

## SEStran People and Places Integrated Impact Assessment

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### Introduction

This document presents the findings of the Integrated Impact Assessment (IIA) of the SEStran People and Places programme. The assessment identifies the likely impacts and propose mitigation measures to reduce potential negative impacts where appropriate.

SEStran's People and Place programme will:

- Deliver increases in walking, wheeling and cycling, by both enabling and encouraging people that don't make these choices to start to do so, and those that do so already to do more
- Raise awareness of the benefits of active travel to many other people, making them more likely to change in future
- Work in many of the region's communities, schools, and residential settings, plus build capacity and capability for further change

Its focus will be on active travel for utility journeys, though increased active travel for leisure may also be supported where this can be demonstrated to contribute to regional health and/or economic development objectives. It will promote use of both existing and newly completed infrastructure, and will seek increased use of active travel to connect to other sustainable transport modes as well as for end-to-end journeys.

SEStran's People and Places programme is split against four themes:

- Schools and Young People
- Workplaces
- Accessibility and Inclusion
- Capacity and Capability building

The IIA will consider the likely impacts and propose mitigation measures for programmes within each of the four themes.

### Assessment Framework

The purpose of the IIA is to meet legal requirements related to The Equalities Act 2010 (Specific Duties) (Scotland) 2012 (specifically the Public Sector Equality Duty), the Fairer Scotland Duty, and the Children and Young People (Scotland) Act 2014. An IIA method was chosen due to the overlapping nature of the assessments and the person categories under them. As such, this IIA consists of a combined framework of the following assessments:

- Equalities Impact Assessment (EqIA)
- Children's Rights and Wellbeing Impact Assessment (CRWIA)
- Fairer Scotland Duty Assessment (FSDA)

- Health Inequality Impact Assessment (HIIA)

This approach has the benefit of enabling effective analysis of the impacts on all relevant person categories whilst avoiding duplication in assessment. Table 1 shows the person categories considered in this IIA and the individual assessments each person category is relevant to.

Table 1: Person categories and relevant assessments

Person category / included within impact assessment category	Equalities Impact Assessment (EqIA)	Children's Rights and Wellbeing Impact Assessment (CRWIA)	Fairer Scotland Duty Assessment (FSDA)	Health Inequality Impact Assessment (HIIA)
<b>Age</b>	✓			✓
Children under 12	✓	✓		✓
Children aged 12 – 18	✓	✓		✓
Young people aged 18 – 25	✓			✓
Older people aged 65 and above	✓			✓
<b>Disability</b>	✓			✓
People with a mobility disability (wheelchair user or who can walk only with significant difficulty, often with a walking aid)	✓			✓
People who are blind/have visual impairment	✓			✓
People who are Deaf/BSL user/have hearing impairment	✓			✓
People with a learning disability or cognitive impairment (such as dementia)	✓			✓
People who are neurodivergent (such as autism, ADHD, dyslexia)	✓			✓
<b>Gender Reassignment</b>	✓			✓
<b>Marriage and Civil Partnership</b>	✓			✓
<b>Pregnancy and Maternity</b>	✓			✓
<b>Race</b>	✓			✓
<b>Religion or Belief</b>	✓			✓
<b>Sex</b>	✓			✓
<b>Sexual Orientation</b>	✓			✓
<b>Socio-Economic Disadvantage</b> (people without access to regular income or savings, such as unemployed, single parents, people with lower education or literacy, looked after children, those with protected characteristics)			✓	✓

## Evidence Base

A literature review has been undertaken, utilising public survey data, government policy documents, the SEStran Regional Transport Strategy and academic sources to inform the identification of potential differential impacts on protected characteristic groups.

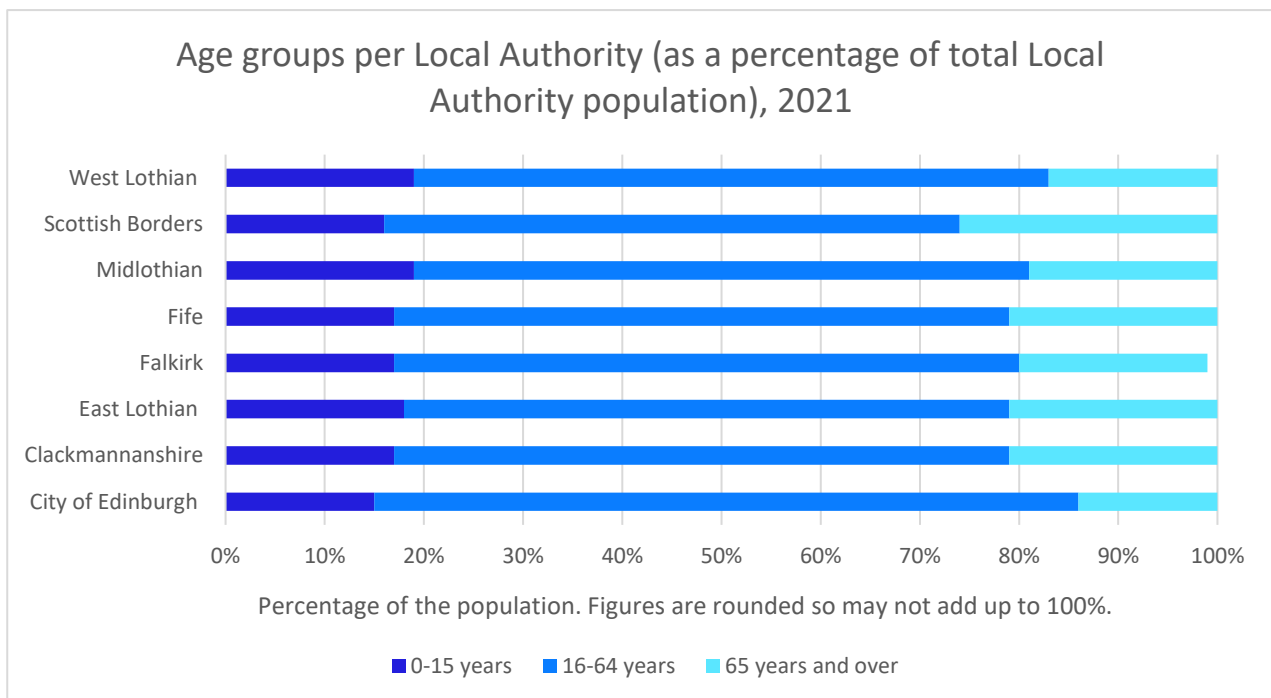
### Population statistics – SEStran Region

The SEStran region covers 8,400km<sup>2</sup>, which is just over 10% of Scotland’s landmass. It is hugely diverse and includes areas which fall into every one of the Scottish Government’s six-fold urban-rural classification. The total population of the SEStran area was estimated as 1,609,070 in 2019. The majority of the population is concentrated in the centre of the SEStran area, with a large, sparsely populated rural area to the south, particularly the remote rural areas in the Scottish Borders and East Lothian. The greatest concentration of population is within the City of Edinburgh, which accounts for approximately 33% of the total SEStran region’s population.

