic aim of the policy is: “To deliver the off-site road infrastructure required to enable the delivery of 500 homes and improve access routes between Barrhead and Newton Mearns”
- 4.1.2 The objectives are:
- Provide infrastructure that will enable the accelerated development of residential units in Barrhead South;
  - Support the sustainable urban expansion of Barrhead, providing infrastructure that will allow development of proposed Railway Station at Barrhead South;
  - Improve access to Dams to Darnley Country Park; and
  - Improve access routes between Barrhead and Newton Mearns.

### Question 2. Which aspects of the policy are particularly relevant to the duty to have due regard to the need to eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010?

- 4.1.3 The policy has the potential to eliminate discrimination through systematic integration of design mitigations and approaches to mitigate the risk of discrimination or harassment from occurring.
- 4.1.4 Socio economic disadvantages could be related to a greater reliance on public transport; whereby people and particular groups do not have the economic means to access a private form of transport. Aspects of the policy include improvement of access routes, widening of the road, new segregated cycle and active travel lanes, and a new road bridge to support public transport. These will provide greater access and travel options to those who are unable to own or access privately owned forms of transport.
- 4.1.5 To encourage greater uptake of active travel options, the policy will include collaboration with other transport bodies and community groups, including cycling and walking, to promote the new and improved routes. Essential to this will be the publication of updated travel information, across a range of mediums to ensure inclusive and accessible distribution. The data shows that some protected groups access technology and the internet at different rates and using different devices (some of which are not accessible when out of the house, like a desktop computer or tablet). Further alternative methods will be considered and required to inform and update people as they plan their journey, at the place of starting their journey, during, and towards the end of their journey. This will include information in clear and plain English, and other key specific languages for residents, available in a range of formats and will comply with accessibility standards.
- 4.1.6 There will be compliance with:
- a) Core Design Principles of the planning standards for cyclists, according to the Cycling by Design 2021 – Safety, Coherence, Directness, Comfort, Attractiveness, and Adaptability<sup>37</sup>.
  - b) Roads for All – Good Practice Guide for Roads<sup>38</sup>; that addresses the needs of disabled people, upholds the Equality Act 2010, and design standards including road signage

<sup>37</sup> [Cycling by Design Update 2021 \(transport.gov.scot\)](https://www.transport.gov.scot/publications/cycling-by-design-update-2021/)

<sup>38</sup> [Report Template v2.4 \(transport.gov.scot\)](https://www.transport.gov.scot/publications/roads-for-all-good-practice-guide-for-roads/)

markings, wayfinding, shared routes, lighting placement, and crossings. This will ensure that Aurs Road infrastructural improvements meet the needs of visually impaired people through wayfinding, contrast, safety, and accessible routes.

**Question 3. Please tick the boxes which apply**

Answer (Place 'x' where appropriate)

<input type="checkbox"/>	There is evidence to indicate that the policy may result in less favourable treatment for particular groups
<input type="checkbox"/>	There is evidence to indicate that the policy may give rise to indirect discrimination
<input type="checkbox"/>	There is evidence to indicate that the policy may give rise to unlawful harassment or victimisation
<input type="checkbox"/>	There is evidence to indicate that the policy may lead to discrimination arising from disability
<input checked="" type="checkbox"/>	There is evidence to indicate that the policy may build in reasonable adjustments where these may be needed

4.1.7 As discussed in Section 2, the Aurs Road scheme will improve connectivity and accessibility of walking, cycling and public transport travel modes which will be beneficial, particularly for disadvantaged groups.

**Question 4. Which aspects of the policy are particularly relevant to the duty to have due regard to advance equality of opportunity between people who share a relevant protected characteristic and those who do not?**

4.1.8 The data shows that the two age groups more likely to use public transport are younger (16-19 years old) and older (80 years old and above). Aurs Road improvements will allow for greater provision of public transport options, increasing the frequency and accessibility of travel for such groups.

4.1.9 The policy should lead to increased options in cross regional transport with the provision of new bus routes and connection to a new rail station – enabling older people and people with a disability to better access community and health support. It should reduce disadvantages and assist with the breaking down of barriers for protected groups.

4.1.10 The transport improvements should advance equality by increasing access to employment opportunities and how people travel to their places of work. The evidence notes that inequality in income can often affect access to private cars for people with a disability, ethnic minorities, older people and single parents. Increasing public transport options will bring benefits for those groups. Improving the physical infrastructure of the road will also benefit those who cycle or walk to work, by providing safer, physically larger and separate lanes to travel actively and sustainably. This will particularly impact women who are less likely to cycle, and certain ethnic groups.

