

TRAVEL REGULATIONS EQFSIA (Equality and Fairer Scotland Impact Assessment)

The scope of the EQFSIA:

This EQFSIA has been developed to assess the proposed regulations for travel within Scotland and from and to the rest of the Common Travel Area (CTA).

PURPOSE AND SCOPE

The objective of Scotland's Strategic Framework <https://www.gov.scot/publications/covid-19-scotlands-strategic-framework/> is a sustainable response to the COVID-19 pandemic until either a vaccine or highly effective treatments to the virus are developed. The framework covers the four key harms of the virus, how we will work to suppress the virus, and sets out our proposals to move to a strategic approach to outbreak management based on five levels of protection.

This Equality and Fairer Scotland Impact Assessment (EQFSIA) is focussed on the policy for travel within Scotland and to/from the CTA as set out within Scotland's Strategic Framework. The Framework stresses the importance of limiting non-essential travel to and from areas with high prevalence of the virus in Scotland, and the CTA. It states that the travel restrictions set out in guidance "with the option of enforcement through regulations where that is necessary". This EQFSIA assess the travel regulations contained within the Health Protection (Coronavirus) (Restrictions and Requirements) (Local Levels) (Scotland) Amendment (No. 3) Regulations 2020 and the guidance set out at <https://www.gov.scot/publications/coronavirus-covid-19-guidance-on-travel-and-transport/>

A reduction in non-essential travel will contribute to reducing the spread of infection. The World Health Organisation's key criteria for easing Covid-19 restrictions include (criterion 5) that the risk of exporting and importing cases from communities with high risks of transmission is managed. Controls on non-essential travel are also a necessary counterpart of geographically variable restrictions. The levels-based approach will be unsustainable if there is widespread travel to avoid restrictions. The levels based approach enables our ability to take a differentiated approach to restrictions, avoiding national lockdown restrictions.

The regulations include a range of exceptions, including for work – if people cannot work from home – education, local outdoor exercise, healthcare or caring responsibilities, welfare reasons, and essential shopping. The exceptions are designed to minimise the broader health, social and economic harms. Alongside the Strategic Framework is a comprehensive package of financial support from the UK Government and the Scottish Government for businesses to mitigate the negative impacts of the restrictions, although we recognise it may not cover all losses.

Regulations

The regulations amend the existing Health Protection (Coronavirus) (Restrictions and Requirements) (Local Levels) (Scotland) Regulations 2020 (SSI 2020/344) to provide that without a reasonable excuse a person:

- who lives in a Level 3 or 4 area must not leave or remain away from that area
- who does not live in such an area must not enter or remain in that area
- who lives in Scotland must not leave Scotland for another part of the CTA, i.e. the rest of the UK, the Republic of Ireland and the Crown Dependencies)
- who lives elsewhere in the CTA must not enter or remain in Scotland.

The regulations would make non-compliance an offence under the Levels regulations and subject to the same regime of Fixed Penalty Notices and fines as other restrictions therein. The guidance sets out that, for people living within Levels 0, 1, and 2, they should minimise unnecessary journeys between areas in different levels. These restrictions are similar to those set out in guidance that came into effect on 2 November 2020 when the Strategic Framework's levels approach was first implemented.

Where a person, taking into account the circumstances of the travel, has a reasonable excuse for travelling or remaining away from the area in which they live, then such travel is permitted. The regulations also set out a non-exhaustive list of examples which will constitute reasonable excuses for travel. The fact that this list is non-exhaustive means that the reasonable excuses listed are not the only ones under which travel will be permitted. These reasonable excuses are designed to ensure that the restrictions are fair and practicable for individuals and groups. Those listed examples of reasonable excuses for travel reflect the list of exceptions in the existing guidance, with some minor amendments. The listed examples of reasonable excuses are set out in detail in the regulations, and are summarised in associated guidance. The current guidance can be found at <https://www.gov.scot/publications/coronavirus-covid-19-guidance-on-travel-and-transport/>. As of 19 November, the examples are as follows:

- travel for work, or provide voluntary or charitable services, but only where that cannot be done from your home
- travel to school, college, or university where teaching is not provided remotely
- (To and from Level 3 areas but not Level 4) travel for under 18s sport
- travel for essential shopping only where it is not possible in your local authority area – you should use on-line shopping or shops, banks and other services in your local area wherever you can
- travel for healthcare, social care, childcare and other essential services, including recycling, but only if they are not available in your local area
- travel to provide care or assistance to a vulnerable person
- travel to visit a person receiving treatment in a hospital, staying in a hospice or care home, or to accompany a pregnant woman, vulnerable person or child to a medical appointment
- travel for shared parenting or travel between the two parts of an extended household
- travel to meet a legal obligation, including attending court or satisfying bail conditions, or to participate in legal proceedings
- travel for essential animal welfare reasons, such as feeding a horse or going to a vet
- local outdoor informal exercise such as walking, cycling, golf, or running (in groups of up to 6 people from no more than 2 households) that starts and finishes at the same place
- travel locally (within around 5 miles of your local authority area) to reach a place to take exercise outdoors
- travel for weddings, civil partnership registrations, funerals and other “life events” (such as bar mitzvahs and christenings)
- if you are a minister of religion or worship leader travel to your place of worship
- (to or from Level 3 areas, but not Level 4) travel to your normal place of worship
- travel to give blood at a Scottish National Blood Transfusion Service collection session
- travel to transit through Level 3 and 4 areas by road or public transport if your journey begins and ends outside such an area
- travel to move house
- travel to avoid injury, illness or to escape a risk of harm

Legislative Background

The UK Coronavirus Act 2020 received Royal Assent on 25 March 2020. The Scottish Government immediately used powers conferred by that Act to make the Health Protection (Coronavirus) (Restrictions) (Scotland) Regulations 2020 (“the first regulations”) to implement physical distancing and impose restrictions on gatherings, events and some operations of business activity. They came into force on Thursday 26 March 2020 and were amended over the following months to implement changes to restrictions nationally and locally.

The Health Protection (Coronavirus) (Restrictions and Requirements) (Scotland) Regulations 2020 came into force on 14 September 2020 and revoked and replaced the first regulations.

