EQUALITY IMPACT ASSESSMENT

An Equality Impact Assessment (EqIA) is a review of a new or existing policy which establishes whether the policy has a differential impact on specific equality groups and identifies how the policy can help promote inclusion and improve equality of opportunity for different groups of people. The term policy is interpreted broadly and refers to anything that describes what we do and how we expect to do it. It can range from policies and procedures, to strategies, projects, schemes and everyday customs and practices that contribute to the way our policies are implemented and how our services are delivered. An EqIA aims at improving the WMCA's work, by promoting equality and ensuring that the proposed or existing policy promotes equality can benefit a wide range of people.

NAME OR TITLE	Commonwealth Games Transport Plan
DATE OF COMPLETION	April 2021
DATE DUE FOR REVIEW	Not applicable – EqIA will help inform strategy plans

A. ABOUT THE POLICY

1. Describe the main aims, objectives, activities and outcomes of the policy. Who is expected to benefit?

The Birmingham 2022 Commonwealth Games will take place from 28th July to 8th August 2022 and will bring together athletes and officials from 72 Commonwealth nations in 19 different sports and 15 venues primarily in Birmingham and the West Midlands but also in Staffordshire, Warwickshire and London. Over a million spectators will attend, with an estimated 10% from abroad.

The purpose of the Games Transport Plan is to set out the approach to the planning, provision and management of transport services during the Games. The aim is to deliver successful transport operations to ensure everyone involved in competing, watching, administering and reporting on events are transported in a safe and efficient manner whist also making sure that any disruption to current users of the transport network is kept to a minimum.

An Equality Impact Assessment of the draft Games Strategic Transport Plan in 2019 highlighted key equality considerations. This Games Transport Plan is a more detailed plan which provides guidance and information on the arrangements during the Games. Ultimately, it aims to ensure that transport during the Games is the best that it can be for residents, businesses and visitors

alike. It also aims to demonstrate how the long-term benefits from the Games form a guide throughout the planning process.

Key principles include:
- Clean and Green; a public transport Games (ensuring sustainable travel such as public transport, cycling and walking are the most attractive way to travel through clearer signage, cycle parking, easy ticketing and other initiatives)
- Minimising disruption
- Long-term benefits of sustainable transport options and improved public spaces
- Access for all (socially inclusive, seamless, affordable and accessible transport across all modes to ensure everyone can equally participate)
- Safe, secure, reliable and efficient transport

Key themes:
- Effective use of the network
- Provision of temporary additional services
- Investment in infrastructure

Key actions taken to achieve transport aims:
- Engaging with businesses and communities to discuss transport options in the lead up to the Games
- Providing members of the public with up-to-date information so they can make well informed choices
- A robust communications campaign to state changes
- Consider a dedicated journey planner for travel during the Games
- Introduction of temporary measure to make efficient use of the network
- Encouraging visitors to use public transport to minimise disruption to the network.
- For events in the West Midlands, Games' tickets will include access to public transport in the local area on the day of your event. Games time volunteers, the OC workforce and all members of the Games Family will have access the local public transport network
- Ensuring all events are accessible by public transport
- Introducing temporary services to alleviate pressure on the network (for instance, bus shuttle services).
- Using the RTCC as a single source of data to help TfWM deliver better information and journey planning information to the public
- Implement traffic management measures for road network efficiency

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- Investing in infrastructure to help meet the extra demand, including bike share and improved transport links on cycle routes, Metro, Sprint and the rail network that will have long term positive impact
- Working with the Safer Travel team to keep the network safe
- Ensuring venues are located within walking distance of rail stations and a £1 billion investment by West Midlands Rail franchise in services on the West Midlands route, including new and refurbished trains, improved passenger information and accessibility, free Wi-Fi, station upgrades, flexible ticketing for part-time workers.
- Working with bus and train operators to understand the potential for providing extra temporary capacity and connectivity to accommodate increases in passenger numbers
- Implementation of route diversions and temporary bus stop relocations to improve access to the venues
- Enhancing the park and ride offer to ensure drivers can safely park their cars and use public transport to the venues
- Providing bus shuttles tailed to the competition schedule to ensure spectators, the workforce and volunteers can get to events on time
- Implementation of complementary services such as rideshare, taxis, coaches and ring and ride (for people unable to use conventional public transport)
- Implementation of potential measures in key Games routes, such as bus priority, traffic signal improvements, event-specific signage, temporary suspension of parking and temporary road closures
- Accessibility transport measures for people with disabilities, such as clearly signposted accessible walking and cycling routes; accessible transport services; new accessible transport infrastructure; blue badge parking availability in all venues; accessible shuttle bus services from key transport hubs and park and ride sites; complementary accessible services; conducting access audits; engagement with disability groups to identify needs.

Key infrastructure developments and improvements include:
- New Sprint Bus Rapid Transit schemes (A34 Walsall to Birmingham supporting access to Alexander Stadium; A45 Birmingham to Birmingham International and Solihull supporting access to NEC Halls and Arena)
- Improvements to the Metro through extensions to Centenary Square, Five Ways and Edgbaston and the delivery of a new multi-modal transport interchange at Wolverhampton
- University rail station upgrade which will support the hockey and squash venues at the University of Birmingham
- Perry Barr station enhancements to improve the passenger experience providing access to Alexander Stadium
- Coventry bus station capacity and accessibility improvements

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- New segregated cycle way along the A34 and A38
- Improvements to the region's highways

Transport initiatives, new schemes and infrastructure improvements will bring improvements across the region. They will link communities to local facilities enhancing a thriving modern community hub for future generations to live, work and enjoy; they will provide more efficient access to future employment and leisure facilities further afield. The legacy will include deduction in journey carbon footprint; investments in transport resulting in enhanced passenger experience; integrated network management and better demand management; additional walking and cycling routes and services and more responsive travel information.

