

Equality Impact Assessment: Conversation Screening Tool

The Council is legally required by the Equality Act 2010 to evidence how it has considered its equality duties in its decision-making process.

The Council must have due regard to the need to -

- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;
- (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

Having due regard to the need to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to -

- (a) remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;
- (b) take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it;
- (c) encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

A link to the full text of [s149 of the Equality Act 2010](#) which must be considered when making decisions.

What is being reviewed?	Adoption of the new Local Transport Plan (LTP). The LTP is a legally required strategy that guides how transport is managed, maintained and improved locally, outlining how government funding will be used to make travel safer, greener and more efficient, supporting local and national transport goals. The LTP is a joint strategy with Dorset Council with a linked Implementation Plan (IP) detailing planned projects and schemes to deliver the strategy. The LTP covers a 15-year period from 2026 to 2041 with a new version (LTP4) now required as the existing version (LTP3) ends in 2026. The LTP and IP aims to cover the transport needs of all our communities and all locations in BCP and Dorset.
What changes are being made?	Draft LTP strategy and IP documents were compiled by the BCP and Dorset transport policy teams incorporating priorities arising from public and stakeholder engagement during 2024. A cross political party working group of BCP councillors steered the content of the documents. The new versions will completely replace the existing LTP3, reflecting changes in transport policy as LTP3 dates from 2011. Comprehensive public and stakeholder consultation was undertaken for the draft LTP and IP between 18 August 2025 and 13 October 2025. The outcomes of the consultation guided changes to the draft versions, with updated content. The revised LTP and IP now need to be approved by the council for adoption to provide our transport strategy towards 2041, with supporting IP covering measures and schemes to deliver the vision.

Service Unit:	Planning and Transport
Participants in the conversation:	Richard Barnes – Service Unit Equality Champion and part of Sustainable Travel Team. David Wong – Senior Transport Planner Amy Beasley – Transport Policy Team Leader Alexis Edwards – TDM and Transport Policy Manager
Conversation date/s:	November 2025, (EIA's have supported previous stages of the LTP compilation), March 2026, April 2026
Do you know your current or potential client base? Who are the key stakeholders?	Transport and our intended vision to deliver a strategy will affect all BCP and Dorset residents, visitors and tourists to our area, businesses, public sector organisations and implicitly transport providers with a role in delivering the strategy – for example bus operators and electric vehicle charging providers. Other key stakeholders include: • Associated agencies – particularly in Public Health and the Police who are partners in delivery of certain aspects of the strategy. • Councillors from both BCP and Dorset Councils, existing and over the duration of the plan who will implement the strategy and approve delivery of specific content in the IP. • Transport policy colleagues in both councils responsible for delivery and update of the IP. • National and local transport interest organisations and other groups, where transport relates to their aims responded to the engagement and consultation.
Do different groups have different needs or experiences?	Transport serves different needs, and experiences and views will vary according to peoples' protected characteristics and where they live, study, commute to and visit. Considerations can also change according to the time of day, day of the week or season. The initial public engagement (January to March 2024) stated that people have diverse transport needs and meeting these needs for all communities and demographics is a challenge due to social, economic and environmental factors that influence the way people travel. Some findings related to protected groups from this engagement are – • Older people, and people with a disability – some sought widening of the times they could use their concessionary bus pass • Older people and those with a disability – are more likely to struggle to access public transport tickets and information particularly where these are available digitally • Older people and those with a disability are more likely to have fewer transport options available leading to health and wellbeing concerns – inactivity and declining physical and mental health

- People that are older, younger and disabled have specific transport needs that need to be understood to ensure they can use public transport easily and safely
- Women and people with a disability are more likely to cite feeling unsafe or vulnerable as a concern related to public transport
- Women and people with a disability view physical barriers (for example pavement parking) as a factor affecting their travel
- Encouraging active travel (cycling, walking and wheeling) is supported more by some older age groups and women, but less so by people with a disability.
- Older age groups are more supportive of promoting zero emission vehicles to reduce emissions locally.
- Women cited concerns about the lack of safe and continuous active travel routes more than men.
- Women and people with a disability are more likely to consider train stations are physically inaccessible and poorly connected to town centres.
- Men are less likely to support reducing road traffic in urban areas to improve the environment for active travel
- Older people and those with a disability agree to a greater extent that cost, accessibility and a lack of information are a barrier to travelling on public transport.
- People with a disability are less likely to agree that active travel has the greatest potential to replace short car trips.