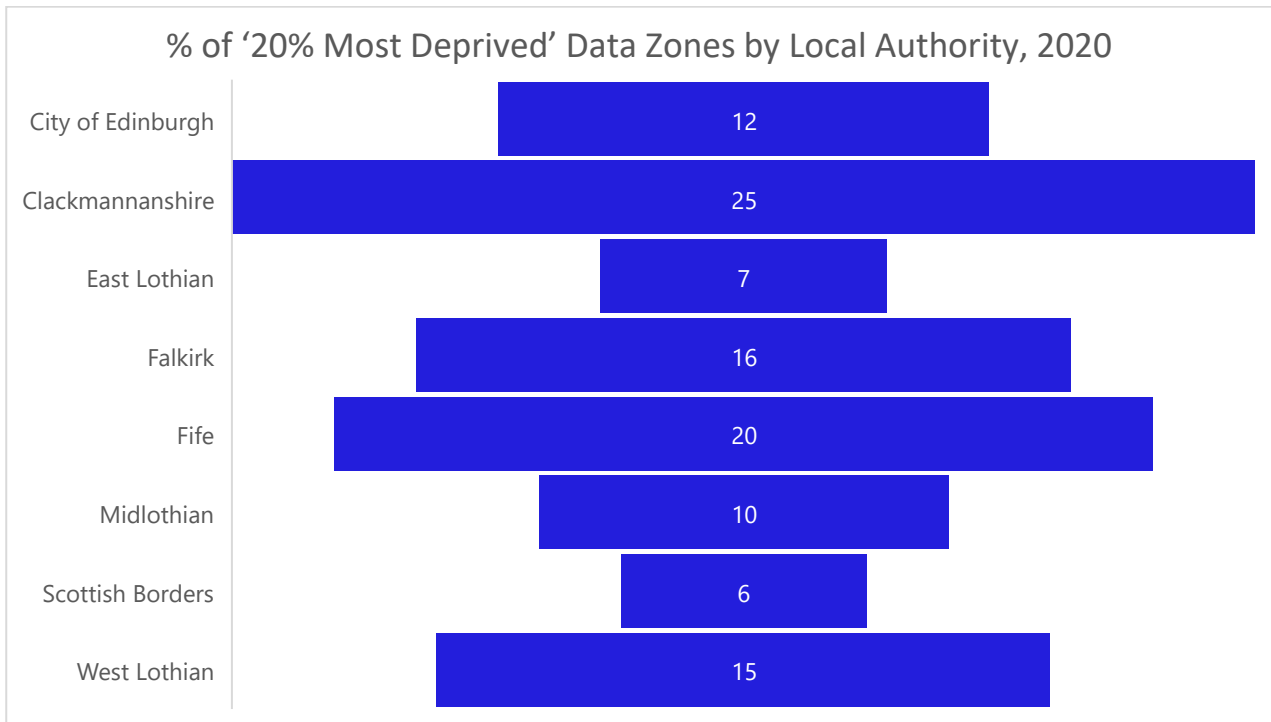
The population within the SEStran region is ageing, with the number of people in the region aged 65 or more increasing by 23.6% between 2009-2019. West Lothian has seen the highest growth in the elderly population (34.3%).

There are variations in levels of employment across the region, although only Clackmannanshire, Falkirk and Fife have an employment rate below the national average. All local authorities have experienced a growth in their employment rates since 2009, with the highest growth being in West Lothian.

Levels of walking as a means of transport and as a way to keep fit or for exercise are higher in the SEStran region than the national average. This suggests higher levels of physical activity, which is beneficial for health, and is further reflected in higher life expectancy rate, compared to the national average.



Source: NRS (2022) Mid-year population estimates Scotland 2021



Source: Scottish Government (2020) Scottish Index of Multiple Deprivation (SIMD20)

Table 2: Evidence

Person category	What is known currently about the experiences of people under this category?	Source
<b>Age</b>  Children under 12  Children aged 12 – 18  Young people aged 18 – 25  Older people aged 65 and above	<p>The Scottish population is ageing and in 2020, there were an estimated one million Scotland residents aged sixty-five years or older. By 2040, this will rise to an estimated 1.4 million, or 25% of our population.</p>	<p>Scottish Health Survey, Scottish Government, 2022</p>
	<p>Scottish Borders has the highest percentage population of people aged 65 and over of all the authorities in the SEStran region.</p>	<p>A More Active Scotland: Scotland's Physical Activity Delivery Plan, Scottish Government, 2018</p>
	<p>Access to services, such as shops, post offices and healthcare centres, as well as visiting friends and relatives can be difficult for older people, particularly in rural areas. Older people who do not have access to their own car or who have may have lost the right to drive due to eyesight deterioration or other medical problems, are particularly vulnerable to social isolation in rural areas, where services, such as GP surgeries, are too far away to walk, and public transport options are limited.</p>	<p>Hands up Survey Scotland, Sustrans, 2020</p>
	<p>Accessibility issues are more likely to affect older people than other age groups with some older people having limited mobility, hearing or vision impairments, difficulties in understanding information or accessing digital resources and difficulties in alighting to and from transport services or standing for long periods of time.</p>	<p>Department for Transport (DfT), National Travel Survey, 2014</p>
	<p>Walking is the most popular mode of travel across all age groups with 67% percent of adults saying they walked more than a quarter of a mile in the past 7 days, slightly higher than the proportion (64%) who said they drove at least once a week (Scottish Household Survey, 2019, reported in Scottish Transport Statistics no.39, 2020). Young adults were more likely to have walked to go somewhere (78%) compared with two-thirds of people aged 40-69 and 40% of those aged 80 or over.</p>	<p>National Records of Scotland, Census 2011: Release 3M - Detailed characteristics on Transport in Scotland, 2014</p>
	<p>Data from a 2019 national attitude survey shows that walking participation may be lower amongst those who are 'age and health restricted'. However, a significant proportion still make walking trips, with 48% walking to local shops or services in the past month, compared to 63% of the total survey sample.</p>	<p>Transport Scotland, 2020d</p>
	<p>Interventions to improve the walking environment, such as unobstructed and well-maintained footpaths may be particularly important for those who are 'age and health restricted'. In response to the Travel and Transport in Scotland Survey (2020), older residents (55+ years old) were more dissatisfied than younger residents (16-24 years old) with road maintenance (77% vs 46%), pavement maintenance (62% vs 25%) and street cleaning (49% vs 30%). Older residents are more susceptible to safety risks associated with these transport features, where poor pavement maintenance could increase risks of injuries.</p>	<p>Transport Scotland 2020c</p>
	<p>Walking and cycling are both low impact forms of physical activity that are encouraged across all age groups and may be particularly beneficial for those in older age groups who are unable to engage in more strenuous forms of physical activity.</p>	<p>Transport and travel in Scotland, 2019</p>
	<p>Walking is the most popular mode of travel for children to school (52%, compared with 25% travelling by car or van, 19% travelling by bus and 2% cycling).</p>	<p>Mid-year population estimates Scotland 2021, NRS, 2022</p>
	<p>Walking is the most popular mode of travel for children to school (52%, compared with 25% travelling by car or van, 19% travelling by bus and 2% cycling).</p>	<p>Scottish Household Survey, 2019, reported in Scottish Transport Statistics no.39, 2020</p> <p>Scottish Government, 2021 Health and social care strategy for older people: Consultation analysis, 2022</p> <p>Paths for all. National survey of attitudes and barriers to walking in Scotland</p>

	<p>Cycling as a means of transport is more common amongst younger people (age 16-19) than in any other age group, with the lowest levels of cycling seen amongst those age 50+ (Transport and Travel in Scotland, 2019). The provision of quality, segregated and maintained cycle paths is identified as the single biggest enabler of cycling in people aged 50-70, and indicators suggest e-bikes may have a significant role to play in facilitating increased levels of cycling in this age group (Centre for aging better. Exploring the barriers and enablers to active travel among 50-70 year olds).</p> <p>30% of older people (aged over 65) do not associate cycling as an activity for people like them, 18% do not cycle but would like to.</p> <p>Older people are more likely to use public transport for journeys in comparison to other age groups and there has been a 2% increase in the number of people aged 60+ in possession of a concessionary bus pass between 2009 and 2019.</p>	<p>Department for Transport. Active Travel Investment Models: Overview of evidence on increasing active travel, 2019</p> <p>UK Chief Medical Officers' physical activity guidelines, Scottish Government, 2019</p> <p>Cycling for Everyone, Sustrans, 2020</p> <p>Travel and Transport Survey, Scottish Government, 2020</p>
<p><b>Disability</b></p> <p>People with a mobility disability (wheelchair user or who can walk only with significant difficulty, often with a walking aid)</p> <p>People who are blind/have visual impairment</p> <p>People who are Deaf/BSL user/have hearing impairment</p> <p>People with a learning disability or cognitive impairment (such as dementia)</p> <p>People who are neurodivergent (such</p>	<p>Around 24% of Scotland's population live with a long-term physical or mental health condition that limits their daily life. Yet, those with long-term limiting illnesses, including disabled, people often experience higher levels of inequality. In areas with a higher level of deprivation, more people live with a limiting condition. In the most deprived areas in Scotland, 33% of adults live with a limiting condition, while 15% of adults lived with a limiting condition in the least deprived areas. Only about 50% of disabled people of working age are in work compared to 80% of non-disabled people of working age. Employment rates vary greatly according to the type of impairment a person has. People with a mental health condition considered a disability have the lowest employment rate of all impairment categories (21%) and the employment rate for people with learning disabilities is 26%.</p> <p>Accessible transport is an important aspect of enabling disabled people to enjoy equal access to full citizenship. Disabled adults are more likely to use the bus than non-disabled adults (11% of journeys vs 7%). In terms of requiring affordable transport options, whilst the National Concessionary Travel Scheme is available to all those who qualify, disabled people are more likely to face transportation cost issues than non-disabled people.</p> <p>Disabled people are less likely to hold a driving licence than non-disabled people (51% compared with 75%); they are less likely to have household access to a car (52% compared with 77%), and are less likely to drive everyday (25% compared with 47%). They are more likely to select car / van passenger as their main mode of travel than non-disabled people (18% compared with 12%). Overall, they are still slightly less likely to use car / van as their main mode of travel as either a driver or passenger (60% compared to 66%).</p> <p>A smaller proportion of disabled people meet physical activity recommendations than non-disabled people and providing safe and accessible opportunities for disabled people to be physically active through travel could play an important role in reducing this inequality.</p> <p>Disabled people are slightly more likely to walk as their main mode of transport than non-disabled people (24% of disabled people selected walking as their main mode of transport compared to 21% of non-disabled people).</p>	<p>Transport Scotland. Disability and Transport, findings from the SHS, 2021</p> <p>Scottish Government. Scotland's Wellbeing – Measuring the National Outcomes for Disabled People, 2019).</p> <p>Cycling for Everyone, Sustrans, 2020</p> <p>Wheels for wellbeing. A guide to inclusive cycling, 2020</p> <p>Transport for All, 2020</p> <p>Scottish Crime and Justice Survey, Scottish Government, 2023</p>