On 9 October 2020, the Health Protection (Coronavirus) (Restrictions and Requirements) (Additional Temporary Restrictions) (Scotland) Regulations 2020 (“the additional temporary restrictions”) set out additional restrictions, both nationally and specific to the central belt. These regulations suspended the effect of the Health Protection (Coronavirus) (Restrictions and Requirements) (Scotland) Regulations 2020 while the additional temporary restriction regulations were in force. The additional temporary restriction regulations were due to expire on 26 October 2020 but were extended by amendment until 6.00 am on 2 November 2020 to allow for consultation on the levels-based approach.

The Health Protection (Coronavirus) (Restrictions and Requirements) (Local Levels) (Scotland) Regulations 2020 implement the new Strategic Framework and were made and published on 30 October 2020 and came into effect on 2 November 2020.

The regulations at all stages have been complemented by a comprehensive suite of guidance on the Scottish Government website covering both what was required by the law and other measures that individuals and other organisations are advised take.

Scotland’s Strategic Framework

Decision-making under the new Strategic Framework system is intended to be straightforward and transparent. It will build on existing structures and processes, will be informed by clinical advisers and evidence, and will continue the engagement with local leadership as decisions to move up and down levels are taken.

Decisions will continue to be made by Ministers, with input from relevant advisers, as implementing the measures outlined in the levels is the exercise of a statutory power for the protection of public health, for which Ministers are responsible and accountable.

Regular reviews of the levels system will take place and as soon as Ministers consider that any measure or requirement is no longer necessary to prevent, protect against, control or provide a public health response to the spread of COVID-19, they must revoke that measure or requirement. An evidence-based process, with regular review points, will be established to support a risk based assessment of controls on travel to and from parts of the Common Travel Area.

Domestic Travel

The ability to travel is important for Scotland’s economy, society and individual wellbeing. The benefits of unrestricted travel include:

- that travel can enable people to access their places of employment. People in rural areas often need to travel further to access services and employment;
- that travel (private or public) enables people to access the services and facilities they need to be able to thrive;
- that travel plays a key role in reducing levels of social isolation as people move around the country to visit family and friends. Evidence shows that social isolation and loneliness are experienced across Scotland¹;
- that travel plays a vital part in supporting tourism. Tourism from the UK and beyond is a major contribution factor to our economy with over £10 billion spent in 2018 (Scotland’s Tourism Summary Report, Visit Scotland). Before the COVID-19 crisis the majority of tourists to Scotland came from within the UK and they tended to favour to travel by road, and;

¹ Our Voice Citizen’s Panel (2017). Survey on relationships with health and social care professionals, shared decision making, how loneliness affects people in Scotland, and how well services are working locally.

- That travel which enables the effective movement of goods is essential for trade. Freight is transported around Scotland by road, rail, air, sea and inland waterways. Long-haul travel makes up the bulk of freight mileage in Scotland.

The activities for which people are travelling are also changing. More time spent on leisure activities, for example, has meant more people travelling greater distances to undertake outdoor activities. Also, the changing nature and location of work, land use, technology, housing and the move to more online retailing have impacted on and transformed people's travel behaviours in recent years. While historically people have tended to travel less as they get older, older people are now fitter, healthier, wealthier and more mobile compared with previous generations. This has resulted in older people wanting to travel more.

During the COVID-19 pandemic this baseline position is altered, as these intrinsic benefits of travel are outweighed by fundamental risks relating to increasing the risk of virus transmission.

Impact of COVID-19 on Domestic Travel

Travel restrictions, in various forms, have been used in Scotland since March 2020 in order to reduce travel into and within Scotland, and therefore to support a reduction in transmission rates.

During lockdown in March/April 2020 people were required by law to stay at home unless they had a reasonable excuse, such as exercise or essential shopping. Later, during phase 1 of the Route Map², guidance was in place advising people to stay within a short distance of their local communities (broadly 5 miles) for leisure (e.g. to reach a place to take exercise).

The impact of COVID-19 is being felt differently across households, depending on individual circumstances. Some people are able to continue to work and earn, but others are facing a drop in earning from reduced hours or redundancy. A higher proportion of people earning lower incomes are unlikely to be able to work from home, therefore requiring them to travel to access employment. Women are also more heavily represented working in sectors such as hospitality, tourism or retail – all industries which have not only been heavily impacted by restrictions, but also generally require working outside of the home. The increased pressure being placed on these groups of society is placing them at greater risk of contracting the virus, along with implications for inclusive growth and potential long-term health impacts.

A major adverse consequence of the Covid-19 pandemic is likely to be increased social isolation and loneliness. A general population survey³ revealed widespread concerns about the effects of social isolation and distancing, including increased anxiety, depression, stress, and other negative feelings⁴. Both of these can have a detrimental effect on health and wellbeing under normal circumstances. This risk is greater for some than others, and as is often the case, it's those who are already vulnerable who may be impacted the most. These impacts are of course all framed in the context of the risk which COVID-19 presents to the health and life of individuals, their families and loved ones.

Rationale For Government Intervention

Regulations that restrict or ban domestic travel without a reasonable excuse are currently in force, in different forms, in England⁵ (stay at home), Northern Ireland⁶ (no overnight stays away from home outside of bubble) and Wales⁷ (stay at home during the recent "fire-break" lockdown and a ban on non-essential

² <https://www.gov.scot/collections/coronavirus-covid-19-scotlands-route-map/>

³ <https://www.ipsos.com/ipsos-mori/en-uk/Covid-19-and-mental-wellbeing>

⁴ <https://www.thelancet.com/action/showPdf?pii=S2215-0366%2820%2930168-1>

⁵ <https://www.gov.uk/government/publications/covid-19-stay-at-home-guidance/stay-at-home-guidance-for-households-with-possible-coronavirus-covid-19-infection>

⁶ <https://www.nidirect.gov.uk/articles/coronavirus-covid-19-regulations-guidance-what-restrictions-mean-you>

⁷ <https://gov.wales/health-protection-coronavirus-international-travel-wales-regulations-2020>

travel into or out of Wales, including overseas travel). Precedents for the approach proposed for Scotland are:

- Welsh local restrictions in the autumn⁸ that made non-essential travel into and out of affected counties/country boroughs an offence even if they were adjacent and under the same level of restrictions. Those were supplemented by a similar ban on non-essential travel between Wales and specified areas in the rest of the UK (including the former Tier 3 areas in England and the Central Belt of Scotland).
- Levels 3 and 4 of the Republic of Ireland public health measures⁹, in which non-essential travel into or out of designated counties is an offence. (The whole country is currently at Level 5 with a “stay at home” requirement.)

