

EQUALITY IMPACT ASSESSMENT RECORD

Title of policy/ practice/ strategy/ legislation etc	Scottish Ferry Services: Ferries Plan (2013 – 2022)	
Minister	Minister for Transport & Veterans	
Lead official	Colin Grieve	
Officials involved in the EQIA	name	team
	Colin Grieve Brian Gordon John Galilee Donna Easterlow Graeme Beale	Ferries Policies Ferries Policies Transport Research Strategic Research Transport Research
Directorate: Division: team	Transport Scotland: TRANS : Aviation, Maritime, Freight and Canals: TD F Policy and Procurement	
Is this new or revision to an existing policy?	Revision	

Screening

Policy Aim

To develop a long term strategy for Ferry Services in Scotland, in the context of the Government's Purpose, Economic Strategy and National Transport Strategy

Applicable National Outcomes:

- We realise our full economic potential with more and better employment opportunities for our people.
- We live in well-designed, sustainable places where we are able to access the amenities and services we need

Who will it affect?

The ferry routes to Scotland's remote and island communities are a vital part of our transport network. These lifeline services provide residents with access to services, to employment, to education and to leisure, and they help promote a range of opportunities from

business growth to social inclusion. They also play a key role in providing access for the many tourists who visit these communities and contribute to the local economies.

There are a number of key issues facing ferry services in Scotland at present, including the kinds of ferry services that should be provided to communities and how ferry services should be funded and procured.

What might prevent the desired outcomes being achieved?

Lack of stakeholder interest in the Ferries Review which may result in it being difficult to assess the needs of communities. Limits on availability of funding may mean it is difficult to make investments in ferry services.

Stage 1: Framing

Results of framing exercise

Analysts in Transport Scotland Analytical Services have for a number of years been collecting existing evidence, as well as commissioning new research to inform the Ferries Plan from an equalities perspective. Key pieces of commissioned research include a household survey, and an analysis of responses to a consultation on the draft ferries plan (see below for further information).

Extent/Level of EQIA required

The Ferries Plan has collected together a comprehensive set of evidence to inform the EQIA. This has included drawing upon pre-existing published evidence on issues around accessibility of ferries, as well as gendered use of modes of public transport.

A household survey of 4,400 households across 32 distinct areas in affected regions was commissioned. Information collected as part of this survey highlights accessibility issues with fleet, as well as how age impacts on current and future use of ferries.

The Draft Ferries Plan was published for consultation in December 2011 setting out proposals for the provision and support of Scotland's ferry services until 2022. The consultation attracted 2,051 responses. Some respondents made some reference to accessibility. Information from further written consultations as well as public meetings with communities, reinforced that there are concerns amongst some on accessibility.

This EQIA is conducted for ferry communities as a whole rather than for each individual community. This is because a separate needs based assessment was carried out to assess the ferry service needs of individual island and mainland communities.

Stage 2: Data and evidence gathering, involvement and consultation

Include here the results of your evidence gathering (including framing exercise), including qualitative and quantitative data and the source of that information, whether national statistics, surveys or consultations with relevant equality groups.

Characteristic ¹	Evidence gathered and Strength/quality of evidence	Source	Gaps identified and action taken
AGE	<p>A comprehensive survey of 4,400 households who used ferries was carried out. The survey collected age information of users of ferries. It found no clear pattern of use with age, although older people were more likely to view accessibility as an important issue. (Excellent quality of data).</p> <p>Age related issues have also been flagged up in written responses to the consultation, as well as at public consultation events. Such issues have included lack of integration of ferry services with education provision, poor of facilities on board ferries for children, lack of late evening ferries preventing young people having a social life on the mainland, and national concessionary travel for older (and disabled) people being extended to ferry travel on grounds of fairness. (Excellent quality of data).</p>	Household Survey of communities served by ferries (NEMS Market Research; 2010); Analysis of Draft Ferries Plan consultation (2012)	None.

¹ Refer to Definitions of Protected Characteristics document for information on the characteristics