<p>as autism, ADHD, dyslexia)</p>	<p>23% of disabled people do not associate cycling as an activity for people like them, 31% do not cycle but would like to start.</p> <p>Disabled people may face several barriers to cycling, including inaccessible cycle infrastructure, cost of non-standard cycles, cycles not being legally recognised as mobility aids, lack of cycle facilities to accommodate parking and storage of non-standard cycles, and lack of inclusion in imagery and language used to describe cycling.</p> <p>Cycling rates amongst disabled people are lower than those who are not disabled even though 75% of disabled cyclists use their cycle as a mobility aid, with the same proportion finding cycling easier than walking. However, disabled cyclists cite inaccessible cycle infrastructure, cost of non-standard cycles and the inability to cycle in places where a mobility scooter would be allowed as the biggest barriers to cycling.</p> <p>Disability is one of the five groups of protected characteristics covered by the hate crime legislation. Attacks against disabled people are often different from other hate offences in that they might be perpetrated by friends, family members or carers. In 2021/22, 12.9% of adults who reported being a victim of crime were from disabled, compared to 9.1% of non-disabled adults.</p>	
<p><b>Gender Reassignment</b></p>	<p>There is limited data and evidence available on the experiences of transgender people. A 2007 survey of 71 transgender people in Scotland found that 30% of respondents had an income of over £20,000, and 48% of respondents had an income under £10,001. While this dataset covers only a small sample, it is considered reasonable to assume that trans people have lower income, and experience structural disadvantages in accessing employment and training opportunities, and are therefore at a higher risk of transport poverty.</p> <p>Transgender identity is one of the five groups or protected characteristics covered by the hate crime legislation. Nearly half of transgender persons in Scotland experienced a transphobic hate crime or incident in the year previous to 2017, according to estimates. This can impact mental health such as anxiety when using active modes of travel. These individuals may feel forced to hide/ modify their identities to avoid discrimination which could exacerbate negative mental health impacts.</p> <p>Transgender or gender non-conforming people may feel less safe, particularly during hours of darkness when places may be poorly lit, for fear of harassment or discrimination.</p>	<p>Scottish Transgender Alliance, 2008</p> <p>Stonewall Scotland, 2017</p> <p>Life in Scotland for LGBT Young People, 2020</p>
<p><b>Marriage and Civil Partnership</b></p>	<p>No research has been identified.</p>	
<p><b>Pregnancy and Maternity</b></p>	<p>Pregnant women or parents travelling with pushchairs and young children may find journeys are uncomfortable or difficult, especially without rest stops.</p>	<p>Scottish Health and Inequality Impact Assessment Network. Health and Transport: A guide, 2018</p>

	<p>Pregnant women may have safety concerns about travelling at night or during isolated times of day. They may also find it difficult to travel comfortably by active travel during peak hours.</p> <p>The unborn children of pregnant women are more vulnerable to the harmful effects of air pollution than others.</p> <p>Walking and cycling are both safer forms of exercise in pregnancy and can provide an important way for pregnant women to maintain good health and wellbeing.</p>	<p>UK Chief medical officers report: Physical activity guidelines, 2019</p> <p>NTS2 SEQIA Screening report, Scottish Government, 2021</p>
<p><b>Race</b></p>	<p>Evidence suggests that people from ethnic minority groups tend to live in low-income urban areas where the risk of assault is higher.</p> <p>Levels of walking for transport are similar amongst white Scottish; white British and Asian, Asian Scottish or Asian British groups (with 65%; 64% and 68% reporting walking as a means of transport in the previous 7 days); however there are higher levels of walking amongst white Polish; Other white and Other groups (75%; 82% and 77% respectively).</p> <p>Levels of cycling are similarly low across all ethnic groups, with slightly higher levels seen amongst white other British; other white; and other groups (with 7%; 14% and 7% respectively saying they had cycled for transport in the past 7 days) compared with the 4%; 5% and 3% of white Scottish; white Polish and Asian, Asian Scottish or Asian British groups.</p> <p>One in five people from ethnic minority groups (20%) state the cost of a suitable cycle as being a barrier for not cycling.</p> <p>Those in white Scottish and white other British groups are more likely to use cars, with 45% and 46% respectively reporting car use daily, compared with 37%; 23%; 28% and 29% of white Polish; other white; other and Asian, Asian Scottish, or Asian British respectively.</p> <p>Certain ethnic groups have higher prevalence of disease such as diabetes and cardiovascular disease where increased levels of physical activity and reduced levels of exposure to air pollution would be of benefit.</p> <p>Race is one of the five groups or protected characteristics covered by the hate crime legislation and racial crime is the most commonly reported hate crime with 3,249 charges reported in Scotland in 2017-18. Racial discrimination, harassment or abuse can create a barrier to travel for ethnic minority groups who are more likely to be subject to hate crimes.</p> <p>People from some ethnic groups may feel less safe, particularly during hours of darkness when places may be poorly lit, for fear of harassment or discrimination.</p> <p>16% of people from ethnic minority groups do not associate cycling as an activity for people like them, 55% do not cycle but would like to start.</p>	<p>Cuthbertson, 2018</p> <p>Scottish Household Survey, 2019, reported in Scottish Transport Statistics no.39, 2020</p> <p>Public Health Scotland. Scottish Migrant and Ethic Health Research Strategy Group Report, 2014</p> <p>Scottish Government, 2021</p> <p>Cycling for Everyone, Sustrans, 2020</p> <p>Bike Life, Sustrans, 2019</p>