Rationale for restricting travel

Controls on non-essential travel are a necessary counterpart of geographically variable restrictions. The levels-based approach will be unsustainable if there is widespread travel to avoid restrictions. The Strategic Framework describes the quarantine regime in place for overseas travel and stresses the importance of also limiting non-essential travel to and from areas with high prevalence of the virus in Scotland, elsewhere in the UK, and the wider Common Travel Area (the UK, the Republic of Ireland, the Isle of Man and the Channel Islands). It states that the travel restrictions will be set out in guidance “with the option of enforcement through regulations where that is necessary”.

Reduction of non-essential travel will also contribute to reducing the spread of infection. The World Health Organisation’s key criteria for easing COVID-19 restrictions include that the risk of exporting and importing cases from communities with high risks of transmission is managed. The European Centre for Disease Prevention and Control guidelines for the implementation of non-pharmaceutical interventions against COVID-19 issued in September 2020 recommend the consideration of sub-national movement restrictions or recommendations when prevalence is high.

Given the volume of essential travel between Scotland and the rest of the UK and the impracticability of detecting such movements within Great Britain, a different approach is needed from that for international travel.

The guidance in effect from 2 November 2020 uses local authorities as the basic geographical units to which travel restrictions within Scotland apply. Although currently Level 3 restrictions stretch continuously from South Ayrshire to Angus, prevalence across that broad area is not uniform. The guidance is therefore designed to limit spread of the virus *within* groups of contiguous local authority areas at the same level, as well as between areas at different levels.

The recent pattern of Level 3 restrictions across the Central Belt limits the incentive to travel between areas, but that will change significantly as some areas are put in Level 4 or Level 2. With hospitality and non-essential retail closed in Level 4 areas there will be a strong temptation to travel to neighbouring areas or beyond. Similarly with entertainment venues closed and hospitality closing early in Level 3 areas there will be incentives for travel to an area at a lower level if there is one close by.

The approach can, of course, be adjusted to apply restrictions within a large local authority such as Highland, for example if one part of the area was put into a different level of restrictions from the rest. In that case the restriction on travel into and out of an area would apply to that smaller area.

The guidance includes a range of exceptions, including for work – if people cannot work from home – education, local outdoor exercise, healthcare or caring responsibilities, welfare reasons, and essential shopping. The exceptions are designed to minimise adverse impacts.

⁸ <https://www.legislation.gov.uk/wsi/2020/725/contents>

⁹ <https://www.gov.ie/en/campaigns/resilience-recovery-2020-2021-plan-for-living-with-covid-19/>

Consultation

In developing the Strategic Framework the Scottish Government has consulted with Stakeholders from across Scotland's economic sectors regarding implementation of the guidance. This engagement has continued as work has progressed to considering the impacts of laying the guidance into regulation through various industry and businesses groups.

Building on this, the Scottish Government has undertaken detailed and intensive consultation and engagement with key partners on the levels that have been set out, and seek a collective effort and agreement on the way forward. This included detailed engagement with our local partners, stakeholders, businesses and trade unions, enforcement and wider civic society. There is ongoing Parliamentary scrutiny of the Strategic Framework and associated regulation.

Supporting this we have also engaged with relevant stakeholders throughout the pandemic. The evidence base has continued to develop throughout. Stakeholder engagement highlighted specific issues relating to protected or socio-economic characteristics and travel which should be addressed in the regulations, whilst recognising the presence of a range of other inequalities in society. Key identified issues include:

- Disabled people and women have been disproportionately impacted by the pandemic and the resulting lockdown measures. Further restrictions must ensure that actions are taken and measures put in place to ensure no unnecessary negative impacts are made with regards to equality of opportunity.
- Young people (who have experienced acute losses across the job market and have been heavily impacted throughout this period) have also been disproportionately impacted. Further regulations need to ensure there is no further disproportionate impact on this demographic.
- Rural and islands communities have experienced considerable challenges due to the downturns in tourism numbers. Given the challenges already in place for these communities, further regulations need to be considerate in not imposing additional issues on these areas.
- Home working: evidence highlights that there is an economic divide between those who are in occupations which support this and those which cannot¹⁰ – those who cannot will need to continue travelling (sometimes in the restricted Level 3 or 4 areas for work). There is also evidence that home working is more prevalent in large businesses than SME's¹¹. Socio economic considerations must be given due diligence with regards to further regulations.

Framing

This EQFSIA sets out how the travel regulations will affect people when they are implemented. One of the key objectives of the assessment is to identify the likely impact on the duty to advance equality, eliminate discrimination and foster good relations of the regulations on people who share certain protected characteristics such as:

- age
- disability
- gender reassignment
- marriage and civil partnership¹²
- pregnancy and maternity
- race

¹⁰

[1 in 5 low income jobs amenable to home working, including high proportion of key worker roles
https://www.ifs.org.uk/uploads/Covid-19-and-inequalities-IFS.pdf](https://www.ifs.org.uk/uploads/Covid-19-and-inequalities-IFS.pdf)

¹¹ <https://fraserofallander.org/covid/latest-data-on-the-scottish-economy-update-6th-november-2020/>

¹² The PSED does not apply to the protected characteristic of marriage and civil partnership (per section 149(7) of the Equality Act 2010)

- religion or belief
- sex
- sexual orientation

It is important to note that these characteristics can also intersect, for example when a minority ethnic woman is also older and disabled.

The assessment also aims to ensure the regulations will deliver fair outcomes. Under Part 1 of the Equality Act 2010 Scottish Ministers are required to consider what more can be done to reduce the ‘inequalities of outcome’ caused by socio-economic disadvantage when making strategic decisions.

Completing this EQFSIA ensures we are adhering to our statutory duty to deliver on the Scottish Government’s commitment to a Fairer Scotland.