The consultation intended to seek responses from all sections of the community and locations. Emphasis was placed on seeking viewpoints from groups that are underrepresented based on previous engagement – for example younger people, with the consultation sessions with the BCP Youth Forum and children and care experienced young people group.

With 1414 total responses from across BCP and Dorset, a reasonable sample has been obtained, and range of views have been provided. Steps were taken in the survey to try to prevent multiple responses from the same individuals or organisations.

The profile of responses were:

- **Age** 43% over 65yrs and 2% Under 25 years.
- **Gender** 45% Male, 43% female 12% prefer not to say.
- **Sexual Orientation** 75% heterosexual/straight, 2% gay/lesbian, 1% bisexual, with <1% other orientations. 19% was prefer not to say.
- **Ethnicity** 84% white British, 2% white other ethnicities <1%. 13% were prefer not to say.
- **Disability** 79% without a disability, 11% with and 10% prefer not to say.
- 48% of respondents are not in employment or studying.

To compare with the general population of BCP and Dorset, there is over-representation over older aged groups and white British

people with under representation for younger ages and ethnic minority groups.

The draft LTP strategy document included an overall vision and six objectives with the consultation asking for levels of support for each.

- **LTP Vision** – 63% support overall, with higher support at 67% from the 65+ age groups and 80% from the under 25's (but low sample size). Levels of agreement were lower for middle aged groups at 59%.
- **Objective A Safeguard the climate and environment** 65% support overall, higher support from the over 65's at 70%, 68% from under 25's but lower support from the 40-59 age group.
- **Objective B Improve health and wellbeing.** 70% Overall support, greater approval from the over 65's at 76%, lower support from the 40-59 age group.
- **Objective C Create accessible and prosperous places.** 74% overall support. Over 65's more in agreement at 78% with respondents in 25-39 age bracket less likely to support than overall level.
- **Objective D Safer Transport System** 75% overall support, over 65's more supportive at 81% with 25-39 ages more likely to disagree.
- **Objective E Resilient and fit for purpose transport network** 79% overall support. The 65+ age group more supportive at 82% with the 25-39 age group showing lower agreement at 54%.
- **Objective F Public Transport that is inclusive and accessible** 79% overall support with highest support from older people over 65 at 86% ages and lowest from 25-39 age groups check figures

For both the vision and all objectives, there is greater support from the 65+ age group and usually the under 25's, noting there is a low sample size for this group.

The consultation included a question asking 'What single thing would most improve your transport needs?' and also free text responses. Equality issues raised included -

- Where digital technology is used to provide transport (e.g. ticketing apps) some people less comfortable with technology can feel excluded.
- Mention of active travel throughout the strategy is less relevant to some elderly and disabled people.
- As the LTP covers a 15-year time frame some elderly people felt it was not applicable to their immediate circumstances.
- Safety and security concerns when travelling are more likely to impact on women and girls.

	• Poorly maintained pavements, pavement parking and lack of footways affect some elderly and disabled people to a greater extent. • Inappropriate use of bikes and scooters – especially on pavements was raised by the elderly, disabled and those with decreased sight. • People with more need to access healthcare raised challenges with transport to hospitals. • The location and set up of bus stops beside cycle infrastructure was a concern for some, notably for blind and partially sighted people. As younger people were underrepresented in the profile of general responses two specific engagement sessions were held through existing forums. Responses gained through these sessions included: • Younger people not yet able to drive, without access to or not being able to afford a car, felt our transport network was too focused on driving and they had fewer transport options. • Some felt that older people were better supported in their transport needs – citing that a national older person's concessionary fares scheme was available, but an equivalent was not provided for them. • The affordability of public transport was repeatedly raised. • At one of the sessions the top selected concern was the environmental impact of transport also concerning the impact of pollution on younger age groups. Guide Dogs (The guide dogs for the blind organisation) responded to the consultation mentioning exclusion from digital technology solutions; electric vehicle charging and active travel routes need to be designed to avoid hazards for blind and partially sighted people and accessibility improvements such as audio-visual stop announcements on public transport.
Will this change affect any service users?	The LTP and IP can potentially affect all residents, specific impacts will be known and assessed as individual schemes are progressed.
[If the answer to any of the questions above is 'don't know' then you need to gather more evidence. The best way to do this is to use forms 2 and 3. <i>*Please delete prompts before publishing</i>]	
What are the benefits or positive impacts of the change on current or potential users?	The LTP recognises that transport relates to the wider community and improvements should enhance the quality of life. The plan aims to benefit all no matter how you choose to travel and details the policy and potential individual schemes that will progress a balanced transport environment. Through improving the choices available, the local transport network will provide peoples' needs to a greater extent.