	<p>33% of people from ethnic minority groups (in comparison to 24% of White people) are not confident in their cycle skills.</p>	
<p><b>Religion or Belief</b></p>	<p>Religion is one of the five groups or protected characteristics covered by the hate crime legislation. Safety, and perceptions of safety, are important for people from particular religious or faith communities, for whom concern about hate crime is a particular issue. For religious people who have a marked religious identity through clothing there is an increased risk of harassment or discrimination.</p> <p>Over a third of the Scottish population (36.6%) do not have a stated religion and this is the largest category within the 2011 census. Next to this 32.4% of people identified the Church of Scotland as their main belief and 15.9% identified the Roman Catholic Church. There are a number of other religious minorities in Scotland, with Muslim being the largest of these at 1.5%.</p> <p>With regards to poverty, 52% of Muslim adults are living in relative poverty after housing costs. This is more than double the percentage of the next highest group 'Other Religion' for which 21% are living in relative poverty. Muslims had significantly lower median hourly earnings (£9.19) than those of no religion or Christians (both £11.39). As such, this group might be more vulnerable to the costs of transport and face barriers in accessing employment, education, healthcare and other services as a result.</p>	<p>Department for Transport, 2020</p> <p>Scotland's Census, Scottish Government, 2011</p> <p>Scottish Government, 2021</p>
<p><b>Sex</b></p>	<p>Women are more likely to make multi-stop and multi-purpose trips, combining travel to work with trips for other purposes such as taking children to school, looking after family members or shopping.</p> <p>The proportion of men and women who report walking as a means of transport is similar (68% of men compared with 65% of women).</p> <p>A higher proportion of men cycle, with 6% of men having done so as a means of transport in the last week compared to 3% of women.</p> <p>Women report feeling less safe than men when cycling, particularly during hours of darkness, and road-space reallocation to provide dedicated space for cycling is cited as being more important to women than men.</p> <p>17% of women do not associate cycling as an activity for people like them, 36% of women do not cycle but would like to start.</p> <p>20% of women stated that having to travel with children, other passengers or too much stuff to carry was a barrier that stops them from cycling. 39% of women would find access to a cargo cycle helpful for them to cycle more or start cycling.</p> <p>35% of women (in comparison to 15% of men) are not confident in their cycle skills.</p>	<p>Scottish Household Survey, 2019, reported in Scottish Transport Statistics no.39, 2020</p> <p>Sustrans. Inclusive city cycling: Reducing the gender gap, 2019</p> <p>NTS2 SEQIA screening report, 2021</p> <p>Cycling for Everyone, Sustrans, 2020</p> <p>Bike Life, Sustrans, 2019</p> <p>Girls' Bike Club: building confidence and self belief for secondary school girls, Sustrans, 2021</p>

	<p>Teenage girls have reported they choose not to cycle because of negative stereotypes, a lack of role models and low levels of cycle confidence. A Sustrans study conducted in Brighton and Hove found that just 0.4 percent of secondary school-aged girls' cycle to school regularly, compared to 4.7 percent of boys.</p>	
<p><b>Sexual Orientation</b></p>	<p>Sexual orientation is one of the five groups of protected characteristics covered by the hate crime legislation and the most pertinent issue faced by this group relates to fears about intimidation, violence and/or abuse. It is estimated that 17% of LGBT people, and one in four disabled LGBT people, experienced a hate crime in the twelve months prior to 2017, an increase from 9% in 2013.</p> <p>LGBTQ+ people may feel less safe, particularly during hours of darkness when places may be poorly lit, for fear of harassment or discrimination.</p>	<p>Stonewall Scotland, 2017</p>
<p><b>Socio-Economic Disadvantage</b>  (People without access to regular income or savings, such as unemployed, single parents, people with lower education or literacy, looked after children, those with protected characteristics)</p>	<p>National trends indicate that income poverty disproportionately impacts groups who face existing structural disadvantages, including disabled people, women and specific ethnic groups. This can lead to poor health and wellbeing outcomes, and detrimentally affect the equality of opportunity a person experiences.</p> <p>There are variations in levels of employment across the SEStran region, although only Clackmannanshire, Falkirk and Fife have an employment rate below the national average. All local authorities have experienced a growth in their employment rates since 2009, with the highest growth being in West Lothian.</p> <p>When looking at the main method of travel to school by SIMD quintiles, those in the lower two quintiles (i.e. the 40% most deprived) are more likely to walk to school or travel by bus while those in the upper two quintiles (i.e. the 40% least deprived) are more likely to travel by car or by school bus.</p> <p>Being able to access education, employment and training are critical for low-income households as a means of escaping poverty, as well as for their general wellbeing and improved access to transport is a key enabler to this. Evidence indicates that the jobs that can be more easily done at home are also better paid on average than those that cannot. 15% of employees work fully from home (2022), a significant drop from 38% in 2021. In direct contrast, 39% are working hybrid, compared with 16% in 2021. The majority of these work from home for 50% or more of their time. An unchanged 46% of employees don't work from home at all. Those on the lowest salaries most likely to be in occupations where homeworking is not available. Over 90% of those in 'caring, leisure and other service', 'process, plant and machine operatives' and 'elementary' occupations don't work from home at all.</p> <p>There is a significant difference in objective pay between key and non-key workers, with a median of £25,837 and £31,200 respectively.</p> <p>Affordable and accessible transport can allow children from low-income households to access education and recreational opportunities, and allow parents to balance their parenting with their own educational or employment commitments. Furthermore, recent research by Transport Scotland found that travel cost is also an issue for families with young people</p>	<p>Labour Market Statistics, Scottish Government Scottish Government, 2021, Poverty Alliance, 2018</p> <p>Scottish Youth Parliament, 2019</p> <p>Scottish Government, 2021</p> <p>Christie et al, 2010</p> <p>Transport Scotland, 2020</p> <p>Cycling for Everyone, Sustrans, Bike Life, Sustrans, 2019</p> <p>Scottish Crime and Justice Survey, Scottish Government, 2023 Working Lives Scotland, CIPD, 2022</p>

pursuing further education. Yearly travel passes are expensive and can diminish considerable portions of most household budgets with nearly one third of respondents to a recent survey (31.4%) stating that they pay more than £12 to travel to school, college, or university each week.

Evidence shows that access to bikes also increases with household income and household size with bicycle access being higher in rural areas than urban areas.

People more likely to be at risk of deprivation (19%) state the cost of a suitable cycle as being a barrier for not cycling.

15% of people more likely to be at risk of deprivation think that cycle security is good in their local area.

'20% Most Deprived' SIMD Data Zones are the least likely to go into 'Positive Destinations' (e.g. higher education, further education, training, employment, voluntary work and activity agreements) (90.4%) compared to those from the '20% Least Deprived' areas (97.2%). Notably the '20% Most Deprived' Data Zones are primarily located within Urban Areas and their suburbs.

Of those more likely to be at risk of deprivation (socio-economic groups D and E), 20% do not associate cycling as an activity for people like them, and 38% do not cycle but would like to start.

There is strong relationship between deprivation and pedestrian casualties. In particular, children and young people from deprived areas were found to be involved in traffic injuries, for whom the risk was highest on main roads and on residential roads near shops and leisure services.

In 2021/22, 13.7% of adults who reported being a victim of crime were from 15% most deprived areas in Scotland, compared to 9.4% from the rest of Scotland.

## Assessment of Impacts

Tables 3-6 present an assessment of potential impacts on each person category from projects within each of the four SEStran People and Places Programme themes. These impacts were identified taking account of the evidence available at the time of the IIA. For each person category, the likely benefits from active travel behaviour change initiatives, the risks of not delivering initiatives, and potential mitigation measures identified, as well as whether any further research, data collection, or engagement work required.

## Theme 1: Schools and Young People

Projects include:

- Active Ways to School:** This proposal will provide a programme of intensive support, delivered using embedded officers, for eight secondary schools and all of their associated feeder primary schools (a total of around 50 schools across the region). It will deliver tailored support packages depending on schools' needs and circumstances, and will include provision of bikes and associated equipment to pupils, improved cycle/scooter storage and signage/information, as well as walking/wheeling/cycling training (depending on needs and across a wide range of age groups), campaigns, challenges and events, and support with travel planning to encourage and enable pupils and other members of the schools' communities to travel actively more often.
- Encouraging Active Travel: Young People:** This proposal will support more young people to travel actively in settings, apart from the school environments referenced above by delivering tailored support packages to nurseries, youth groups and schools which are outwith the eight clusters of the Active Journeys to School project. It will deliver tailored support packages for facilities which are likely to include provision of bikes and associated equipment for young people, improved cycle/scooter parking, as well as walking/wheeling/cycling training, campaigns, challenges, and events.