Under the Children and Young People (Scotland) Act 2014 and in relation to the United Nations Convention on the Rights of the Child (UNCRC) Scottish Ministers are required to consider whether the travel regulations will advance the rights of children in Scotland, and if they will protect and promote the wellbeing of children and young people.

The outcomes from this EQFSIA will be used to inform the Child Rights and Wellbeing Impact Assessment (CRWIA) which will be published imminently.

Impact:

Differential impacts	Age: Children and Younger People	Levels 0 - 2	<p>As part of a suite of measures in the Strategic Framework, travel controls are designed suppress the spread of the virus, prevent the NHS being overwhelmed and minimise long term economic and social harm. That will benefit all sections of society.</p> <p>And non-essential travel controls will help prevent the spread of the virus to lower Level areas and avoid the need for national restrictions or a return to national lock-down. That too will benefit all sections of society.</p> <p>While young people are at less risk themselves from serious illness and death than those in older age groups, they will benefit from fewer of their family and friends becoming ill or dying.</p> <p>The reasonable excuses in relation to travelling ensure that children have access to childcare, organised activities and sports and that young people can travel for the purpose of education and training. Children and young people, like the rest of the population, can also travel for work and health related reasons including outdoor exercise (with limits set out in guidance and regulation).</p> <p>Guidance has been developed to provide clarity and reassurance to students on the circumstances in which they can and cannot travel home. Regulations will also be brought forward to allow students – regardless of what Level they are in - to travel home at the end of term.</p>

		Level 3	<p>As part of a suite of measures in the Strategic Framework, travel controls are designed suppress the spread of the virus, prevent the NHS being overwhelmed and minimise longterm economic and social harm. That will benefit all sections of society.</p> <p>And non-essential travel controls will help prevent the spread of the virus to lower Level areas and avoid the need for national restrictions or a return to national lock-down. That too will benefit all sections of society.</p> <p>While young people are at less risk themselves from serious illness and death than those in older age groups, they will benefit from fewer of their family and friends becoming ill or dying.</p> <p>The reasonable excuses in relation to travelling ensure that children have access to childcare, organised activities and sports and that young people can travel for the purpose of education and training. Children and young people, like the rest of the population, can also travel for work and health related reasons including outdoor exercise (with limits set out in guidance and regulation).</p> <p>Guidance has been developed to provide clarity and reassurance to students on the circumstances in which they can and cannot travel home. Regulations will also be brought forward to allow students – regardless of what Level they are in - to travel home at the end of term.</p>
		Level 4	<p>As part of a suite of measures in the Strategic Framework, travel controls are designed suppress the spread of the virus, prevent the NHS being overwhelmed and minimise longterm economic and social harm. That will benefit all sections of society.</p> <p>And non-essential travel controls will help prevent the spread of the virus to lower Level areas and avoid the need for national restrictions or a return to national lock-down. That too will benefit all sections of society.</p> <p>While young people are at less risk themselves from serious illness and death than those in older age groups, they will benefit from fewer of their family and friends becoming ill or dying.</p> <p>The reasonable excuses in relation to travelling ensure that children have access to childcare, organised activities and sports and that young people can travel for the</p>

		<p>purpose of education and training. Children and young people, like the rest of the population, can also travel for work and health related reasons including outdoor exercise (with limits set out in guidance and regulation).</p> <p>Guidance has been developed to provide clarity and reassurance to students on the circumstances in which they can and cannot travel home. Regulations will also be brought forward to allow students – regardless of what Level they are in - to travel home at the end of term.</p>
	Travel between Scotland and the rest of the UK / CTA	<p>Guidance has been developed to provide clarity and reassurance to students on the circumstances in which they can and cannot travel home. Regulations will also be brought forward to allow students – regardless of what Level they are in - to travel home at the end of term.</p>
Age: Older People	Level 0, Level 1, Level 2	<p>As part of a suite of measures in the Strategic Framework, travel controls are designed suppress the spread of the virus, prevent the NHS being overwhelmed and minimise long term economic and social harm. That will benefit all sections of society.</p> <p>And non-essential travel controls will help prevent the spread of the virus to lower Level areas and avoid the need for national restrictions or even a return to national lock-down. That too will benefit all sections of society.</p> <p>There is clear evidence COVID-19 poses a higher risk to older people. Therefore measures to bring the virus back under control and reduce transmission will have major positive impacts for this group.</p> <p>Restrictions on travel between levels may result in limitations on families being able to visit older relatives, thereby resulting in increased loneliness for older family members.</p>

			<p>Older people are less likely to be digitally engaged¹³ and therefore may have less options to converse with family and friends.</p> <p>The reasonable excuses in relation allow that older people, like the rest of the population, can travel for work and health related reasons including outdoor exercise (with limits set out in guidance and regulation). Travel to access extended households is allowed in all levels.</p>
		Level 3	<p>There is clear evidence COVID-19 poses a higher risk to older people. Therefore measures to bring the virus back under control and reduce transmission will have major positive impacts for this group.</p> <p>Restrictions on travel between levels may result in limitations on families being able to visit older relatives, thereby resulting in increased loneliness for older family members.</p> <p>Older people are less likely to be digitally engaged¹⁴ and therefore may have less options to converse with family and friends.</p> <p>The reasonable excuses in relation allow that older people, like the rest of the population, can travel for work and health related reasons including outdoor exercise (with limits set out in guidance and regulation). Travel to access extended households is allowed in all levels.</p>
		Level 4	<p>There is clear evidence COVID-19 poses a higher risk to older people. Therefore measures to bring the virus back under control and reduce transmission will have major positive impacts for this group.</p>