A number of other strategies, tactical and operational plans are critical to the Games Transport Plan. These include:
- Venue Transport Operation Plans
- B2022 Sustainability Strategy
- Commonwealth Games Legacy Plan
- Games Transport Plan Communications and Engagement Plan
- Park and Ride Delivery Plan
- Taxi and Private Hire Vehicle Strategy
- Active Travel Strategy
- Public and Spectator travel information
- Local Traffic management measures
- Rail Station Management Plans
- Games ticket sales information

B. EQUALITY RELEVANCE/IMPACT

2. Does the policy affect the public or employees directly or indirectly? In what ways?

The plan affects the public and staff directly. The following are likely to be affected:
- Approximately 4 million residents and everyday users (commuters, businesses)
- 1.2 million spectators
- 12,000 athletes and games family (team and technical officials, sponsors, media)
- 45,000 workforce and volunteer

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3. What information is available on the equality issues in the key target groups[1]? **(**What inequalities, discrimination /and health inequalities currently exist in relation to the target groups? What information/data do you have that explains why these inequalities exist and how they are maintained?)

This section will present data, report findings and key demographic information for the West Midlands Metropolitan area to identify any potential impact on protected characteristics.

Besides key demographic data, there will be a focus on transport, deprivation and socio-economic inequalities as these are the inequalities we need to be reviewing in relation to the transport plan.

It will also focus on transport related barriers as they are likely to have an impact on people's ability to access the games opportunities.

Other inequalities and data (i.e. employment, volunteering, environmental) will be briefly referenced but they are tackled in more detail as part of separate EqIAs (i.e. Skills Academy EqIA).

Input from this EqIA can also help inform separate games strategies and plan linked to the transport plan (i.e. ticketing, park and ride, engagement).

THE WEST MIDLANDS REGION AT A GLANCE (CENSUS DATA)
<u>Population</u>

The West Midlands Metropolitan Area comprises Birmingham, Coventry, Dudley, Sandwell, Solihull, Walsall and Wolverhampton.

The population was 2,916,458 in mid-2018 (estimates).

Population density is the highest in Birmingham, with 42.6 people per hectare and lowest in Solihull with 12.1 people per hectare.

The population has grown faster than previously anticipated, with the West Midlands having the second highest fertility rate of all UK regions. The population is projected to increase by 9.6% by 2038.

International net in-migration has continued at a high rate but with variations in the origins of migrants. The growing population is likely to become increasingly diverse. The changing population may result in the need for more infrastructure and pressure on the environment.

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[1] Equality target groups: Age, gender disability, race, religion and belief, pregnancy and maternity, socio-economic, sexual orientation

Race and Ethnic Background

The West Midlands Metropolitan area has the largest non-White regional population outside of London. Asian or Asian British is the ethnic group that makes up the biggest non-white proportion of the population.

69% of the population have a White British ethnic background, which compares to an average of 80.5% in England and Wales. Birmingham is the most ethnically diverse district (47% being minority ethnic groups), followed by Wolverhampton, Sandwell and Coventry. The two biggest ethnic minority groups are Pakistani (at 7.3%) and Indian (at 6.8%)[2].

According to the University of Birmingham IRIS department, Birmingham is now classified as a 'Super diverse' city composing 187 different nationalities/ethnicities.

There are distinct concentrations of minority ethnic communities within the metropolitan area.

Faith or Belief

People in the West Midlands Metropolitan area have a greater level of religious affiliation than in England overall. 53.8% of the population declared that they are Christian. This compares to 59.3% in England and Wales. 20.3% of the population declared that they have no religion, whilst 12.2% declared that they are Muslim.

Sex

The split between the sexes (50.5% female and 49.5% male) is similar to England and Wales.

Age

The West Midlands Metropolitan area has one of the highest proportions of population aged under 16 and a lower proportion of people aged over 65 compared with other regions. The mean age is 37.4 which compares to 39.4 in England and Wales. The only districts that slant older are Solihull and Dudley. Walsall has got a higher proportions of younger aged groups but it also has a higher proportion of people above retirement age.

Birmingham specifically is described as the youngest city in Europe, with under 25s accounting for nearly 40% of the population.

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[2] These figures are based on Census 2011 data and are likely to be significantly higher once the next Census of 2021 is conducted

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The West Midlands Metropolitan area also generally has a lower percentage of people aged 65+ with the exception of Solihull and Walsall that have higher proportions of people above retirement age than nationally.

<u>Sexual Orientation</u>

2.3% of the West Midlands population identified themselves as gay, lesbian or bisexual in 2018[3]. However, key organisations such as Stonewall estimate the figure to be higher at 5-7%.

<u>Disability</u>

The West Midlands Metropolitan area has a larger percentage of people in households with a limiting long-term illness (6% of households compared to 4.7% in England and Wales). It also has a slightly larger proportion of disabled people than England and Wales (19% versus 18% in England and Wales). The Equality Act defines disability as any physical or mental impairment that has a substantial and long term effect on people's ability to carry out day to day activities. This includes people with mobility difficulties, sight loss, hearing loss, people with mental health impairments, dyslexia and other neuro diverse conditions, speech impairments and people with learning disabilities. Progressive conditions such as HIV, cancer, dementia and multiple sclerosis are also included.

TRANSPORT INEQUALITIES

In the West Midlands, transport poverty is widely dispersed across the region but is more concentrated in urban peripheral areas (Lucas et. al, 2019). Transport accessibility is a key issue across numerous demographics.

<u>Car ownership, transport dependence and mobility options:</u> The percentage of car ownership within the West Midlands Metropolitan area positively correlates with the English Indices of Multiple Deprivation. Levels of deprivation impact the likelihood of being able to purchase a car. People on the lowest income centiles are much less likely to own a car and some of the most deprived wards have under 50% household car ownership. Groups much more likely to be reliant on public transport are: Single parents (primarily women); young and older people; black and minority ethnic people (minority ethnic people twice more likely to live in a household with no car ownership); people on low incomes; part-time workers; unemployed people (3/4 of jobseekers do not own a car); disabled people (only 38% of people with mobility difficulties are main drivers or have household access to a vehicle). The majority of bus and foot travel are made by individuals from the lowest income groups whereas train, metro and bicycle trips are mainly made by those who fall within the highest income groups. A

significant percentage of West Midlands residents rely on public transport, primarily buses, to get around. White British people are more likely to live in a household with access to a car or van than any other ethnic group. Black people are more than twice as likely as white people to live in a household with no access to a car or van; there has been a marked drop in car ownership amongst young people. Even though car ownership can pose an advantage to many, 67% of car-owning households in the lower income groups report experiencing car related economic stress as running costs can be prohibitive. Car owners and main drivers in households are the least mobility constrained across all social groups. They make more trips over longer distance for all journey purposes giving them higher levels of access to activity, employment and other opportunities. Mobility and accessibility inequalities are highly correlated with social disadvantage. Lower income households travel much less and travel over much shorter distances than higher income household. They make nearly 20% fewer trips and travel 40% less distance than the average household (Lucas et. al, 2019). People who depend more on bus for work tend to be lower paid, live in more deprived areas and are more likely to turn down jobs due to transport issues, than those on higher incomes, who tend to use cars and trains more often