DISABILITY	<p>The Household Survey (described above) found that people with disabilities and life-limiting illnesses are less likely to make use of ferry services. (Excellent quality of data).</p> <p>Research commissioned by the SE in 2004 (Reid Howies Associates 2004) highlighted a number of accessibility issues on board ferries these included the steepness of gangways, as well as the accessibility of terminal buildings. (Excellent quality of data).</p> <p>Pre- and during- travel information is important for disabled people. Information on vessel and terminal accessibility and the availability of staff assistance, for instance, is important but not always readily available (Atkins 2006).</p> <p>An Accessibility Assessment of 7 Scottish ferry routes was commissioned by the Ferries Review Accessibility Working Group and carried out in 2009 by Gilroy Disability Training. The assessment identified good practice on board the ferries but areas for improvement were also highlighted. These included the provision of Visual Display Units, emergency strobe lighting, and facilities for assistance dogs at terminal buildings.</p>	<p>Household Survey of communities served by ferries (NEMS Market Research; 2010); Reid Howies Associates Research on accessibility of ferries (2004); Accessibility Assessment of 7 Scottish ferry routes carried out by Gilroy Disability Training (2009); Analysis of Draft Ferries Plan consultation (2012)</p>	<p>Disability issues being considered in work package undertaken by Caledonian Maritime Assets that will establish information about disabled users and future requirements on vessels and at ports and harbours.</p>
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	At public consultation meetings and also in written responses to ferry review consultations accessibility issues have been flagged up by individuals and organisations. Issues flagged up included lack of integration with other modes of transport, slipways often too slippery, and access ramps being too steep.		
SEX	<p>The Household Survey (described above) found that differences between men and women in terms of usage of ferries are low, although they tend to make journeys for different purposes.</p> <p>The existing broader transport research literature highlights the accessibility difficulties that women with children experience when trying to use public transport (Smith et al 2006). Many of the issues raised in relation to disabled accessibility thus are also relevant for this group.</p>	Household Survey of communities served by ferries (NEMS Market Research; 2010); Smith et al 2006.	None
GENDER REASSIGNMENT	None	None	None
SEXUAL ORIENTATION	None	None	None

RACE	<p>The Household Survey (described above) did not find any significant differences between ethnic groups in terms of use and experience of ferries. But numbers of non-white island residents were too small to make comparisons.</p> <p>Other research has highlighted the need for travel and transport information (in relation to all modes of travel / transport) to be available in a range of languages (Granville et al 2006)</p>	Household Survey of communities served by ferries (NEMS Market Research; 2010); Granville et al 2006.	None
RELIGION OR BELIEF	<p>At a number of public consultation meetings for the Ferries Review the issue of whether there should be Sunday sailings for Lewis and Harris was raised. Views were mixed but included the view that there should not be Sunday sailings on religious grounds. This view was also expressed by a religious group in the 2008 consultation, as part of the Scottish Parliament's Transport, Infrastructure and Climate Change Committee's investigation of Ferry Services in Scotland.</p>	Ferries Review public consultations (2010)	None

Stage 3: Assessing the impacts and identifying opportunities to promote equality

Having considered the data and evidence you have gathered, this section requires you to consider the potential impacts – negative and positive – that your policy might have on each of the protected characteristics. It is important to remember the duty is also a positive one – that we must explore whether the policy offers the opportunity to promote equality and/or foster good relations.

Do you think that the policy impacts on people because of their age?

Age	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination, harassment and victimisation			x	The evidence suggests that the ferries plan will not impact particularly positively or negatively on this group. There is no clear pattern of ferry usage by age.
Advancing equality of opportunity			x	The evidence suggests that the ferries plan will not impact particularly positively or negatively on this group. There is no clear pattern of ferry usage by age.
Promoting good relations among and between different age groups			x	The evidence suggests that the ferries plan will not impact particularly positively or negatively on this group. There is no clear pattern of ferry usage by age.

Do you think that the policy impacts disabled people?

Disability	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination, harassment and victimisation	x			The evidence suggests that the ferries plan can have positive impacts on disability through enhanced accessibility.
Advancing equality of opportunity	x			The evidence suggests that the ferries plan can have positive impacts on disability through enhanced accessibility.
Promoting good relations among and between disabled and able bodied people	x			The evidence suggests that the ferries plan can have positive impacts on disability through enhanced accessibility.

Do you think that the policy impacts on men and women in different ways?

Gender	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination			x	The evidence suggests that the ferries plan will not impact particularly positively or negatively on this group. There is no clear pattern of ferry usage by gender.
Advancing equality of opportunity			x	The evidence suggests that the ferries plan will not impact particularly positively or negatively on this group. There is no clear pattern of ferry usage by gender.
Promoting good relations between men and women			x	The evidence suggests that the ferries plan will not impact particularly positively or negatively on this group. There is no clear pattern of ferry usage by gender.

Do you think your policy impacts on transsexual people?

Gender reassignment	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination				Evidence is not available to make an assessment of potential impact.
Advancing equality of opportunity				Evidence is not available to make an assessment of potential impact.
Promoting good relations				Evidence is not available to make an assessment of potential impact.

Do you think that the policy impacts on people if they are lesbian, gay or bisexual?