			<p>Older people are less likely to be digitally engaged¹⁵ and therefore may have less options to converse with family and friends.</p> <p>The reasonable excuses in relation allow that older people, like the rest of the population, can travel for work and health related reasons including outdoor exercise (with limits set out in guidance and regulation). Travel to access extended households is allowed in all levels.</p>
		Travel between Scotland and the rest of the UK / CTA	<p>There is clear evidence COVID-19 poses a higher risk to older people. Therefore measures to bring the virus back under control and reduce transmission will have major positive impacts for this group.</p> <p>Older people with family based in the rest of the UK may be impacted socially and experience increased isolation and loneliness due to the travel restrictions. Older people are less likely to be digitally engaged and therefore may have fewer options to converse with family and friends.</p> <p>The reasonable excuses in relation to travel allow that older people, like the rest of the population, can travel for work and health related reasons including outdoor exercise (with limits set out in guidance and regulation). Travel to access extended households is allowed in all levels, including if the extended household is outwith Scotland.</p> <p>However, across the UK and the CTA there are already restrictions in place with the effect of restricting or preventing non-essential travel to and/or from Scotland. The new regulations in Scotland need to be seen in that context.</p>
	Sex: Women	Level 0, Level 1, Level 2	<p>As part of a suite of measures in the Strategic Framework, travel controls are designed suppress the spread of the virus, prevent the NHS being overwhelmed and minimise long term economic and social harm. That will benefit all sections of society.</p>

¹⁵ Office of National Statistics - 2019

www.ons.gov.uk/peoplepopulationandcommunity/householdcharacteristics/homeinternetandsocialmediausage/articles/exploringtheuksdigitaldivide/2019-03-04

			<p>And non-essential travel controls will help prevent the spread of the virus to lower Level areas and avoid the need for national restrictions or even a return to national lock-down. That too will benefit all sections of society.</p> <p>The reasonable excuses in relation to travel allow that childcare, education and outdoor activities and sports can be accessed which will assist children, parents and families. Travel for work and health related reasons including outdoor exercise (with limits set out in guidance and regulation) is also allowed.</p> <p>Measures that may help limit the spread of coronavirus are designed to positively affect the entire population regardless of sex by reducing the risk of infection. However, based on the currently available data, limiting the spread may particularly benefit men, in respect of reducing ICU admissions and the age-standardised death rate, and limiting the spread – and any reductions in the overall numbers of deaths – may particularly benefit women over the age of 85.</p> <p>As the guidance minimises non-essential journeys at Level 0,1 and 2 there may be some negative impact on the travel, tourism and hospitality industries and an impact on women where it is recognised that women are more heavily employed within the travel and tourism industries, which includes accommodation and food services, may particularly be adversely impacted by these measures. Just over half of the tourism workforce are women (higher than the Scottish Economy as a whole)¹⁶, and a larger proportion of the women workforce within the sector are in part-time positions than for the Scottish economy as a whole¹⁷ A larger portion of women than men working within the tourism sector earn less than the real living wage¹⁸.</p>
		Level 3	<p>As part of a suite of measures in the Strategic Framework, travel controls are designed suppress the spread of the virus, prevent the NHS being overwhelmed and minimise long term economic and social harm. That will benefit all sections of society.</p> <p>And non-essential travel controls will help prevent the spread of the virus to lower Level areas and avoid the need for national restrictions or even a return to national lock-down. That too will benefit all sections of society.</p>

¹⁶ <https://www.gov.scot/publications/equality-impact-assessment-health-protection-coronavirus-international-travel-scotland-regulations-2020/pages/18/>

¹⁷ <https://www.gov.scot/publications/equality-impact-assessment-health-protection-coronavirus-international-travel-scotland-regulations-2020/pages/18/>

¹⁸ <https://www.gov.scot/publications/equality-impact-assessment-health-protection-coronavirus-international-travel-scotland-regulations-2020/pages/18/>

			<p>The reasonable excuses in relation to travel allow that childcare, education and outdoor activities and sports can be accessed which will assist children, parents and families. Travel for work and health related reasons including outdoor exercise (with limits set out in guidance and regulation) is also allowed.</p> <p>As the guidance advises against non-essential journeys at Level 3 and 4 there may be some negative impact on the travel, tourism and hospitality industries and an impact on women where it is recognised that women are more heavily employed within the travel and tourism industries, which includes accommodation and food services, may particularly be adversely impacted by these measures. Just over half of the tourism workforce are women (higher than the Scottish Economy as a whole)¹⁹, and a larger proportion of the women workforce within the sector are in part-time positions than for the Scottish economy as a whole²⁰ A larger portion of women than men working within the tourism sector earn less than the real living wage²¹.</p>
		Level 4	<p>As part of a suite of measures in the Strategic Framework, travel controls are designed suppress the spread of the virus, prevent the NHS being overwhelmed and minimise long term economic and social harm. That will benefit all sections of society.</p> <p>And non-essential travel controls will help prevent the spread of the virus to lower Level areas and avoid the need for national restrictions or even a return to national lock-down. That too will benefit all sections of society.</p> <p>The reasonable excuses in relation to travel allow that childcare, education and outdoor activities and sports can be accessed which will assist children, parents and families. Travel for work and health related reasons including outdoor exercise (with limits set out in guidance and regulation) is also allowed.</p> <p>As the guidance advises against non-essential journeys at Level 3 and 4 there may be some negative impact on the travel, tourism and hospitality industries and an impact on women where it is recognised that women are more heavily employed within the travel and tourism industries, which includes accommodation and food services, may</p>

¹⁹ <https://www.gov.scot/publications/equality-impact-assessment-health-protection-coronavirus-international-travel-scotland-regulations-2020/pages/18/>

²⁰ <https://www.gov.scot/publications/equality-impact-assessment-health-protection-coronavirus-international-travel-scotland-regulations-2020/pages/18/>

²¹ <https://www.gov.scot/publications/equality-impact-assessment-health-protection-coronavirus-international-travel-scotland-regulations-2020/pages/18/>