Location: Inequalities in the provision of transport services are strongly linked with where people live, and the associated differences in access to employment, healthcare, education, and local shops. People with more money have more options in both where to live and how to travel and good transport links drive up the cost of housing. The lack of private vehicles in low-income households, combined with limited public transport services in many peripheral social housing estates, considerably exacerbates the problem.

Commuting costs and transport affordability: Lower income households tend to spend a relatively high proportion of their income on commuting costs (25% compared to 13% for higher income households). Transport costs can even exceed wages for some on very low incomes, after tax and benefit withdrawal. Public transport costs has been reported to be the biggest issue faced by young people when accessing employment, education or training. Research has shown that there is a marked relationship between job accessibility by bus and employment outcomes. Issues with transport have been linked to low participation in post-16 education and college dropouts – which mostly impacts low income households. One consequence of having no access to a car and poor transport links is an increased reliance on taxis, which tend to be more expensive per mile than other options. The poorest households take more taxi journeys than other income groups. Similarly, people relying on cash to buy daily tickets as and when required and not affording weekly/month/annual passes end up spending more on an annual basis in comparison to those who are more financially secure and can invest in a travel pass. A number of groups are especially affected as they are more likely to live in more deprived areas on lower

incomes or be unemployed (Single parents, young and older people, black and minority ethnic, part-time workers, disabled people).

Network accessibility: Disabled people are more reliant on public transport in comparison to other groups, yet 1 in 5 disabled people within the West Midlands have reported having difficulty accessing the public transport network. Barriers such as a lack of integration between different modes of transport, inaccessible railway stations, poor staff and passenger attitudes, safety concerns and inadequate, inaccessible information provision contribute to difficulties for disabled people when it comes to using public transport.

Perceptions of safety: Perceptions of safety is a key barrier when it comes to accessing public transport. Young, minority ethnic people, LGBTQ+, disabled people and women are more likely to feel unsafe using public transport. Young people in particular feel anxiety around public transport safety. LGBTQ+ groups and women feel vulnerable and fearful of crime when waiting at stations, shelters and interchanges. Within the West Midlands, disabled and young people are more likely to be concerned by the behaviour of other passengers, such as rowdiness, abusive behaviour, smoking and the consumption of alcohol.

Cycling and walking inequalities: Between 2010 and 2018 there was a 5% increase in walking trips per year for adults for those on the lowest income and 14% for those on the highest income. Cycling is primarily popular with white, under 40, males with medium to high household income. Women, minority ethnic groups, disabled people, older people and people from deprived neighbourhoods are significantly under-represented in cycling.

Concessionary pass holders data regional Free travel passes are provided to some 510,000 senior citizens of eligible age and 30,000 disabled people in the West Midlands as part of the English National Concessionary Travel Scheme. All permanent residents of the West Midlands who are of the age of entitlement or disabled people who meet the application criteria are entitled to a free pass. The travel pass entitles holders to free travel on bus, rail and tram services in the West Midlands and free national bus travel. Children under 16 and those aged 16-18 in full time education holding a disabled pass are entitled to a free travel concession before 9.30 Monday to Friday. Reduced fare travel is also provided to young people under 16 years old and 16-18 year olds in full time education or an apprenticeship and reside within the West Midlands.

Blue badge statistics In 2019 there were 257,000 Blue badge holders in the West Midlands region.

DEPRIVATION

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There is very strong correlation between deprivation, unemployment or poor employment and poor educational outcomes. This section outlines key national and regional deprivation statistics highlighting inequalities.

There has been little change in poverty (and persistent poverty) figures over the past decade. The proportion of the population (national figures) living in poverty was 22% in 2018/19 compared to 21% in 2010/11. However, poverty has shifted more toward in-work households (trapped in poverty by low wages, zero hour contracts and job insecurity with poor employment levels significantly higher) and those living in the private rented sector (housing costs have risen sharply). There has also been an increase in in-work child poverty (a significant percentage of which were minority ethnic children -45% compared to 20% white British) and low financial resilience with nearly 70% of families in the bottom quintile having no savings or very few savings.

Nearly half of those in poverty in the UK in 2018, 6.9 million people, were from families in which someone had a disability. After housing costs, the proportion of working age disabled people living in poverty is higher than the proportion of working age non-disabled people.

Some ethnic groups also face much higher rates of poverty than others, particularly those who are Black and Bangladeshi and Pakistani origin where rates of poverty are as high as 50%. Poverty is twice as high in ethnic minority groups on average, who are more likely to be in low skilled and low paid occupations and in precarious employment. Twice as many minority ethnic people live in deprived areas and more than 1 in 3 people from Black and Pakistani groups live in deprived neighbourhoods compared to 1 in 12 of which British people.

Regionally, deprivation is even higher. Average incomes in the West Midlands are 9% below the national average. Overall, the West Midlands Metropolitan area has a higher proportion of working age residents claiming out of work benefits compared to England and a higher percentage of working age residents who are economically inactive. 45.6% of households are located within the 20% most deprived areas in England. Household multiple deprivation is most severe in the Black Country and Birmingham. Birmingham, Sandwell, and Wolverhampton are the three most deprived authorities in the metropolitan area as per the 2019 Index of Deprivation. Specifically, they ranked 6th, 8th and 19th of the 326 authorities in England and Wales. Walsall (31st most deprived) and Coventry (81st most deprived) also have high levels of deprivation. 28% of Lower Layer Super Output Areas (LSOAs) within the West Midlands fall within the top 10% of the most deprived areas within England.