4.1.11 The addition of bus stops connecting public transport services should cater for protected groups who have lower access to private cars and who have a greater reliance on public

transport. Multi modal transport options should be supported by bike racks near to bus stops or connections, to allow for a range of travel options.

- 4.1.12 Compliance with the Cycling by Design standards will demonstrate that the needs of protected groups have been addressed as the design standards should increase levels of safety and confidence, for older people, people with a disability, families with young children, and women. Additionally, the width of the cycle paths will be suitable for baby trailers.
- 4.1.13 The construction of the cycling paths and walkways will comply with accessibility standards and will meet access requirements for those who require wider facilities without sharp bends, pinch points or other features that can require cyclists to dismount.
- 4.1.14 East Renfrewshire is a comparatively diverse area. Aurs Road improvements, and greater public transport provision should increase the access to local places of worship within the area.

**Question 5. Please tick the boxes which apply**

<input checked="" type="checkbox"/>	There is evidence to indicate the policy will remove or minimise disadvantage
<input checked="" type="checkbox"/>	There is evidence the policy will meet the needs of different groups
<input checked="" type="checkbox"/>	There is evidence the policy will encourage increased participation of particular groups
<input checked="" type="checkbox"/>	There is evidence the policy will take account of disabled people's needs

- 4.1.15 The policy should have many beneficial impacts on the local community and on key equality groups. A comprehensive range of measures have been considered to meet the needs of people who share protected characteristics and to reduce disadvantages which they may face.
- 4.1.16 The policy will increase transport options, such as widening of Aurs Road, a new road bridge, a foot bridge, new segregated cycle lanes, and improved road infrastructure to support public transport. These should advance equality by reducing disadvantages for protected groups.
- 4.1.17 Increased transport options should enable better access to community, health support and employment.
- 4.1.18 Increasing public transport options should reduce inequalities of outcome for lower income groups, who experience comparatively lower levels of car ownership and walk and use public transport more than higher income groups.
- 4.1.19 Increased transport options should enable greater encouragement and increased participation of certain groups to travel sustainably, healthily, and safely, including younger people, women, and ethnic groups.
- 4.1.20 Increased transport options will improve accessibility for people with disabilities, by improving taxi providers, installing accessible bus stations, and increase the number of buses able to travel along Aurs Road.

**Question 6. Which aspects of the policy are particularly relevant to the duty to have due regard to foster good relations between people who share a protected characteristic and those who do not.**

- 4.1.21 The policy could foster good relations between groups as they should enable greater access to community services and improved interregional travel could assist with integration in the community. Younger people (aged 16-20) and older people (aged 80 or over) are more likely to use the bus. The policy aims to improve the Aurs Road network to allow for greater public transport provision.
- 4.1.22 Men are more likely to cycle than women. The improved cycle and active travel network along Aurs Road will open up segregated active travel options to women and create a safer cycling environment. Those who identify as White are more likely to cycle than those from other ethnic groups. Segregated cycle lanes will open up active travel options to those groups and encourage healthy behaviours across all demographics.
- 4.1.23 By improving the road network, this policy could also reduce isolation by making it easier to visit family and friends, and to attend community or social events. This could lead in increased community integration which should positively affect relations between groups of people.

**Please tick the boxes which apply**

**Question 7. Place 'x' where appropriate**

- There is evidence the policy will help you to tackle prejudice
- There is evidence the policy will promote understanding between different groups

- 4.1.24 This is not the aim of this specific policy.

**Question 8. What evidence is already available about the needs of relevant groups, and where are the gaps in evidence?**

- 4.1.25 Sections 2 'Scoping' and 3 'Data and Demographics' set out the considerations of each relevant group, and the evidence on a local and national level. These have been summarised below:
- 4.1.26 **Age:** Older (80+) and younger (under 19) people disproportionately use public transport (6% and 11% respectively). Younger adults (20-29) were most likely to walk, followed by those aged 30-39. Those most likely to cycle were aged 20-29, and 40-59, and those who did not cycle were 80 and over. Older and younger people may also be more likely to have disproportionate concern related to traffic safety.
- 4.1.27 **Disability:** People with disabilities are disproportionately more likely to walk and use public transport. They may also have disproportionate concern related to traffic safety and road crossings.
- 4.1.28 The detailed design of active travel facilities has significant potential to impact people with disabilities positively or negatively.
- 4.1.29 Noise and air quality associated with increased traffic can particularly impact people with disabilities. In particular noise can impact some people with cognitive impairments such as dementia and autism, and air quality can impact on some long-term conditions (LTCs).