**Table 3: Impact assessment – Schools and Young People**

Person category	What are the anticipated benefits/opportunities that active travel behaviour change can deliver for this person category?	What are the risks/impacts of not delivering inclusive active travel behaviour change, and hence exacerbating inequalities, for this person category?	Assessment impact (H = high negative impact, M = medium negative impact, L = low negative impact, N = no impact, P = positive impact, U = unsure)	Recommendation for short-term action by SEStran/partners to mitigate risks? (Yes / to consider / no)
<b>Age</b>  Children under 12  Children aged 12 – 18  Young people aged 18 – 25  Older people aged 65 and above	<ul style="list-style-type: none"> <li>Increased levels of physical activity</li> <li>Active travel behaviours embedded from an early age</li> <li>Improved concentration and educational attainment</li> <li>Improved access to bikes</li> <li>Increased awareness of road safety</li> <li>Improved cycle skills and road safety confidence</li> <li>Increased social interactions</li> <li>Increased independence</li> <li>Improved access to higher education and training</li> </ul>	<ul style="list-style-type: none"> <li>If the school is located in an area with poor cycling infrastructure, inadequate footways, or heavy traffic, safety concerns may discourage parents/carers from allowing their children to actively travel to/from school.</li> <li>Engaging with secondary schools and their associated feeder primary schools could result in faith schools and additional support needs schools not being able to access to the same support offers.</li> <li>If communications language and imagery is not inclusive, carers (such as grandparents) may feel excluded.</li> </ul>	P	Yes
<b>Disability</b>  People with a mobility disability (wheelchair user or who can walk only with significant	<ul style="list-style-type: none"> <li>Improved access to bikes</li> <li>Increased awareness of road safety</li> <li>Improved cycle skills and road safety confidence</li> <li>Increased social interactions</li> </ul>	<ul style="list-style-type: none"> <li>Lack of appropriate equipment (for example adapted bikes), could exclude children with disabilities from participating in activities.</li> <li>Cycling only challenges will exclude those unable to cycle.</li> </ul>	L	Yes

<p>difficulty, often with a walking aid)</p> <p>People who are blind/have visual impairment</p> <p>People who are Deaf/BSL user/have hearing impairment</p> <p>People with a learning disability or cognitive impairment (such as dementia)</p> <p>People who are neurodivergent (such as autism, ADHD, dyslexia)</p>	<ul style="list-style-type: none"> <li>Increased independence</li> </ul>	<ul style="list-style-type: none"> <li>Engaging with secondary schools and their associated feeder primary schools could result in additional support needs schools not being able to access to the same support offers.</li> <li>If communications language and imagery is not inclusive, individuals with disabilities may feel excluded.</li> <li>Safety concerns of protected groups like disabled children and young people need to be considered.</li> </ul>		
<b>Gender Reassignment</b>	<ul style="list-style-type: none"> <li>Improved cycle skills and road safety confidence</li> </ul>	<ul style="list-style-type: none"> <li>Safety concerns of protected groups like transgender young people need to be considered, particularly given they already express safety concerns and are more likely to be victims of discrimination and hate crimes.</li> </ul>	N	To consider
<b>Marriage and Civil Partnership</b>	There is no evidence that, in isolation, married people or people in civil partnerships will be affected differently by the programme		N	No
<b>Pregnancy and Maternity</b>	<ul style="list-style-type: none"> <li>Maintain/increase levels of physical activity</li> </ul>		P	No
<b>Race</b>	<ul style="list-style-type: none"> <li>Improved cycle skills and road safety confidence</li> <li>Improved access to bikes</li> </ul>	<ul style="list-style-type: none"> <li>Safety concerns of protected groups like ethnic minorities need to be considered, particularly given they already express safety concerns and are more likely to be victims of racial discrimination and hate crimes.</li> <li>If communications language and imagery is not inclusive, children and young people, and their parents and carers from ethnic minority groups might not feel cycling is an activity for people like them.</li> <li>Lack of appropriate equipment (for example bikes), could exclude children and young people from participating in activities.</li> </ul>	P	Yes
<b>Religion or Belief</b>	<ul style="list-style-type: none"> <li>Improved cycle skills and road safety confidence</li> </ul>	<ul style="list-style-type: none"> <li>In accordance with their religion, baptised Sikhs are required to wear their hair uncut and</li> </ul>	P	Yes

		<p>wrapped in a turban. During activities where helmets are mandated, children and young people who wear a turban may feel excluded from taking part.</p> <ul style="list-style-type: none"> <li>• Safety concerns of protected groups like religious children or young people, particularly those who have a marked identity through clothing, need to be considered.</li> </ul>		
<b>Sex</b>	<ul style="list-style-type: none"> <li>• Increased levels of physical activity in teenage girls</li> <li>• Improved cycle skills and road safety confidence for teenage girls</li> <li>• Increased independence for teenage girls</li> <li>• Improved access to higher education and training for teenage girls</li> </ul>	<ul style="list-style-type: none"> <li>• If communications imagery is not inclusive, teenage girls may not feel cycling is an activity for them.</li> <li>• Some young women might feel intimidated cycling in a co-educational group.</li> </ul>	P	Yes
<b>Sexual Orientation</b>	<ul style="list-style-type: none"> <li>• Improved cycle skills and road safety confidence</li> </ul>	<ul style="list-style-type: none"> <li>• Safety concerns of protected groups like LGBTQ+ young people need to be considered, particularly given they already express safety concerns and are more likely to be victims of discrimination and hate crimes.</li> </ul>	N	To consider
<p><b>Socio-Economic Disadvantage</b></p> <p>(People without access to regular income or savings, such as unemployed, single parents, people with lower education or literacy, looked after children, those with protected characteristics)</p>	<ul style="list-style-type: none"> <li>• Increased levels of physical activity</li> <li>• Active travel behaviours embedded from an early age</li> <li>• Improved concentration and educational attainment</li> <li>• Increased awareness of road safety</li> <li>• Improved cycle skills and road safety confidence</li> <li>• Increased social interactions</li> <li>• Increased independence</li> <li>• Improved access to higher education and training</li> <li>• Improved access to bikes</li> </ul>	<ul style="list-style-type: none"> <li>• Lack of appropriate equipment (for example bikes), could exclude children and young people from participating in activities.</li> </ul>	P	Yes

## Theme 2: Workplaces

Projects include:

- Active Ways to Work: Large Employers:** This proposal will deliver a pilot project to support the promotion of active travel to work, now that employers in the region are starting to understand the post-Covid "new normal" travel patterns of their staff. It will support two large employers that currently have high rates of unsustainable travel to increase rates of walking and cycling. It will deliver tailored support packages which are likely to include provision of bikes and associated equipment to staff, improved cycle storage, changing areas/lockers and signage/information, as well as training, campaigns and events, and support with travel planning. Private sector employers may be asked to match fund the investment.
- Active Ways to Work: Other Employers:** This proposal will improve facilities for active travel at workplaces including cycle parking and changing areas, as well as funding for active travel campaigns, challenges, training, and travel plan development to encourage and enable active travel. Private sector employers may be asked to match fund the investment. This proposal will also enable the continuation of schemes which accredit workplaces as supporting active travel use.
- Workplace Regional Active Travel Promotional Campaign/Challenge:** This proposal will enable SEStran's existing comms and marketing resource to be used to more extensively promote the benefits to employers of supporting active travel to work through marketing activity and engagement with regional employers' networks. The proposal will include promotion of the opportunities of the Active Ways to Work proposal.