EMPLOYMENT AND UNEMPLOYMENT FIGURES/STATISTICS

Nationally, while employment rates had increased between 2010 and 2019, there was also significant increase in poor quality, insecure employment. There has also been a significant increase in the numbers of people on zero hour contracts (900,000 in 2019 compared to 168,000 in 2010) while in work poverty has also significantly risen. Those with lower socioeconomic position, younger people, those in lower paid jobs, disabled people and ethnic minority groups are all more likely to experience unemployment and poor quality work with attendant impacts on health.

The regional picture shows even starker inequalities. Regionally, The GVA per head is one of the lowest in the country (covid-19 impact on regional GVA will also be significant) and the unemployment rate is much higher than the national average (6 of the 10 constituencies in the country with the highest rate of unemployment are in the West Midlands). Employment rates are also lower. There is a prevalence in the region of low value, low wage and low skill work. The West Midlands Metropolitan area has smaller percentages of managers, professionals, small employers and self-employed workers. Conversely, it has higher percentages in the never worked and student categories, though there are differences by district. The WMCA performs especially poorly in relation to the employment rates of low activity groups, such as minority ethnic groups for example, those with lower levels of qualifications, single parents and disabled people. The difference in employment rate because these groups and the "prime" groups is 33.4% compared to smaller gaps in other regions - 24% in London, 21% in the West of England.

DIGITAL INEQUALITIES

An understanding of key digital inequalities is crucial as it may have an impact on people's ability to access transport related information or Games related opportunities. Digital skills are typically lower for those who are from deprived backgrounds. As society shifts more towards online systems and phasing out face-to-face interaction, those who do not possess sufficient skills or knowledge will struggle to adapt. As a result of this, the inequality gap will widen, with these individuals becoming more isolated. Just under 60% of individuals from lower income groups do not have access to the internet whereas 99% of individuals within higher income groups do.

Nationally, 7.5% of adults have never used the internet and within the West Midlands Metropolitan area, 13% of residents have never sent an online message or email. While around 90% of Londoners use the internet to send and receive emails, the share in the West Midlands is only 78%. Similar regional differences can be seen for the use of online banking or the cloud services to store and access files. 3% of the population within the West Midlands do not have a bank account. These individuals rely solely on cash as a means of

purchasing goods and accessing services, such as public transport. Interestingly, even though over 90% of adults own a debit card, the percentage of those who utilise online transactions is much less. The West Midlands has got the highest proportion of people who are offline across England.

95% of non-disabled adults were listed as recent internet users whereas this was only 78% for disabled adults. Contrastingly, this is not consistent with the internet usage of young disabled adults in the 16 to 24 demographic; 98% of disabled young adults were listed as recently using the internet which is close to the 99% of non-disabled young adults. This suggests that disabled people from older age groups are more disadvantaged when it comes to digital inequalities. Moreover, this is applicable to the overall older demographic, regardless of disability. Nationally:

- 4.1 million adults living in social housing are offline
- Around 60,000 11-18 year olds in the UK lack any internet connection at home whilst around 700,000 are in homes without any laptop, desktop or tablet.
- 5.9 million adults have never used the internet
- 20% of disabled adults have never used the internet
- There are 1.9 million households without internet access in the UK, and 9 million people can't use a device on their own
- Adults aged 16 to 24 have the highest rates of internet use
- 67% of those not in paid work or full/part time education said they had never paid for public transport tickets online (compared to 52% in full time work; 53% in part time work and 60% in education).

More generally, the internet is increasingly the channel by which services are publicised and accessed. However, the digital divide is also more likely to widen the poverty gap, as those who are digitally excluded are unlikely to receive the right information or access the right opportunities and even money saving deals. According to recent government estimates, predominantly offline households spend an average of £560 more per year on shopping and utility bills, compared to families which use the internet to compare prices and access better deals

VOLUNTEERING INEQUALITIES

Volunteering participation rates differ and some groups appear to experience a broader range of barriers to volunteering. Age: The transition from adolescence to adulthood is associated with a decline in volunteering followed by a steady increase in volunteering with age up until the age of 70, where volunteering rates decline again. Students are more likely to volunteer and spend longer per day volunteering than those in paid work. Disability: The difference between the proportion of people with and without disabilities taking part in formal and informal regular volunteering is small Sex: A greater proportion of women in

England volunteer formally and informally compared to men. Ethnicity: Asian groups are less likely to participate in formal volunteering compared to white and black groups. Socio-economic: People from lower socio-economic backgrounds are less likely to volunteer

Among older people, poor health and physical functioning, poverty, stigma, lack of skills, poor transport, time constraints, inadequate volunteer management, and other caring responsibilities are highlighted as potential barriers to volunteering. For younger people, a lack of institutional support and not being socialised into volunteering roles are barriers identified. Younger people may have negative perceptions of volunteering, as well as not having time to volunteer. A significant barrier to volunteering for people with a disability can be the disablist attitudes of others, including a stigma associated with impairment and perceptions that people with a disability have very little to offer or that supporting someone with a disability to volunteer will be too resource intensive. Some people with a disability may themselves express concerns about participating outside of 'safe' spaces and may sometimes require additional skills development to take part in volunteering. Men and women may have different motivations for volunteering and all identified barriers to volunteering appear to have a gender element. Women are constrained to a greater extent than men by housework and additional caring responsibilities (for children and elderly relatives) and are likely to receive less support from employers. People from minority ethnic groups may also experience limited access to volunteering infrastructures and have fewer resources to volunteer. Those with less personal and social resources are less able to volunteer and gain the associated benefits

ENVIRONMENTAL INEQUALITIES

Environmental inequalities occur where specific communities experience a poorer environmental quality. Young children, young adults, minority ethnic people and households in poverty have the highest levels of exposure to air pollution because they are more likely to live in urban, densely populated areas with higher pollution sources (AQMRC, 2019). Socially and economically disadvantaged people and some ethnic minority groups may also experience increased susceptibility to the negative air pollution-related health effects, ranging from conditions such as respiratory irritation and cardiovascular disease to premature death, as a result of higher underlying baseline disease rates in deprived communities.
Children and older people are also more susceptible to certain health impacts. An example of this susceptibility is the higher rates of asthma in children, the symptoms of which can be exacerbated by poor air quality. Higher exposure to air pollutants increases the risk of lung cancer, respiratory infections, stroke, ischemic heart disease, chronic obstructive pulmonary disease and depression.