Sexual orientation	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination				Evidence is not available to make an assessment of potential impact.
Advancing equality of opportunity				Evidence is not available to make an assessment of potential impact.
Promoting good relations				Evidence is not available to make an assessment of potential impact.

Do you think the policy impacts on people on the grounds of their race?

Race	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination			x	The evidence suggests that the ferries plan will not impact particularly positively or negatively on this group. There is no clear pattern of ferry usage by race.
Advancing equality of			x	The evidence suggests that the ferries plan will not

opportunity				impact particularly positively or negatively on this group. There is no clear pattern of ferry usage by race.
Promoting good race relations			x	The evidence suggests that the ferries plan will not impact particularly positively or negatively on this group. There is no clear pattern of ferry usage by race.

Do you think the policy impacts on people because of their religion or belief?

Religion and Belief	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination			x	The evidence suggests that the ferries plan will not impact particularly positively or negatively on this group.
Advancing equality of opportunity			x	The evidence suggests that the ferries plan will not impact particularly positively or negatively on this group.
Promoting good relations			x	The evidence suggests that the ferries plan will not impact particularly positively or negatively on this group.

Stage 4: Decision making and monitoring

Identifying and establishing any required mitigating action

Have positive or negative impacts been identified for any of the equality groups?	Positive impacts have been identified for the disability group.
Is the policy directly or indirectly discriminatory under the Equality Act 2010 ² ?	No unlawful discrimination has been identified.
If the policy is indirectly discriminatory, how is it justified under the relevant legislation?	Not applicable - No unlawful discrimination has been identified.
If not justified, what mitigating action will be undertaken?	Not applicable - No unlawful discrimination has been identified.

Describing how Equality Impact analysis has shaped the policy making process

The EQIA has highlighted that there is potential positive impact from the Ferries Plan for the disability equalities group. The Ferries plan now includes a chapter on Accessibility and the two main areas of action on accessibility in the Ferries plan are:

1) A commitment to use the procurement process for new/existing ferry services to address accessibility issues on our ferries. The tender documents will set out what is expected of ferry operator in how they consider those passengers with accessibility issues. This will include an Accessibility Information System. In 2010, Caledonian Maritime Assets Ltd (CMAL) published an Accessibility report that recommended the introduction of an 'Information System' to indicate the degree of accessibility for each harbour, ferry or route. This was a requirement in the procurement of the 2012 Northern Isles ferry services tender and Transport Scotland will specify in future ferry tenders for publicly-funded services that operators must put in place a system that improves the level of accessibility information.

² See EQIA – Setting the Scene for further information on the legislation.

2) Transport Scotland has asked CMAL to set up and administer an Accessibility Improvement Fund on our behalf. This will ensure that the Fund is administered competently, transparently and in line with Government finance rules. The Fund will be ringfenced and will not be used by CMAL for any other purpose. However, we want decisions on how the money is spent to be taken by a wider group that is able to consider proposals from operators of vessels and harbours and make decisions on priorities, taking into account availability of funds. We therefore propose to set up a Fund Management Group drawn from experts in their field.

The Fund will be supported by grant from the Scottish Government. The exact sum will be set as part of the annual Scottish Government Budget there is no provision in the 2013-14 Budget so the aim is to have the Fund up and running by April 2014. The Fund will be open to contributions from others including operators. The Management Group and the Fund administrator (CMAL) will also be encouraged to seek other contributions for the Fund; applicants will also be encouraged to seek other funding partners for particular projects.

Monitoring and Review

The operation of the Accessibility Improvement Fund will be reviewed after 2 years and will include consideration of equalities.

Monitoring information on use of ferry services is routinely collected by operators. We will work with operators to improve monitoring on equalities groups.

In future evaluations, we will explore equalities impacts.

Stage 5 - Authorisation of EQIA

Please confirm that:

- ◆ This Equality Impact Assessment has informed the development of this policy:

Yes ☒

No ☐

- ◆ Opportunities to promote equality in respect of age, disability, gender, gender identity/transgender, sexual orientation, race and religion and belief have been considered, i.e:
 - Eliminating unlawful discrimination, harassment, victimisation;
 - Removing or minimising any barriers and/or disadvantages;

- Taking steps which assist with promoting equality and meeting people's different needs;
- Encouraging participation (e.g. in public life)
- Fostering good relations, tackling prejudice and promoting understanding.

Yes ☒ No ☐

Declaration

I am satisfied with the equality impact assessment that has been undertaken for Scottish Ferry Services: Ferries Plan (2013 – 2022) and give my authorisation for the results of this assessment to be published on the Scottish Government's website.

Name: John Nicholls

**Position: Director – Aviation, Maritiem, Freight and Canals
Transport Scotland**

Authorisation date: 14 December 2012