**Table 4 Impact assessment – Workplaces**

Person category	What are the anticipated benefits/opportunities that active travel behaviour change can deliver for this person category?	What are the risks/impacts of not delivering inclusive active travel behaviour change, and hence exacerbating inequalities, for this person category?	Assessment impact (H = high negative impact, M = medium negative impact, L = low negative impact, N = no impact, P = positive impact, U = unsure)	Recommendation for short-term action by SEStran/partners to mitigate risks? (Yes / to consider / no)
<b>Age</b>  Children under 12  Children aged 12 – 18  Young people aged 18 – 25  Older people aged 65 and above	<ul style="list-style-type: none"> <li>Improved cycle skills and road safety confidence</li> </ul>	<ul style="list-style-type: none"> <li>If the workplace is located in an area with poor cycling infrastructure, inadequate footways, or heavy traffic, safety concerns may discourage people from using active travel options. This could disproportionately affect people who lack confidence cycling in heavy traffic, including older adults.</li> </ul>	N	Yes
<b>Disability</b>  People with a mobility disability (wheelchair user or who can walk only with significant	<ul style="list-style-type: none"> <li>Increased awareness of road safety</li> <li>Improved cycle skills and road safety confidence</li> <li>Increased social interactions</li> <li>Increased independence</li> </ul>	<ul style="list-style-type: none"> <li>Cycling only challenges will exclude those unable to cycle.</li> <li>Projects that heavily promote cycling or walking to work might disadvantage people with</li> </ul>	L	Yes

<p>difficulty, often with a walking aid)</p> <p>People who are blind/have visual impairment</p> <p>People who are Deaf/BSL user/have hearing impairment</p> <p>People with a learning disability or cognitive impairment (such as dementia)</p> <p>People who are neurodivergent (such as autism, ADHD, dyslexia)</p>		<p>disabilities, injuries or chronic health conditions that limit their mobility.</p> <ul style="list-style-type: none"> <li>• If communications language and imagery is not inclusive, individuals with disabilities may feel excluded.</li> <li>• Safety concerns of protected groups like disabled people need to be considered.</li> </ul>		
<p><b>Gender Reassignment</b></p>	<ul style="list-style-type: none"> <li>• Improved cycle skills and road safety confidence</li> </ul>	<ul style="list-style-type: none"> <li>• Safety concerns of protected groups like transgender young people need to be considered, particularly given they already express safety concerns and are more likely to be victims of discrimination and hate crimes.</li> </ul>	<p>N</p>	<p>To consider</p>
<p><b>Marriage and Civil Partnership</b></p>	<p>There is no evidence that, in isolation, married people or people in civil partnerships will be affected differently by the programme.</p>		<p>N</p>	<p>No</p>
<p><b>Pregnancy and Maternity</b></p>	<ul style="list-style-type: none"> <li>• Maintain/increase levels of physical activity</li> </ul>	<ul style="list-style-type: none"> <li>• People with inflexible work hours or childcare responsibilities may find it difficult to commit to an active commute that is less convenient than other modes. This could impact working parents, particularly mothers.</li> </ul>	<p>P</p>	<p>Yes</p>
<p><b>Race</b></p>	<ul style="list-style-type: none"> <li>• Improved cycle skills and road safety confidence</li> <li>• Improved access to bikes</li> </ul>	<ul style="list-style-type: none"> <li>• Racial discrimination, harassment or abuse can create a barrier to travel for ethnic minority groups who are more likely to be subject to hate crimes.</li> <li>• If communications language and imagery is not inclusive, people from ethnic minority groups might not feel cycling is an activity for people like them.</li> <li>• Lack of appropriate equipment (for example bikes), could exclude people from ethnic minority groups from participating in activities.</li> </ul>	<p>P</p>	<p>Yes</p>



<b>Religion or Belief</b>	<ul style="list-style-type: none"> <li>Improved cycle skills and road safety confidence</li> </ul>	<ul style="list-style-type: none"> <li>Safety concerns of protected groups like religious people, particularly those who have a marked identity through clothing, need to be considered.</li> </ul>	<p>P</p>	<p>To consider</p>
<b>Sex</b>	<ul style="list-style-type: none"> <li>Improved cycle skills and road safety confidence for women</li> </ul>	<ul style="list-style-type: none"> <li>Some women might feel intimidated cycling in a co-educational group.</li> </ul>	<p>P</p>	<p>Yes</p>
<b>Sexual Orientation</b>	<ul style="list-style-type: none"> <li>Improved cycle skills and road safety confidence</li> </ul>	<ul style="list-style-type: none"> <li>Safety concerns of protected groups like LGBTQ+ people need to be considered, particularly given they already express safety concerns and are more likely to be victims of discrimination and hate crimes.</li> </ul>	<p>N</p>	<p>To consider</p>
<b>Socio-Economic Disadvantage</b> (People without access to regular income or savings, such as unemployed, single parents, people with lower education or literacy, looked after children, those with protected characteristics)	<ul style="list-style-type: none"> <li>Increased awareness of road safety</li> <li>Improved cycle skills and road safety confidence</li> <li>Improved access to training and employment</li> <li>Improved access to bikes</li> </ul>	<ul style="list-style-type: none"> <li>Financial incentives for active travel, like bicycle subsidies, might not be helpful for low-income employees who can't afford a bicycle in the first place.</li> <li>Key workers may travel during low-light hours, which can feel less safe for cyclists and pedestrians, especially without proper infrastructure like streetlights or dedicated cycle tracks.</li> </ul>	<p>P</p>	<p>Yes</p>

### Theme 3: Accessibility and Inclusion

Projects include:

- **Street Audits and Enabling Facilities:** This proposal will enable audits of areas with high pedestrian, wheeling and cycling potential, likely including town centres, shopping streets, and routes to schools, public transport hubs, leisure facilities and parks, including engagement with residents, pupils, cyclists, pedestrians to understand their concerns and priorities. It will also enable removal of barriers to active travel and installation of signage and small enabling interventions e.g. dropped kerbs, handrails and cycle parking, where these are identified by the audits. There will be a focus in this work package on aligning these measures to those being delivered elsewhere in the regional programme, to add further value and generate additional modal shift.
- **Local Active Travel Community Delivery gaps study:** This proposal will identify key locations for provision of local active travel delivery support with specific focus on access to existing infrastructure, travel behaviours and barriers to active travel. Analysis will be carried out of the most effective local delivery mechanisms to provide this.
- **Active Travel Hubs:** This proposal will provide two new active travel hubs, located in communities in which significant potential for increased active travel is identified and where there is an existing lack of provision of support. Each will deliver a tailored range of services for local people to encourage and enable walking, cycling and wheeling as modes of transportation including access to bikes and associated equipment, cycle training, events and challenges.
- **Existing Active Travel Communities Support:** This proposal will provide support to existing larger organisations with a track record of delivering effective active travel interventions in their local communities. This will specifically support these organisations to expand their support further. This could include setting up satellite locations to increase reach, 'consultancy style' support to other organisations to deliver their own interventions or add capacity, and shared learning/training opportunities.
- **Encouraging Active Travel Communities:** This proposal will deliver initiatives which address existing barriers that disproportionately affect people that are often excluded from walking, wheeling and/or cycling, making active travel options more accessible and enjoyable for everyone. Initiatives could include training and events for community groups, social prescribing, buddy schemes and access to bikes.
- **Access to Bikes:** This proposal will improve access to bikes, particularly for those people for whom cost is a barrier and that are not able to access provision through schools, workplaces or other community projects. It will include low-cost access to bikes (including adaptive bikes for children/families and disabled people), cycle training and low-cost maintenance of bikes. There will be a focus in this work package on provision of adapted bikes.
- **Access to Bikes: Young People:** This proposal will enable continued delivery of the Access to Bikes for Young People Programme, to increase affordable access to bikes (including adaptive bikes) for young people who need a bike and wish to access one. Funding could support Local Authorities, schools, community groups and third sector organisations who work with young people. There will be a focus in this work package on provision of adapted bikes.
- **Regional AT Comms Campaign:** This proposal will enable SEStran's existing comms and marketing resource to expand the provision of campaign work to promote the benefits of active travel and the opportunities to walk, wheel and cycle at a regional level. Partnerships are likely to be sought with national organisation to ensure consistency of messaging with assets also made available for LAs.
- **Regional Bike Share:** This proposal will enable a SEStran-led feasibility study into the opportunities, costs, and risks of a public bike hire schemes across the region, and which models may work best in different locations, with a focus on delivery options in 25/26