WELLBEING

- The life span of people in the most deprived areas are 10 years shorter than well-off households.
- Nearly a quarter of adults are experiencing a mental health problem but the risks of poor mental health are not uniformly distributed. They are influenced by social, economic and physical environmental factors and social inequalities.
- 25% of children in the WMCA area are obese by Year 6.
- Women living in poorer households are three times as likely as men living in the most well off households to be diagnosed with a common mental health problem.
- Mental health disorders for children are high (within the 20% for England).
- People with an increased risk of developing mental health problems are : looked after children and young people leaving care; homeless people and people living in poor quality housing; unemployed people; people from BME backgrounds; lesbian, gay, bisexual and trans people; people with disabilities; carers; people experiencing multiple disadvantage.
- Black/ Black British men are five times more likely to be diagnosed and admitted to hospital for schizophrenia; have disadvantageous pathways into mental healthcare; higher than expected rates of detention under the Mental Health Act (MHA); are more likely to be prescribed medication; and have difficulties accessing services and poorer outcomes when they do. Black Caribbean young men are also twice as likely to die as a result of suicide as White psychiatric in-patients
- BME groups are more likely to report ill health and experience ill health earlier than white British people.
- Disability: Disabled people are more likely to experience health inequalities and major health conditions, and are likely to die younger than other people. Disabled adults are more likely to report poor mental health and wellbeing than non-disabled adults. Disabled people are more likely to be inactive because of their impairment or medical condition and more likely to develop secondary conditions such as diabetes, mental health conditions and metabolic dysfunction as a result of sedentary behaviour. 49% of disabled adults in the West Midlands are inactive

Sports and physical activity and inequalities:
- In the West Midlands approximately one third of adults are in the category of highest levels of physical inactivity in England – less than 30 minutes per week. This is below the England average.
- 64.7% of females are currently inactive compared to males

- If you have a disability you are more likely to be inactive than if you don't have a disability (80.6% of disabled people are inactive/don't take part in physical activity)
- Activity levels fall with age – 80% of over 65s are inactive
- People from lower socio-economic backgrounds are more likely to be physically inactive
- Ethnicity: many minority ethnic groups are less active than average and are less likely to achieve the recommended levels of regular physical activity. This is most pronounced for Bangladeshi and Pakistani women. Some BME groups experience worse health than others. For example, surveys commonly show that Pakistani, Bangladeshi and Black-Caribbean people report the poorest health, with Indian, East African Asian and Black African people reporting the same health as White British, and Chinese people reporting better health.
- Sexual orientation and gender identity: Research shows that half of all LGBT+ people say they would not join a sports club, twice the number of their heterosexual counterparts. One study noted not only the existence of prejudice, homophobia and discrimination in sport but a lack of expertise to address these barriers. The source of prejudice around LGBT+ issues in sport was traced to the application of gender stereotypes which may increase the risk of physical inactivity.

4. Is further research needed (i.e. consultations, working groups, surveys, data) to properly assess impact on the different equality target groups? If yes, how will it be undertaken and by when?

Existing equality impact considerations have been identified following research and information gathering (see question 3) and through previous engagement with equality target groups. This EqIA draft must be updated following further engagement and consultation with key equality groups and other stakeholders in the region, the Birmingham 2022 accessibility forum and local residents. The timeline for consultation is outlined in the transport (engagement July-October with final plan published in January).

The consultation document will be communicated to a large database of community and equality groups, will be available in alternative formats (as well as print and digitally) and there will be opportunities for virtual or face-to-face (covid-19 dependent) consultation sessions, where needed. Toolkits will be produced and partners will be actively encouraged to share and promote across their channels; Webinars and briefings will also be offered to key businesses surrounding venues; door drops to residents/businesses on affected routes;

social media (including paid) engagement; press releases; posters in public spaces.

Following extensive engagement activities planned any equality and access concerns will feed into this EqIA and, where feasible, will help inform transport plan measures.

5. What measures does, or could, the policy include to help promote equality of opportunity for and/or foster good relations between people who share a protected characteristic?

Key potential issues/barriers/disadvantage (as also identified in question 3) that the transport plan is <u>likely to have positive equality impact</u> on are outlined below:

Issue/Barrier	Protected Characteristics most affected	Games Positive Impact
Transport Inaccessibility (infrastructure, information provision safety concerns, affordability etc.)	Lower socio-economic groups Race (minority ethnic groups) Disability Age (young people and older people)	Active promotion of sustainable travel options, inclusive active travel schemes and investment in active travel infrastructure and public space and signage improvements are likely to help narrow the health inequalities and active travel inequalities gap and benefit some of the groups affected Investment in transport infrastructure (rail and bus station improvements, Metro extensions, cycle routes and Sprint routes), improved transport links and public transport improvements are likely to especially benefit those groups most reliant on public transport for education, employment and leisure.
Health and environmental inequalities	Lower socio-economic groups Race (minority ethnic groups) Disability Age	
Active Travel inequalities	Lower socio-economic groups Race (minority ethnic groups) Disability Age Sex (women)	Games environmental legacy will result in deduction in journey carbon footprint which is likely to especially benefit some of the groups in column 2 (details on health and environmental inequalities in question 3) Through improvements in information provision, network management and ticketing, the Games will support the longer-term

| | | | provision of more a responsive and personalised transport experience which will likely positively impact those groups who face the biggest barriers – information and affordability wise. |

Barriers that may have an impact on people's ability to benefit from the Games or potential inequalities resulting from the Games transport strategy are outlined below along with accompanying considerations.