			<p>particularly be adversely impacted by these measures. Just over half of the tourism workforce are women (higher than the Scottish Economy as a whole)²², and a larger proportion of the women workforce within the sector are in part-time positions than for the Scottish economy as a whole²³. A larger portion of women than men working within the tourism sector earn less than the real living wage²⁴.</p>
		Travel between Scotland and the rest of the UK / CTA	<p>Across the UK and the CTA there are already restrictions in place with the effect of restricting or preventing non-essential travel to and/or from Scotland, so the new Scottish regulations will not have a significant additional impact on the effects noted above,</p> <p>Travel to access extended households is allowed in all levels, including if the extended household is outwith Scotland.</p>
	Sex: Men	Level 0, Level 1, Level 2, Level 3, Level 4	As part of a suite of measures in the Strategic Framework, travel controls are designed suppress the spread of the virus, prevent the NHS being overwhelmed and minimise long term economic and social harm. That will benefit all sections of society.
		Travel between Scotland and the rest of the UK / CTA	<p>And non-essential travel controls will help prevent the spread of the virus to lower Level areas and avoid the need for national restrictions or even a return to national lock-down. That too will benefit all sections of society.</p> <p>Measures that may help limit the spread of coronavirus are designed to positively affect the entire population regardless of sex by reducing the risk of infection. However, based on the currently available data, limiting the spread may particularly benefit men, in respect of reducing ICU admissions and the age-standardised death rate, and limiting the spread – and any reductions in the overall numbers of deaths – may particularly benefit women over the age of 85.</p> <p>The reasonable excuses in relation to travel allow that childcare, education and outdoor activities and sports can be accessed which will assist children, parents and families. Travel for work and health related reasons including outdoor exercise (with limits set out in guidance and regulation) is also allowed.</p>

²² <https://www.gov.scot/publications/equality-impact-assessment-health-protection-coronavirus-international-travel-scotland-regulations-2020/pages/18/>

²³ <https://www.gov.scot/publications/equality-impact-assessment-health-protection-coronavirus-international-travel-scotland-regulations-2020/pages/18/>

²⁴ <https://www.gov.scot/publications/equality-impact-assessment-health-protection-coronavirus-international-travel-scotland-regulations-2020/pages/18/>

	Race	Level 0, Level 1 and Level 2	<p>As part of a suite of measures in the Strategic Framework, travel controls are designed suppress the spread of the virus, prevent the NHS being overwhelmed and minimise long term economic and social harm. That will benefit all sections of society.</p> <p>And non-essential travel controls will help prevent the spread of the virus to lower Level areas and avoid the need for national restrictions or even a return to national lock-down. That too will benefit all sections of society.</p> <p>There is clear evidence COVID-19 poses a higher risk to people from certain ethnic minorities, so measures to bring the virus back under control and reduce transmission will have positive impacts.</p> <p>The reasonable excuses in relation to travel allow that childcare, education and outdoor activities and sports can be accessed which will assist children, parents and families. Travel for work and health related reasons including outdoor exercise (with limits set out in guidance and regulation) is also allowed.</p> <p>Limitations on travel resulting in downturns in tourism will have an impact on people from ethnic minorities working in the tourism sector. Non-UK nationals form 16% of the workforce, double the Scotland overall average of 8%. People from Minority Ethnic groups constitute 10% of employees, versus 4.3% of overall employment²⁵.</p>
		Level 3	<p>There is clear evidence COVID-19 poses a higher risk to people from certain ethnic minorities, so measures to bring the virus back under control and reduce transmission will have major positive impacts.</p> <p>The reasonable excuses in relation to travel allow that childcare, education and outdoor activities and sports can be accessed which will assist children, parents and families. Travel for work and health related reasons including outdoor exercise (with limits set out in guidance and regulation) is also allowed.</p> <p>Restrictions on travel to and from Level 3 areas will have an impact on people from ethnic minorities working in the tourism sector. Non-UK nationals form 16% of the</p>

²⁵ Data has been extracted from the Annual Population Survey 2019, and the Annual Survey of Hours and Earnings 2018.

			workforce, double the Scotland overall average of 8%. People from Minority Ethnic groups constitute 10% of employees, versus 4.3% of overall employment ²⁶ .
		Level 4	<p>There is clear evidence COVID-19 poses a higher risk to people from certain ethnic minorities, so measures to bring the virus back under control and reduce transmission will have positive impacts.</p> <p>The reasonable excuses in relation to travel allow that childcare, education and outdoor activities and sports can be accessed which will assist children, parents and families. Travel for work and health related reasons including outdoor exercise (with limits set out in guidance and regulation) is also allowed.</p> <p>Restrictions on travel to and from Level 4 areas will have an impact on people from ethnic minorities working in the tourism sector. Non-UK nationals form 16% of the workforce, double the Scotland overall average of 8%. People from Minority Ethnic groups constitute 10% of employees, versus 4.3% of overall employment²⁷.</p>
		Travel between Scotland and the rest of the UK / CTA	<p>Travel to access extended households is allowed in all levels, including if the extended household is outwith Scotland.</p> <p>Limitations on travel to and from Scotland will have an impact on people from ethnic minorities working in the tourism sector. Non-UK nationals form 16% of the workforce, double the Scotland overall average of 8%. People from minority ethnic groups constitute 10% of employees, versus 4.3% of overall employment²⁸.</p>
	Religion or belief	Level 0, Level 1, Level 2, Level 3, Level 4	The regulations include a non-exhaustive list of examples of reasonable excuses for travel. The examples include travel to your normal place of worship (and for travel for weddings, civil partnership registrations or funeral.)

²⁶ Data has been extracted from the Annual Population Survey 2019, and the Annual Survey of Hours and Earnings 2018.

²⁷ Data has been extracted from the Annual Population Survey 2019, and the Annual Survey of Hours and Earnings 2018.

²⁸ Data has been extracted from the Annual Population Survey 2019, and the Annual Survey of Hours and Earnings 2018.

			A number of religious holidays are celebrated over November and December and restrictions on travel are likely to impact on families and friends who would usually travel to celebrate together.
		Travel between Scotland and the rest of the UK / CTA	<p>A number of religious holidays are celebrated over November and December and restrictions on travel are likely to impact on families and friends who would usually travel to celebrate together.</p> <p>The regulations include a non-exhaustive list of examples of reasonable excuses for travel. The examples allow for travel for weddings, civil partnership registrations and funerals to continue.</p>
	Disability	Level 0, Level 1, Level 2, Level 3, Level 4	<p>As part of a suite of measures in the Strategic Framework, travel controls are designed suppress the spread of the virus, prevent the NHS being overwhelmed and minimise long term economic and social harm. That will benefit all sections of society.</p> <p>And non-essential travel controls will help prevent the spread of the virus to lower Level areas and avoid the need for national restrictions or even a return to national lock-down. That too will benefit all sections of society.</p> <p>Measures that will limit the spread of coronavirus are designed to positively affect the entire population by reducing the risk of infection. However, based on the currently available data, limiting the spread may particularly benefit some people with disabilities, in respect of reducing ICU admissions.</p> <p>Travel for work, caring and health related reasons including outdoor exercise (with limits set out in guidance and regulation) is exempt from the guidance not to travel.</p> <p>Any regional variations in guidance and regulations will require accessible communications. Without accessible formats of information or through a lack of access to an interpreter / support worker some people may find this measure more difficult to understand. People experiencing Alzheimer's, dementia, learning difficulties and some other mental health illnesses may struggle to understand and comply with advice across all areas.</p> <p>Families with disabled members are more likely to be in poverty²⁹, while disabled people are known to earn less on average than nondisabled people at the UK level, meaning that the impact of any reduction in income due to any job</p>

