

DfT Equality Information – Complying with the Equality Duty

The Equality Act 2010 contained a new integrated public sector Equality Duty, which came into force on 5th April 2011.

The Duty brings together the original duties on race, gender and disability and extends to cover gender reassignment, age, religion or belief, sexual orientation, and pregnancy and maternity. It requires public bodies to have due regard to eliminating unlawful discrimination, advancing equality of opportunity and fostering good relations between people who share a protected characteristic and those who do not, with the aim of making society fairer.

Specific duties that will help public bodies to meet the general Duty require the Department to:

- ❖ publish information to demonstrate our compliance with the general Equality Duty by January 2012 and annually thereafter, including information relating to their employees and others affected by their policies and practices who share a protected characteristic;
- ❖ publish equality objectives by April 2012 and every four years thereafter

Equality Objectives

The Department has signalled its commitment to advancing equality by publishing equality objectives that reflect the breadth of our work and cover both our business priorities and our workforce:

- To deliver better access to jobs and key services through an accessible and socially inclusive transport system, by removing the barriers to travel and ensuring that social impacts are addressed in policy development and service delivery.
- To promote an inclusive culture where the needs of a diverse workforce are valued and promoted
- To successfully encourage talented people from a broad range of backgrounds to join and progress through DfT

Each objective is underpinned by a specific action plan and measurable outcomes.

The equality objectives and related information can be found at:

<http://www.dft.gov.uk/publications/equality-objectives/>

Inclusion and Transport

The need for an accessible and inclusive transport network is reflected in the following facts and figures:

- There are over eleven million people with a disability in Great Britain.
- Around a fifth of disabled people report having difficulties related to their impairment or disability in accessing transport.
- The prevalence of disability issues rises with age. Around 6 per cent of children are disabled, compared to around 15 per cent of working age adults and 45 per cent of adults over State Pension age.
- 13 per cent of working age respondents to a survey said they had decided not to apply for a particular job in the last 12 months because of transport problems.
- Although the employment rate gap between disabled and non disabled people has decreased since 2002, disabled people remain far less likely to be in employment. In 2011, the employment rate of disabled people was 48.8 per cent compared with 77.5 per cent of non-disabled people.
- People with mobility difficulties make more trips by local bus and taxi.
- People with mental health difficulties find it easier to use buses as opposed to trains.
- One in six people in England aged over 50 are socially isolated. Mobility problems and losing access to transport are associated with a withdrawal from leisure activities and cultural engagement.
- In 2011/12, there were around 9.8 million older and disabled concessionary bus passes in England, with an average of 109 bus journeys per pass per year.
- In 2009, 42 per cent of households in the most rural areas had a regular bus service close by, compared to 96 per cent of urban households.
- 40 per cent of young people in rural areas said that transport issues influenced their decisions about post-16 education.
- Women often have safety concerns about using public transport, especially at night, and are still more likely to feel consistently insecure than men when travelling after dark.

- A quarter of young people from black and minority ethnic groups experienced harassment due to their colour, race or religion, on public transport.
- 69 per cent of missed maternity care appointments were due to transport or transport-related factors.

Accessibility Action Plan and Equality Action Plan

The Department's Business Plan sets out its commitment to drive progress towards a transport system that is accessible and socially inclusive by developing and implementing a Disability Action Plan and an Equality Action Plan to ensure that social impacts, well being and fairness are embedded in DfT policy.

We published the Accessibility Action Plan and an initial Equality Action Plan on 13 December 2012. These contain updates on the work we are doing to promote equality in transport.

'Transport for Everyone: an action plan to improve accessibility for all' sets out how the Department will work with operators, local authorities and voluntary sector organisations to build on the accessibility legacy of the Olympic and Paralympic Games. It contains priorities for improving the everyday experience of public transport for disabled people and others with reduced mobility.

The Equality Action Plan presents an initial set of priorities for promoting equality and well-being for other people who face barriers to using public transport, based on the Department's evidence gathering and engagement with its stakeholders.

Both action plans are available at:

<https://www.gov.uk/government/speeches/accessibility-action-plan-and-equality-action-plan>

Evidence Base

Over the course of 2012 the Department published results from a number of statistical and research sources, which are an important source of information for analysis of equality issues in policy development.

The National Travel Survey

The 2011 National Travel Survey (NTS) is the latest in an established series of household surveys of personal travel in Great Britain. The survey is primarily designed to track long-term development of trends in travel, although short-term changes can also be detected.

Some key findings from the NTS for 2011 are:

- On average, females make more trips than males, but males travel much further each year
- In 2011, 79% of males and 65% of females had a full driving licence
- Since 1995/97 the average number of car driver trips by men has fallen by 18% and average distance travelled fell by 16%, while car driver trips and distance travelled by women increased by 11% and 23% respectively. Men still drive nearly twice as many miles per year than women.
- Concessionary travel pass take-up in 2011 was 79% of those eligible (82% of females and 76% of males).

The NTS statistics for 2011 are available at:

<https://www.gov.uk/government/publications/national-travel-survey-2011>

Bus Statistics

DfT statistics on the local bus sector in Great Britain present information on passenger journeys, vehicle miles, levels of revenue, costs and government support, the vehicle fleet, staff employed and other indicators including punctuality. The Department also collects statistics on concessionary travel, covering pass holders, journeys, expenditure and reimbursement to operators.

The Bus Statistics are available at:

<https://www.gov.uk/government/organisations/department-for-transport/series/bus-statistics>

Accessible Vehicles

Making sure that access to buses, coaches, trains and taxis is hassle-free for all will reduce the number of car journeys and therefore help to reduce carbon emissions. An update on progress is at:

<https://www.gov.uk/government/policies/making-transport-more-accessible-to-all>

Equality Research

We are carrying out further research and analysis to address some of the gaps in our evidence base, particularly relating to the transport needs and barriers to using public transport of people who share the new protected characteristics in the Equality Act 2010. The findings of this analysis will be added to this page in due course.

Employment monitoring

The Department has published workforce equality data for the period 1 April 2011 and 31 March 2012.

The data includes analysis of the diversity of staff in post, performance markings and recruitment, sickness absence and working patterns.

The full report and summary for the central Department and its Agencies can be found at:

<https://www.gov.uk/government/publications/department-for-transport-equality-monitoring>