Issue/Barrier	How/Why	Protected Characteristics most affected	Considerations and mitigation
Access to volunteering and training opportunities	Transport accessibility and affordability issues Data shows that transport affordability is one of the key deterrent for taking up volunteering, training and other opportunities for people from lower socio-economic groups and other protected characteristics most likely to be from a lower economic background	Lower socio-economic groups Race (minority ethnic groups – details in evidence, question 3) Disability Age (young people)	<u>Mitigation</u> Transport costs for volunteers will be covered during the games (along with transport costs for all workforce and the Games Family) <u>Additional considerations</u> While not directly linked to the transport strategy remit, it is important to consider *ways to support volunteers and trainees with affordability issues (not just covering basic travel but also (where needed) other expenses linked to training and volunteering).* This would also help ensure we are attracting people from lower-socio economic groups who are most likely to benefit from these opportunities. Considerations relating to supporting single parents and people with caring responsibilities is also crucial. This consideration

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			forms part of the Jobs and Skills Academy's EqIA
Increased travel demand putting a strain on the public transport system with ensuing adverse impact on some groups	Availability of services (higher demand than available services) especially problematic for groups reliant on public transport to get around Overcrowding in interchanges and on public transport especially problematic for disabled people, including people with hidden disabilities (mental health, neuro diverse conditions and learning disabilities) Availability of public transport seating for wheelchair users, parents with buggies and disabled people This may be exacerbated by the fact that people are actively encouraged to use public transport with venue parking restrictions. While this is crucial to avoid major congestion and other disruption to the network, it is also important to acknowledge that it may impact on regular public transport users (reliant on public transport to get around) as well as disabled public transport users and disabled spectators	Lower socio-economic groups Race (minority ethnic groups – details in evidence, question 3) Disability Age (young people) Women	<u>Mitigation</u> - Engaging with businesses and communities to discuss transport options in the lead up to the Games and encouraging (where possible) flexible working arrangements - Introduction of temporary measures to make efficient use of the network - Introducing temporary event services to alleviate pressure on the network and provide surge support to cope with the extra demand (for instance, a number of dedicated spectator and workforce accessible shuttle services and temporary park and rides etc.). -Investing in new or/and improving existing infrastructure to help meet the extra demand, including bike share and improved transport links on cycle routes, additional cycling and walking routes, Metro, Sprint and rail network infrastructure improvements - Working with bus and train operators to understand the potential for providing extra temporary capacity and connectivity to accommodate increases in passenger numbers -Metro wise, services will be extended at peak times to ensure residents and visitors can travel at ease -With Metro, capacity across the network will be managed with the use of ambassadors on board and at stops who will provide journey

			planning information and advice to those travelling
			-Rail wise, considerations on how train crew and rolling stock remains balanced to not only meet Games demand but also maintain efficient rail operations for every users.
			-Station management plans for all those stations where significant numbers of additional passengers are expected
			-Blue badge parking availability at all competition venues
			Additional considerations
			-Staff availability and presence in key, high demand locations (bus and rail stations etc.) is crucial as there will be visitors with no understanding of the local network; there will also be a number of regular commuters or and local games spectators who may need additional support due to overcrowding and network capacity issues. The effective deployment of volunteers in key interchanges (similarly to what is being planned with the Metro operations) is crucial and will help increase confidence in public transport use during the Games
			-Consider implementation of complementary services such as rideshare, taxis, coaches and ring and ride (for people unable to use conventional public transport)
			-Message consistency and clear messaging across the network is crucial to ensure disabled public transport users and other groups are not marginalised during the

			Games. There are likely to be access issues for wheelchair users, parents with small children, disabled public transport users with hidden disability and other public transport users with mobility difficulties. A combination of over-demand, under capacity, language barriers and overcrowding may have a detrimental impact on public transport usage for some groups – a number of considerations include clear messaging across the network; consistency of messaging across all operators; staff understanding of potential issues and a clear comms strategy of how they can be dealt with; promotion of voluntary visual aids that can help highlight that people may need additional support or/and may have a hidden disability. -Transport Hub Integration Group is developing Games time Station/transport hub plans for all of the designated stations or transport hubs. These will need to take into account key accessibility considerations and contingencies if things go wrong (i.e. lift breakdown and alternatives for wheelchair users). -Blue badge parking availability in venues acknowledges that a number of disabled people are either not able to use conventional public transport or/and may find it difficult with increased demand. Pre-bookable spaces in venues can help address this issue (along with other measures such as availability of alternative services)

			but it is really important to model potential blue badge demand and ensure blue badge availability can, as far as practically feasible, help meet demand
Travel disruption caused by the Games is likely to impact some groups disproportionately	Travel disruption likely to negatively impact those groups heavily reliant on public transport to get around for employment, education or leisure who are likely to use or reside in key routes. This is not just due to increased travel demand (covered earlier in this table) but also in relation to disruption and journey delays as a result of diversion routes, stop relocations, parking restrictions and access to local access, road restrictions, loading restrictions etc.	Lower socio-economic groups

Race (minority ethnic groups – details in evidence, question 3)

Disability

Age (young people)

Women | Mitigation

-Information campaign to raise awareness of changes (detailed in the information section of this table) so that people are aware and have contingency plans in place, where possible, in advance

- Controlled parking zones to allow access for residents and local businesses

- Engaging with businesses to discuss transport options in the lead up to the Games and encouraging (where possible) flexible working arrangements

-Local residents engagement in relation to any temporary measures and input into final design ensuring access to properties is a key consideration

-Temporary traffic regulation orders and traffic road notices to allow enforcement

-Accessibility related resident needs will be identified and protected (blue badge, load zones etc.).

-Greater investment into the West Midlands RTCC can help enhance the co-ordination of transport networks and services and minimise impact of disruptions.