- 4.1.30 **Gender:** Women are disproportionately more likely to walk, and slightly more likely to use public transport than men. Women are also disproportionately more likely to be care-givers to may be disproportionately impacted by difficulties associated with pushing prams or buggies, wheelchairs, or walking with young children. Women are less likely to cycle and may be discouraged to cycle due to unsafe routes, close proximity to drivers, and driver attitudes.
- 4.1.31 **Pregnancy and maternity:** Pregnant people may have some mobility limitations, and beyond pregnancy are more likely to be pushing a pram or travelling with a baby. They may have heightened safety concerns.
- 4.1.32 **Race:** People from White Polish, Other white, and other ethnic groups disproportionately walk and use public transport. Those in the White Polish group are most likely to cycle, followed by those in the Asian, Asian Scottish, or Asian British group. Those in the Asian, Asian Scottish, or Asian British; other ethnic, and White Scottish groups are most likely to drive.

**Question 9. What data will be required in the future to ensure effective monitoring of the implementation of this policy?**

- 4.1.33 Future stages should consider any consultation evidence relating to equalities or the protected characteristic groups, arising specifically from consultation for this project, and any wider consultations such as the ongoing ERC Local Transport Strategy (as referenced in Question 2.8).

## 5 Conclusions

- 5.1.1 The assessment undertaken within this report identifies that overall, the proposals for improvements to Aurs Road will likely have a positive impact for most protected characteristic groups. Particularly, improvements to walking and public transport accessibility will benefit groups such as women, younger people, older people and disabled people who disproportionately use these modes.
- 5.1.2 Having considered the potential impacts of the proposals, no modifications or mitigations are proposed for the scheme at this stage.



## 6 References

### East Renfrewshire Council:

- [Equality, diversity and human rights - East Renfrewshire Council](#)
- [Summary Equality Outcomes \(eastrenfrewshire.gov.uk\)](http://eastrenfrewshire.gov.uk)

### Scotland Census:

- [Search | Scotland's Census - Area Overview - Results for 2011 \(scotlandscensus.gov.uk\)](http://scotlandscensus.gov.uk)

### Scottish Transport Statistics:

- [Disability and Transport, Scottish Household Survey 2021](#)
- [Internet - Scottish Household Survey 2021 - telephone survey: key findings - gov.scot \(www.gov.scot\)](http://gov.scot)
- [Scottish Transport Statistics 2021](#)
- [Travel by distance, trips, type of transport and purpose - GOV.UK Ethnicity facts and figures \(ethnicity-facts-figures.service.gov.uk\)](http://ethnicity-facts-figures.service.gov.uk)

### Sustrans:

- [New report shows large unmet demand for cycling from ethnic minority and disadvantaged groups - Sustrans.org.uk](http://sustrans.org.uk)
- [The Walking and Cycling Index - Sustrans.org.uk](http://sustrans.org.uk)

### Transport Scotland:

- [Chapter 01 - Road Transport Vehicles | Transport Scotland](#)
- [Chapter 11 - Personal and Cross modal | Transport Scotland](#)
- [Cycling by Design Update 2021 \(transport.gov.scot\)](http://transport.gov.scot)
- [Report Template v2.4 \(transport.gov.scot\)](http://transport.gov.scot)
- [Table 7: \[Travel to work\] Employed adults not working from home - usual method of travel to work\\*, 2019 | Transport Scotland](#)
- [Transport and Travel in Scotland 2019: Results from the Scottish Household Survey | Transport Scotland](#)
- Transport and Travel Survey 2021:
  - [Travel Diary: https://www.transport.gov.scot/media/53402/tatis-2021-travel-diary.xlsx](https://www.transport.gov.scot/media/53402/tatis-2021-travel-diary.xlsx)
  - [Social Survey: https://www.transport.gov.scot/media/53403/tatis-2021-social-survey.xlsx](https://www.transport.gov.scot/media/53403/tatis-2021-social-survey.xlsx)
  - [LA Tables: https://www.transport.gov.scot/media/53404/tatis-2021-la-tables.xlsx](https://www.transport.gov.scot/media/53404/tatis-2021-la-tables.xlsx)
- [Women's and girls' reported travel patterns | Transport Scotland](#)

### UK Government [for context]:

- [Future of mobility: inequalities in mobility and access in the UK Transport System \(publishing.service.gov.uk\)](http://publishing.service.gov.uk)
- [Mode of travel - GOV.UK \(www.gov.uk\)](http://www.gov.uk)
- [National Travel Attitudes Study: Wave 5 - GOV.UK \(www.gov.uk\)](http://www.gov.uk)