**Table 5 Impact Assessment - Accessibility and Inclusion**

Person category	What are the anticipated benefits/opportunities that active travel behaviour change can deliver for this person category?	What are the risks/impacts of not delivering inclusive active travel behaviour change, and hence exacerbating inequalities, for this person category?	Assessment impact (H = high negative impact, M = medium negative impact, L = low negative impact, N = no impact, P = positive impact, U = unsure)	Recommendation for short-term action by SEStran/partners to mitigate risks? (Yes / to consider / no)
<p><b>Age</b></p> <p>Children under 12</p> <p>Children aged 12 – 18</p> <p>Young people aged 18 – 25</p> <p>Older people aged 65 and above</p>	<ul style="list-style-type: none"> <li>Increased levels of physical activity</li> <li>Active travel embedded from an early age</li> <li>Improved concentration and educational attainment</li> <li>Increased awareness of road safety</li> <li>Improved cycle skills and road safety confidence</li> <li>Increased social interactions</li> <li>Increased independence</li> <li>Improved access to higher education and training</li> <li>Increased access to bikes</li> <li>Reduce reliance on digital devices for wayfinding</li> <li>Improved safety, comfort, and accessibility as a result of improved pedestrian infrastructure</li> </ul>	<ul style="list-style-type: none"> <li>Not everyone has access to the internet, reliable devices or the digital literacy skills to participate in online consultations. Consultation activities (e.g. Street Audits) which aren't accessible will create barriers to participation for particular groups, including older people.</li> <li>If communications language and imagery is not inclusive, older people may feel excluded.</li> <li>If active travel hubs lack accessible features, people with mobility issues, such as older people will be excluded.</li> <li>If active travel hubs are located in areas with poor active travel connections, or highly trafficked areas, individuals who are less confident cycling in traffic, or have mobility issues, may be discouraged from accessing the hub. The ability to run activities (led walks, rides, cycle skills) from the hub would also be limited.</li> </ul>	<p>P</p>	<p>Yes</p>
<p><b>Disability</b></p> <p>People with a mobility disability (wheelchair user or who can walk only with significant difficulty, often with a walking aid)</p> <p>People who are blind/have visual impairment</p> <p>People who are Deaf/BSL user/have hearing impairment</p>	<ul style="list-style-type: none"> <li>Increased awareness of road safety</li> <li>Improved cycle skills and road safety confidence</li> <li>Increased access to bikes (including adaptive bikes)</li> <li>Improved safety, comfort and accessibility as a result of improved pedestrian infrastructure</li> </ul>	<ul style="list-style-type: none"> <li>Not everyone has access to the internet, reliable devices or the digital literacy skills to participate in online consultations. Consultation activities (e.g. Street Audits) which aren't accessible will create barriers to participation for particular groups, including disabled people.</li> <li>People with disabilities who are excluded from active travel may miss out on the numerous health benefits associated with active travel. This can also limit social interaction and increase feelings of social isolation.</li> <li>If communications language and imagery is not inclusive, disabled people may feel excluded.</li> </ul>	<p>L</p>	<p>Yes</p>

<p>People with a learning disability or cognitive impairment (such as dementia)</p> <p>People who are neurodivergent (such as autism, ADHD, dyslexia)</p>		<ul style="list-style-type: none"> <li>• If active travel hubs lack accessible features, people with mobility issues, such as disabled people will be excluded.</li> <li>• If active travel hubs are located in areas with poor active travel connections, or highly trafficked areas, individuals who are less confident cycling in traffic, or have mobility issues, may be discouraged from accessing the hub. The ability to run activities (led walks, rides, cycle skills) from the hub would also be limited.</li> <li>• Safety concerns of protected groups like disabled people need to be considered.</li> </ul>		
<b>Gender Reassignment</b>	<ul style="list-style-type: none"> <li>• Improved cycle skills and road safety confidence</li> <li>• Community groups can leverage their existing networks to reach out to diverse populations within the community, this ensures that people from protected groups have the opportunity to benefit from active travel.</li> </ul>	<ul style="list-style-type: none"> <li>• Safety concerns of protected groups like transgender people need to be considered, particularly given they already express safety concerns and are more likely to be victims of discrimination and hate crimes.</li> </ul>	N	To consider
<b>Marriage and Civil Partnership</b>	There is no evidence that, in isolation, married people or people in civil partnerships will be affected differently by the programme		N	No
<b>Pregnancy and Maternity</b>	<ul style="list-style-type: none"> <li>• Maintain/increase levels of physical activity</li> </ul>		P	No
<b>Race</b>	<ul style="list-style-type: none"> <li>• Improved cycle skills and road safety confidence</li> <li>• Improved access to bikes</li> <li>• Community groups can leverage their existing networks to reach out to diverse populations within the community, this ensures that people from protected groups have the opportunity to benefit from active travel.</li> </ul>	<ul style="list-style-type: none"> <li>• If communications language and imagery is not inclusive, people from ethnic minority groups may feel excluded.</li> </ul>	P	Yes
<b>Religion or Belief</b>	<ul style="list-style-type: none"> <li>• Improved cycle skills and road safety confidence</li> <li>• Community groups can leverage their existing networks to reach out to diverse populations within the community, this ensures that people from protected groups have the opportunity to benefit from active travel.</li> </ul>	<ul style="list-style-type: none"> <li>• Safety concerns of protected groups like religious people, particularly those who have a marked identity through clothing, need to be considered.</li> </ul>	P	Yes
<b>Sex</b>	<ul style="list-style-type: none"> <li>• Improved cycle skills and road safety confidence for women.</li> </ul>	<ul style="list-style-type: none"> <li>• If active travel hubs are located in areas with poor active travel connections, or highly trafficked areas, individuals who are less confident cycling in traffic, or have mobility issues, may be discouraged from accessing the hub. The ability to run activities (led walks, rides, cycle skills) from the hub would also be limited.</li> </ul>	P	Yes

		<ul style="list-style-type: none"> <li>Some women, especially beginners, might feel intimidated cycling in a co-educational group.</li> </ul>		
<b>Sexual Orientation</b>	<ul style="list-style-type: none"> <li>Improved cycle skills and road safety confidence.</li> <li>Community groups can leverage their existing networks to reach out to diverse populations within the community, this ensures that people from protected groups have the opportunity to benefit from active travel.</li> </ul>	<ul style="list-style-type: none"> <li>Safety concerns of protected groups like LGBTQ+ people need to be considered, particularly given they already express safety concerns and are more likely to be victims of discrimination and hate crimes.</li> </ul>	N	To consider
<b>Socio-Economic Disadvantage</b> (people without access to regular income or savings, such as unemployed, single parents, people with lower education or literacy, looked after children, those with protected characteristics)	<ul style="list-style-type: none"> <li>Increased awareness of road safety</li> <li>Improved cycle skills and road safety confidence</li> <li>Improved access to training and employment</li> <li>Increased access to bikes</li> <li>Community groups can leverage their existing networks to reach out to diverse populations within the community, this ensures that people from protected groups have the opportunity to benefit from active travel.</li> </ul>	<ul style="list-style-type: none"> <li>Not everyone has access to the internet, reliable devices or the digital literacy skills to participate in online consultations.</li> <li>Requiring income proof risks excluding low-income individuals who could benefit from access to bike programmes. Financial incentives for active travel, like bicycle subsidies, might not be helpful for low-income employees who can't afford a bicycle in the first place.</li> <li>Not having somewhere safe to store a bike might deter individuals from getting a bike.</li> <li>Many key workers work outside of traditional business hours (9am to 5pm), including shift work, weekend work and long hours, meaning they may be excluded from attending activities routinely run at certain times during the day/week.</li> </ul>	P	Yes

## Theme 4: Capacity and Capability

Projects include:

- **Behaviour Change Project Officers:** This proposal will provide two FTE project officers to support behaviour change strategy development in two local authorities. Their work will support delivery of behaviour change from 25/26 onwards, but direct delivery will not be a focus of their roles.
- **Programme Management for 2024/25:** This proposal will provide the resource to enable strong and effective management of SEStran's People and Place programme for 2024/25, and will provide resource from existing SEStran officers and specialist external advisors as appropriate. This line includes 20% contingency.
- **Programme Preparation for 2025/26 onwards:** This proposal will provide the resource for the planning of SEStran's People and Place programme in future years and will provide resource from existing SEStran officers and specialist external advisors as appropriate. A key remit will be coordination with Local Authorities' programmes and joint planning with delivery partners. Its aim will be to develop a 5-year plan for delivery going forward, so this budget line will be significantly less/non-existent in future years. This line includes 20% contingency.
- **Capability and Capacity Building Development:** This proposal will provide support for the development of knowledge sharing and capacity building across the region and will be used to cover the costs incurred to enable community capacity to be developed.
- **Programme Level Monitoring & Evaluation:** This proposal will support the overall monitoring and evaluation of SEStran's People and Place programme. The budget will be allocated to compiling project-by-project data, using this to inform future plans, plus the programme and regional wide monitoring that is required. The capital element of this will be used to add to the regional network of counters to support the evaluation of the regional programme.
- **Project Level Monitoring & Evaluation:** This proposal will enable robust monitoring and evaluation of SEStran's People and Place programme, recognising the importance of this element, especially for the 2024/25 transition year. The budget will be allocated to ensure robust monitoring and evaluation of the effectiveness of the projects which make up the programme.
- **National Monitoring:** This proposal will provide a contribution to the continuation of a national monitoring programme for active travel within the SEStran region.