Additional considerations |

			It is crucial that any temporary infrastructure and other changes still meet key accessibility standards (i.e. temporary stop relocations) and that even individual changes are effectively and proactively communicated in a number of ways (for instance signage on a discontinued stop may not be spotted by visually impaired bus users)
Access to venues	Accessibility of cycling and walking Games' options (routes, signage, infrastructure)

The protected groups described in question 3 (also see column 3 of this table) are under-represented in cycling, affordability and living conditions (locality etc.) as well as physical accessibility being issues

Public transport or cycling/walking may not be a viable option for some disabled people especially if demand increase makes it harder to use public transport

Public transport accessibility is already a concern for disabled people and that could be exacerbated under Games conditions (full or over capacity, congestion etc.) | Lower socio-economic groups

Race (minority ethnic groups – details in evidence, question 3)

Disability

Age (young people)

Women | <u>Mitigation</u>

--All events accessible by public transport which supports lower socio-economic groups
-Introduction of temporary measures to make efficient use of the network makes transition to the venues faster and more efficient
-Most venues located within walking distance of rail stations (though people with mobility or orientation difficulties may not benefit equally)
-Implementation of route diversions and temporary stop relocations to improve access to the venues
-Developing a park and ride offer to ensure drivers can safely park their cars and use public transport to the venues (hence enhancing options for residents/visitors who don't live in close proximity to transport links)
-access audits of cycling and walking routes and key infrastructure which can help enhance information provision (i.e. to raise awareness of any access |

<table>
<tr>
<td></td>
<td>Accessibility of venues by public transport or/and car – definition of walking distance, drop off points for car users, venue car parking options for blue badge users unable to use public transport etc.

Accessible transport options for spectators who are not car users and cannot use conventional public transport

Park and Ride accessibility – affordability, accessible connection services, walking distance to public transport or/and venues

Journey times may be longer for disabled users</td>
<td></td>
<td>barriers that are identified that cannot be mitigated through a personalised journey planner)
- Introducing additional temporary services to alleviate pressure on the network and provide support for extra demand (for instance, a number of accessible shuttle services to venues, park and rides etc.).
-Investing in new or/and improving existing infrastructure to help meet the extra demand, including bike share and improved transport links on cycle routes, Metro, Sprint and rail network infrastructure improvements
-Assigned walking and cycling routes from transport hubs to venues supported by temporary signage, wayfinding and cycle parking
- Working with bus and train operators to understand the potential for providing extra temporary capacity and connectivity to accommodate increases in passenger numbers
-Metro wise, services will be extended at peak times to ensure residents and visitors can travel at ease
-With Metro, capacity across the network will be managed with the use of ambassadors on board and at stops who will provide journey planning information and advice to those travelling
-Rail station management plans for all those stations where significant numbers of additional passengers are expected
-Blue badge parking availability at all competition venues</td>
</tr>
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| | | | -Dedicated areas for PHVs (as well as rideshare and demand responsive travel)
-Identified pick-up and drop-off points for venues
-Extension to bus lane operational periods
-Specific cycling measures to target those typically under-represented in cycling through schemes such as "cycling for everyone"
-Park and ride and park and walk facilities
-Investment in improvement to the canal network to make it easier to walk/cycle

Additional considerations

A number of considerations included in previous sections. Additionally:

-While walking options are feasible for the majority of public transport users, such options are limited for people with mobility issues, especially when walkways are inaccessible. Key accessibility requirements for park and ride and park and walk or/and other interchange facilities need to be considered for people with mobility difficulties or/and who are not able to walk long or short distances to venues.
-Accessibility considerations need to form part of all elements of transport planning and all infrastructure projects (i.e. proximity of parking spaces to shuttle services, clarity of information, accessibility of drop |

			off points). A checklist of key considerations in line with key access standards can help support the auditing process
			-While taxis and PHVs have a great role to play in terms of meeting accessible transport requirements, not all taxis/PHVs are accessible. That combined with low regulation levels may result in negative impact for some customers. However, as taxis account (as per the taxi and private hire strategy) for nearly 5% of trips during the games it is crucial that, through early engagement, they are integrated into wider transport planning. Due to the number of spectators (and the relatively low number of available taxis/PHVs in the West Midlands compared to other major cities) it is also key to ensure efficiency of taxi utilization is maximized. All these considerations are captured within the taxi strategy which also highlights the need for integration with venue accessibility transport plans and with the broader accessible transport strategy, taking into account a number of issues and requirements (i.e. driver training and awareness – taxi driver behaviour being a long standing issue, especially for disabled customers)
			-While a number of rail projects have been designed with accessibility in mind, ideally out of scope accessibility issues (platform edge tactile) should be considered for Perry Barr and University Station rail stations

			-cycling parking/facilities to consider accessibility for adapted bikes -Rail station management plans to consider staffing accessibility requirements (i.e. supporting increasing demand for wheelchair users) and whether a no booking system could be supported during the Games
Affordability of travel	Affordability of travel is an issue for a number of groups more likely to be on the lower socio-economic spectrum.	Lower socio-economic groups Race (minority ethnic groups – details in evidence, question 3) Disability Age (young people)	Mitigations: Volunteer provisions were covered in earlier sections Public transport included in the event ticket for spectators. Event staff and volunteers to have access to public transport Multi-modal capped ticketing can help inform better ticketing choices Concessionary tickets still valid during the games Additional considerations Transport ticketing provisions aside, Games ticketing affordability options should be considered (though not within the remit of this transport strategy) Ensure park and ride and other blue badge parking is available free of charge
Information on changes and travel options	A number of service and temporary infrastructure and parking changes may be required in the lead up	Lower socio-economic groups Race	Mitigation -Communications campaign to state changes through a range of

		Disability	channels (digitally, in print and through resident leaflet drop off in affected routes – more details above)
	to and during the Games which is likely to have an adverse impact on a number of groups as per question three – these groups are less likely to access mainstream communication channels, standard formats etc. so may be unaware of the changes or/and may find it difficult to adapt and may need additional support to adapt Likewise, spectator information on the Games may not be equally accessible for all		-Engagement with equality groups in the region, local and community based stations etc. -A dedicated journey planner for travel during the Games -Using the RTCC as a single source of data to help TfWM deliver better information and journey planning information and to facilitate the coordination of transport networks -Spectators and workforce will have access to public transport within their event ticket, simplifying ticket purchasing options -Journey planning information communicated to spectators with their Games ticket Additional considerations -Ensure the journey planner app is fully accessible and that all modes of transport are integrated within it The journey planner should offer accessible travel information to include information such as accessible walking routes, walking distance, wheelchair access options, designated pick-up and drop-off points etc. The journey planner should be tested with a number of access groups to ensure it is fully accessible - In consultation with access