²⁹ <https://www.ipsos.com/ipsos-mori/en-uk/financial-impact-covid-19-already-being-felt-britons-especially-younger-generations>

			losses caused by travel restrictions is likely to be particularly harmful.
		Travel between Scotland and the rest of the UK / CTA	<p>Individuals receiving medical treatment from other parts of the UK may have heightened anxieties regarding their ongoing care and travel to receive this. Some individuals may chose not to travel due to the restrictions (although they will be covered by the exemptions.)</p> <p>Travel for work, caring and health related reasons including outdoor exercise (with limits set out in guidance and regulation) is exempt from the guidance not to travel.</p> <p>Families with disabled members are more likely to be in poverty³⁰, while disabled people are known to earn less on average than nondisabled people at the UK level, meaning that the impact of any reduction in income due to any job losses caused by travel restrictions is likely to be particularly harmful.</p>
	Sexual Orientation	Level 0, Level 1, Level 2 Level 3, Level 4	No evidence of a differential impact identified at this time.
		Travel between Scotland and the rest of the UK / CTA	
	Marriage and Civil Partnership³¹	Level 0, Level 1, Level 2, Level 3, Level 4	No evidence of a differential impact identified at this time.
		Travel between Scotland and the rest of the UK / CTA	

³⁰ <https://www.ipsos.com/ipsos-mori/en-uk/financial-impact-covid-19-already-being-felt-britons-especially-younger-generations>

³¹ section 149(7) of the 2010 Act - the PSED does not apply to the protected characteristic of marriage and civil partnership

Pregnancy and Maternity	Level 0, Level 1, Level 2, Level 3, Level 4	<p>The NHS inform website states that people who are pregnant do not appear to be more susceptible to COVID-19 than the general population, although are generally more susceptible to infection. If a pregnant woman contracts COVID-19 during their pregnancy it is likely that they will not be more seriously unwell than other healthy adults, and that they will experience only mild or moderate cold/flu like symptoms. However, pregnant women are listed in the group of people who are at higher risk of developing severe illness with coronavirus. Pregnant women, particularly those over 28 weeks pregnant, are deemed to be of higher risk of severe illness and are asked to strictly follow physical distancing guidance. Therefore for some pregnant women, measures that may help limit the spread of coronavirus and are designed to positively affect the entire population by reducing the risk of infection may particularly benefit and protect pregnant women.</p> <p>Accessing medical assistance and services for parents and expectant parents are exceptions to the advice not to travel.</p>
	Travel between Scotland and the rest of the UK / CTA	
Gender Reassignment	Level 0, Level 1, Level 2, Level 3, Level 4	No evidence of a differential impact identified at this time.
	Travel between Scotland and the rest of the UK / CTA	
Socio-economic disadvantage	Level 0, Level 1, Level 2, Level 3, Level 4, Travel to rest of UK and Travel to CTA	<p>As part of a suite of measures in the Strategic Framework, travel controls are designed suppress the spread of the virus, prevent the NHS being overwhelmed and minimise long term economic and social harm. That will benefit all sections of society.</p> <p>And non-essential travel controls will help prevent the spread of the virus to lower Level areas and avoid the need for national restrictions or even a return to national lock-down. That too will benefit all sections of society.</p> <p>The levels system allows us to avoid a national lockdown approach. This means that individuals and business in lower prevalence areas are not forced into level 4 type restrictions because of the situation in higher prevalence areas. The ability to maintain that targeted approach depends on not spreading the virus from high to low prevalence areas, which are in turn dependent on travel restrictions.</p>

			<p>Travel restrictions will affect a wide range of individuals working across various sectors and groups in Scotland. But at a high-level it is expected to impact:</p> <ul style="list-style-type: none"> • People working for public transport operators and other businesses supporting the travel industry. This includes the bus, rail, ferry and taxi/private car high industries. The impacts on individuals working in these sectors will largely arise from reduced demand for transport and related services. We expect there would be knock on impacts on industry workers that rely on these sectors (e.g. garage services, sole traders such as recovery vehicles are likely to be hard hit); • Individuals working in businesses outside of the transport sector that rely on people moving to an area for their demand. This includes largely businesses in hospitality sectors, accommodation services, shopping, sporting events and activities, leisure and entertainment and visitor attractions. Accommodation & food services, for instance, has the lowest hourly pay of all industry sectors and has among the lowest number of weekly hours³². <p>Travel restrictions will help prevent the spread of the virus to the more remote parts of Scotland where it is less prevalent, resulting in major health, social and economic harms being avoided.</p> <p>Feelings of isolation due to regulatory restrictions on travel may be more prevalent for those living in small, remote communities.</p>
<p>Mitigating actions:</p>		<p>Level 0, Level 1, Level 2</p>	<p>Regulations will provide that a person must not travel to/from level 3 or higher areas in Scotland and anywhere in the UK unless they have a reasonable excuse. The Regulations set out a wide and non-exhaustive list of reasonable excuses including– for example essential travel for work, education, shopping health etc; outdoor exercise; weddings and funerals; travel to a place of worship (Level 3 and below only) and transit through restricted areas.</p> <p>For older people or vulnerable individuals, there are reasonable excuses for travel that may benefit individuals, for example allowing family members to travel to support vulnerable relatives, or travel to the other half of an extended household. These reasonable excuses also allow children to move between their parents’ homes if they live apart. There are reasonable excuses to ensure those receiving medical care or who need to attend hospitals can do so.</p>