**Table 6 Impact Assessment - Capacity and Capability**

Person category	What are the anticipated benefits/opportunities that active travel behaviour change can deliver for this person category?	What are the risks/impacts of not delivering inclusive active travel behaviour change, and hence exacerbating inequalities, for this person category?	Assessment impact (H = high negative impact, M = medium negative impact, L = low negative impact, N = no impact, P = positive impact, U = unsure)	Recommendation for short-term action by SEStran/partners to mitigate risks? (Yes / to consider / no)
All groups		Individuals from protected groups are unintentionally excluded.	M	Yes

## Conclusions and Action Plan

By considering the following factors, SEStran and its local authority members can create an active travel behaviour change programme that is accessible, equitable, and effective in encouraging everyone to participate in a healthier and more sustainable way of travelling.

- Working closely with the community will help further understanding of the needs and barriers faced by different demographics. This includes people with disabilities, older people, children and young people, people from ethnic minority groups, low-income residents and those with childcare responsibilities.
- Promoting a variety of active travel options like walking, wheeling and cycling will cater to different abilities and preferences.
- Providing flexible and accessible activity and support offers will encourage participation from a wider range of individuals.
- Offering materials in a variety of formats, including online content, printed brochures, easy-read versions, audio recordings and British Sign Language videos, as well as providing materials in multiple languages or offering access to translation services, will ensure materials are accessible for all.
- Involving the community in design and implementation ensures it will reflect local needs and will help foster a sense of ownership. Showcasing a variety of people from different backgrounds using active travel in programme materials will inspire and motivate others.
- All organisations that work with or come into contact with children should have safeguarding policies and procedures to ensure that every child, regardless of their age, disability, gender reassignment, race, religion or belief, sex or sexual orientation, has a right to equal protection from harm.

**Table 7 Action Plan**

Risk	Mitigation	Owner	Stage
If the school/workplace is located in an area with poor cycling infrastructure, inadequate footways, or heavy traffic, safety concerns may discourage people from using active travel options. This could disproportionately affect people who lack confidence cycling in heavy traffic.	Consider whether delivery of Active Ways to School or Active Ways to Work would be appropriate in this location. Identify opportunities to delivery active travel infrastructure improvements.	Local Authorities	Inception
If active travel hubs are located in areas with poor active travel connections, or highly trafficked areas, individuals who are less confident cycling in traffic, or have mobility issues, may be discouraged from accessing the hub.  The ability to run activities (led walks, rides, cycle skills) from the hub would also be limited.	Consider accessibility factors from the outset. Ensure facilities are accessible and not located in locations poorly served by active travel connections, or in highly trafficked areas.	Local Authorities and Providers	Inception
If active travel hubs lack accessible features, people with mobility issues, such as older people will be excluded.	Consider accessibility factors from the outset. Ensure facilities are accessible and not located in locations poorly served by active travel connections, or in highly trafficked areas.	Local Authorities and Providers	Inception
Engaging with secondary schools and their associated feeder primary schools could result in faith schools and additional support needs schools not	Promote Encouraging Active Travel: Young People to schools unable to access Active Ways to School support. Consider if Active Ways to School could support neighbouring	Local Authorities and Providers	Inception

being able to access to the same support offers.	faith or additional support needs schools.		
If communications language and imagery is not inclusive, older people, disabled people, people from ethnic minority groups, teenage girls/women may feel excluded.	<p>People are more likely to connect with messages that feature people who look like them or who they can identify with. Seeing others from similar backgrounds enjoying active travel can be inspiring and motivating. Include diverse selection of 'real life' people within campaign images.</p> <p>Community groups can leverage their existing networks to reach out to diverse populations within the community, this ensures that people from protected groups have the opportunity to benefit from active travel.</p>	SEStran, Local Authorities and Providers	Throughout
Lack of appropriate equipment (including adapted bikes), could exclude people from participating in activities.	<p>Provision of Access to Bikes.</p> <p>Embedding processes which ensure support reaches intended audiences. Work with community groups who have existing connections with target population groups.</p> <p>Ensure adaptive bikes are included within Access to Bikes offerings.</p>	Local Authorities and Providers	Inception
Cycling only challenges will exclude those unable to cycle.	Deliver multimodal challenges which encourage participation for walking, cycling and wheeling.	Local Authorities	Inception
Safety concerns of protected groups like disabled people, transgender people, people from ethnic minority groups, people from different religious backgrounds, LGBTQ+ young people and young people need to be considered.	<p>Working closely with the community will help further understanding of the needs and barriers faced by different demographics.</p> <p>Deliver activities targeted at specific groups, for example women and ethnic minority groups. This can allow individuals to discuss topics specific to their experiences. This sense of community and shared understanding can be motivating.</p> <p>Work with community groups who have existing relationships and an existing level of trust with protected groups.</p>	SEStran, Local Authorities and Providers	Throughout
In accordance with their religion, baptised Sikhs are required to wear their hair uncut and wrapped in a turban. During activities where helmets are mandated, children and young people who wear a turban may feel excluded from taking part.	Ensure school activity providers have procedures in place to enable participation from children and young people who are unable to wear a helmet as a result of religious beliefs.	Local Authorities and Providers	Project start
Some women might feel intimidated cycling in a co-educational group.	Women-only groups (in schools, workplaces and community settings) can provide a supportive environment to learn and built	Local Authorities and Providers	Throughout



	confidence. Women-only groups can allow women to discuss topics specific to their experiences. This sense of community and shared understanding can be motivating.		
Financial incentives for active travel, like bicycle subsidies, might not be helpful for low-income employees who can't afford a bicycle in the first place.	Provide fully funded access to bike packages for low-income groups.	SEStran and Local Authorities	Inception
Requiring income proof risks excluding low-income individuals who could benefit from access to bike programmes.	Remove this requirement by working with community organisations who have existing relationships and an existing level of trust with low-income groups.	Local Authorities and Providers	Inception
Key workers may travel during low-light hours, which can feel less safe for cyclists and pedestrians, especially without proper infrastructure like streetlights or dedicated cycle tracks.	Identify opportunities to delivery active travel infrastructure improvements.  Promote public transport options alongside active travel.	Local Authorities and Providers	Throughout
Not everyone has access to the internet, reliable devices or the digital literacy skills to participate in online consultations. Consultation activities (e.g. Street Audits) which aren't accessible will create barriers to participation for particular groups, including older people and disabled people.	Consider accessible consultation: available in multiple formats (online, offline, easy-read versions), online platforms are accessible for users with visual impairments. Consider offering translation services and alternative communication methods, for example phone, in-person meetings, sign language interpretation. Consider different needs, for example if holding in-person meetings, choose accessible venues. Schedule meetings at convenient times and locations, be mindful of neurodiversity by providing options for quieter spaces or breaks during meetings.	SEStran, Local Authorities and Providers	Throughout
Not having somewhere safe to store a bike might deter individuals from getting a bike.	Integrate the provision/identification for cycle storage with Access to Bikes.	Local Authorities and Providers	Throughout
Many key workers work outside of traditional business hours (9am to 5pm), including shift work, weekend work and long hours, meaning they may be excluded from attending activities routinely run at certain times during the day/week.	Vary the time and location of activities according to the needs of the community.	Local Authorities and Providers	Throughout
Individuals from protected groups are unintentionally excluded.	Collect data on programme participation disaggregated by demographics to identify any unintended exclusion and ensure the programme reaches everyone.  Regularly monitor and evaluate the programme's effectiveness for different groups and make adjustments as needed to promote continuous improvement and inclusivity.	SEStran and Local Authorities	Throughout