			groups, ensuring signage and information is easy to understand, accessible for all (readability, colour contrast etc.) and available in a number of different formats (print, digital etc.) is key
Safety concerns	Some groups are more likely to have safety concerns when using public transport	Race (minority ethnic groups – details in evidence, question 3) Disability Age (young people) Women LGBTQ+	<u>Mitigation</u> -Additional resources deployed at key locations -Enhanced staff and volunteer presence to offer reassurance
Enhancing spectators' and visitors' experience	Games spectators, athletes and the Games family will come from a wide range of backgrounds and are also likely to have language barriers – communication difficulties Disabled transport users or/and spectators may need additional support or/and may face additional barriers due to increased demand (which may also exacerbate other passenger negative behaviours), One of the key barriers to public transport for disabled passengers is staff and passenger behaviour	Race Disability LGBTQ+	<u>Considerations</u> -Ensure good equality and diversity practice is embedded in training provision for games volunteers and public transport staff (also included within Jobs and Skills Academy EqIA) -The public transport system in the region is not regulated – this means that there is a plethora of bus, train operators. Moreover, there is also minimal regulation for taxis and PHVs. It is crucial that the need for staff awareness is communicated to all operators. However, identifying what equality awareness is needed for Games purposes and providing operators with relevant resources and material can help support a consistent approach to training

6. Do you think that the policy in the way it is planned and delivered will have a negative, positive or no impact on any of the equality target groups (please tick as appropriate)?

Positive impact: where the impact on a particular group of people is more positive than for other groups
Negative impact: where the impact on a particular group of people is more negative than for other groups
Neutral impact: neither a positive nor a negative impact on any group or groups of people, compared to others.

EQUALITY TARGET GROUP	AGE	GENDER (including gender reassignment)	DISABILITY	MATERNITY	RACE	RELIGION/BELIEF	SEXUAL ORIENTATION	SOCIO-ECONOMIC
POSITIVE IMPACT	Yes	Yes	Yes		Yes		Yes	Yes
NEGATIVE IMPACT								
NEUTRAL IMPACT				Yes		Yes		

The aim of the transport plan is to deliver successful transport operations to ensure everyone involved in competing, watching, administering and reporting on events are transported in a safe and efficient manner whist also making sure that any disruption to current users of the transport network is kept to a minimum. To support access for all a number of actions have been considered (see mitigations in question 5) and a number of additional considerations have been included within this EqIA (see question 5 and question 8 – action plan). Effective delivery of these will help ensure the Games offers a positive experience for all and any negative impact is averted, as far as practically possible.

7. If adverse/negative impact is noted to any of the listed equality target groups, can it be justified, i.e. on the grounds of promoting equality of opportunity for any other group/s?

Not applicable

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8. ACTION PLAN

What practical actions can be taken to promote inclusion and reduce/remove any adverse/negative impact?

Issues to be addressed	Actions required	Timescales	How would you measure impact/outcomes in practice
Addressing increased travel demand and travel disruptions	• Explore ways to ensure sufficient staff and volunteering availability and presence in key, high demand locations (bus and rail stations etc.) is crucial • Access and inclusion issues in relation to over-demand, under-capacity, language barriers, access needs and overcrowding should be considered in relation to transport operations and effectively communicated to transport staff– both in terms of mitigating risks and clear and consistent messaging across operators. • Promote voluntary visual aids that can help highlight that people may need additional support or/and may have a hidden disability • Station management plans to take into account key accessibility considerations and contingencies. Similar station management plans should be considered for bus	Now – embed within plans and strategy	-Sufficient staff presence in key venues and interchanges -Customer satisfaction and reduced number of incidents -Transport staff confident in their understanding of games access and inclusion considerations -Visual aids used on public transport during the games -Accessibility embedded within station plans -Blue badge availability in venues covers demand -All infrastructure (temporary or otherwise) meets key accessibility standards

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	stations likely to be heavily used during the Games and for Metro operations • Work with the venue planning teams to highlight the need to model potential blue badge demand and ensure blue badge availability can, as far as practically feasible, help meet demand • Ensure accessibility considerations included for all temporary infrastructure measures/changes (i.e. temporary bus stops)		
Access to venues for all	• Consider and communicate travel alternatives to park and walk for passengers with mobility difficulties or/and who are unable to walk long or short distances to venues • Develop a checklist of key considerations for infrastructure project to help support the auditing process and to help ensure accessibility considerations form part of all elements of transport planning • Ensure taxi and PHVs strategy is integrated with venue accessibility transport plans and the wider transport strategy • Consider (currently out of scope)	Now – embed within plans and strategy	-Customers with mobility difficulties able to travel the venues without additional effort and within a reasonable time frame -Checklist of access needs developed and used -Effective taxi operation during the games that meets demand and offers an accessible service -New/refurbished rail projects fully meet accessibility requirements -cycling infrastructure accessible for disabled cyclists -free parking for blue badge holders

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	accessibility enhancements for Perry Barr and University Station (platform edge tactiles) in time for the Games • Ensuring cycling parking facilities are designed with accessibility considerations in mind • Liaise with train operators to ensure rail station management plans consider infrastructure and staff accessibility requirements (i.e. staff availability to support customers who need additional support) • Ensure blue badge parking in park and rides is free		
Inclusive information provision	• Ensure full user accessibility of the journey planner app and that all modes of transport are integrated within it (including taxis and PHVs). • Ensure the journey planner offers accessible travel information to support an enhanced, trouble-free travel experience for disabled users • The journey planner should be tested with a number of access groups to ensure it is fully	Now – embed within plans and strategy	-An accessible journey planner that meets user needs (meeting key app accessibility standards) -testing with disability groups taken place and recommendations embedded in design and development -inclusive information provision and signage developed

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	accessible • Games signage and information needs to be easy to understand and accessible. Testing with key equality groups can help support this		
Enhancing spectator and visitor experience	• Ensure good equality and diversity practice is embedded in training provision for games volunteers and public transport staff (also included within Jobs and Skills Academy EqIA) • Effectively communicate to operators the need for staff awareness on equality and inclusion issues. Develop and communicate a number of resources or/and principles for operators that can help support a consistent approach to training	Now – embed within plans and strategy	-customer satisfaction -fewer complaints/incidents -transport staff abreast of equalities and confident in their ability to support customers