	The initial engagement shaped the plan and the second stage of consultation provided valuable insights into how equality considerations are linked to transport. Examples are • How important safe and well-maintained pavements for walking and wheeling are to less mobile people • Safety and security on the transport network in general – especially for active travel and public transport were highlighted by many women. This information and other points gained from the consultation has enabled the strategy to be amended to highlight these considerations. On-going monitoring of the LTP, throughout the 15 yr period will continue to identify the impacts of the strategy as some of the planned schemes are delivered. Any individual scheme listed in the Implementation Plan and others that are progressed will have their equality impacts evaluated before implementation.
What are the negative impacts of the change on current or potential users?	As part of the engagement and consultation processes some responses suggested that the parts of the plan to improve active travel were impacting on how many people travel as motorists. Some residents, due to their age and if they had a disability, felt that any focus on active travel was not relevant to their needs.
Will the change affect employees?	As colleagues commute and travel for work the plan will affect them and there is an expectation that the Councils will lead by example.
Will the change affect the wider community?	Yes, as transport affects all and the plan is for the complete transport network, the wider community will be affected.
What mitigating actions are planned or already in place for those negatively affected by this change?	The delivery of the strategy through the Implementation Plan will account for any implications – with each individual scheme subject to relevant equality assessment and mitigations at the time. Representations from different perspectives of how transport can be provided can be polarised, and this plan aims to deliver a balanced transport network with increased and more viable choices depending on peoples' requirements. The Public Sector Equality Duty means that the transport needs of all protected groups has to be taken account of in the plan and based on evidence gained through engagement and consultation the plan aims to cover these requirements through better choices and learning from past experience where transport strategy has excluded some people through where facilities are located, by design of networks and availability of active travel and public transport. Funding is unlikely to be available to cover all these needs but by including in a plan, what is required is listed.

Summary of Equality Implications:	The Local Transport Plan and associated Implementation Plan, co-produced with Dorset Council, were shaped by extensive pre-engagement and then subsequent public consultation on the draft documents. The LTP is a shared vision for how we will all travel across BCP and Dorset from 2026 until 2041, which is inclusive, sustainable and resilient. The inclusive aspect means the plan will benefit everyone no matter how you choose to travel. Consultation provided a wide range of views about how our transport system should be developed over the next 15 years and the challenge is to provide a strategy that covers as many perspectives as possible, but recognising the challenges of housing and economic growth, sustainability and climate change. The desire of personal freedom of movement compared with collective measures to provide better and more viable transport choices are part of the focus of some consultation responses. As a result, the plan aims to include both these aspects and establish that better active and public transport provide an improved transport system for all, including where travel will continue by car. The plan also aims to address some aspects of previous transport policy where the location of developments and transport access to them has excluded some in our communities. A new vision-led approach will enable better access by a variety of transport modes to new developments and deliver a more inclusive approach. Public transport was the most referenced subject in the public engagement and consultation – funding of improved bus and train services is a major challenge. However, the strategy covers what is needed to improve public transport through supporting a better structure to delivery. This will benefit the groups that currently rely on public transport – as profiled by the National Audit Office as younger people under 20, older people over 70, women and girls, people with disabilities and those on lower incomes. The Implementation Plan is focused on the first of three periods from 2026 until 3030/31 with the second and third period plans updated at a later date.
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