³² <https://fraserofallander.org/scottish-economy/labour-market/workers-in-the-tourism-and-hospitality-sector-who-are-they-and-what-support-may-then-need-in-the-future/>

		<p>The travel restrictions have no impact on the price of transport. The financial support from Transport Scotland is designed to enable operators to continue to provide services and connectivity to individuals and businesses. The physical distancing restrictions reduce the available capacity of public transport to no more than 40% of normal, but the advice to avoid using public transport coupled with the wider restrictions of activities and the numbers of people still working from home, means that demand is unlikely to exceed supply at this time.</p> <p>The reasonable excuses to ensure travel to work, education and training can continue are important for ensuring those on low pay or zero hours contracts can continue to access employment.</p>
	Level 3	<p>Regulations will provide that a person must not travel into or out of the level 3 area unless they have a reasonable excuse. The Regulations set out a non-exhaustive list of reasonable excuses including for example, essential travel for work, education, shopping health etc; outdoor exercise; weddings and funerals; travelling to a place of worship and transit through restricted areas.</p> <p>For older people or vulnerable individuals, there are reasonable excuses for travel that may benefit individuals, for example allowing family members, to travel to support vulnerable relatives, or travel to the other half of an extended household. These reasonable excuses also allows children to move between their parents' homes if they live apart. There are reasonable excuses to ensure those receiving medical care or who need to attend hospitals can do so.</p> <p>The travel restrictions have no impact on the price of transport. The financial support from Transport Scotland is designed to enable operators to continue to provide services and connectivity to individuals and businesses. The physical distancing restrictions reduce the available capacity of public transport to no more than 40% of normal, but the advice to avoid using public transport coupled with the wider restrictions of activities and the numbers of people still working from home, means that demand is unlikely to exceed supply at this time.</p> <p>The reasonable excuses to ensure travel to work, education and training can continue are important for ensuring those on low pay or zero hours contracts can continue to access employment.</p>
	Level 4	<p>Regulations will provide that a person must not travel into or out of the level 4 area unless they have a reasonable excuse. The Regulations set out a non-exhaustive list of reasonable excuses including for example, essential travel for work, education, shopping health etc; outdoor exercise;</p>

		<p>weddings and funerals; and transit through restricted areas. The examples of reasonable excuses include excuses to ensure those receiving medical care or who need to attend hospitals can do so.</p> <p>The travel restrictions have no impact on the price of transport. The financial support from Transport Scotland is designed to enable operators to continue to provide services and connectivity to individuals and businesses. The physical distancing restrictions reduce the available capacity of public transport to no more than 40% of normal, but the advice to avoid using public transport coupled with the wider restrictions of activities and the numbers of people still working from home, means that demand is unlikely to exceed supply at this time.</p> <p>The reasonable excuses to ensure travel to work, education and training can continue are important for ensuring those on low pay or zero hours contracts can continue to access employment.</p>
	Travel between Scotland and the rest of the UK / CTA	As part of keeping the guidance under review, it is our intention to continue to develop our evidence base to ensure that we continue to comply with the needs of the Public Sector Equality Duty and that any changes to the guidance meet the needs of people with one or more of the impacted protected characteristics.

Assessing the impacts and identifying opportunities to promote equality

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

Age	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination, harassment and victimisation	x	x		<p>The measures (both those on travel within Scotland and for travel across the UK and the rest of the CTA) restrict travel for all age groups. Exceptions allow for travel in order to, for example, childcare, under 18 outdoor activities and sport, work, access education, take outdoor exercise and for medical reasons.</p> <p>They have the positive benefit of protecting all age groups from the spread of the virus and protect the right to life.</p> <p>With regards to older people, there is clear evidence COVID-19 poses a higher risk to this demographic, therefore measures to bring the virus back under control and reduce transmission will have positive impacts.</p>
Advancing equality of opportunity	x	x		Measures to suppress the virus will particularly benefit disadvantaged groups and the elderly who are most at risk from infection, serious

				<p>illness and death. It will also help minimise long-term economic harm.</p> <p>Exceptions allow for travel in order to, for example, childcare, under 18 outdoor activities and sport, work, access education , take outdoor exercise and for medical reasons. That does not of itself promote or enable access to these opportunities and services for groups who might typically face barriers in accessing them.</p>
Promoting good relations among and between different age groups	X			<p>Suppressing the spread of the virus will help more of Scotland return more quickly to lower levels in the Strategic Framework where greater social mixing is safe, and meanwhile permits a regionally differentiated approach with more travel and social mixing than would be possible under national restrictions or lockdown,</p> <p>Suppressing the virus to low levels will minimise illness and mortality that disproportionately affect older age groups, ultimately allowing families and friends to be together with loved ones across generations.</p> <p>Where possible good relations are promoted between age groups but the opportunities for all groups to meet and travel together outside of household groups are limited as necessary due to the need to limit the transmission of the virus.</p>

Do you think that the policy impacts disabled people?

Disability	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination, harassment and victimisation	x	x		The measures (for travel within Scotland, travel between Scotland and the rest of the CTA) restrict choices for some disabled people due to restrictions in travelling between levels (with exemptions in place for healthcare appointments), but this is necessary to suppress the spread of the virus and protect the right to life.
Advancing equality of opportunity	x	x		Different restrictions and regulations at different levels recognise the different risks and needs of people with disabilities and balance them according to understanding of how the virus is transmitted. There is evidence that COVID-19 has a significant

				disproportionate impact on the health of some disabled people and some people with chronic health conditions. Therefore measures to bring the virus back under control and reduce transmission will have some positive impacts for disabled people.
Promoting good relations among and between disabled and non-disabled people			x	Where possible good relations are promoted between disabled and non-disabled people – including reasonable excuses in place to ensure people can continue accessing key services (and travelling to do so). More broadly, opportunities for all groups to meet are limited as necessary due to the need to limit the transmission of the virus.

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

Sex	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination, harassment and victimisation			x	The measures (for travel within Scotland and travel between Scotland and the rest of the CTA) do not constitute unlawful discrimination, harassment and victimisation. The measures may restrict choices for the some people due to restrictions in travelling between levels (with exemptions in place for childcare), but this is necessary to suppress the spread of the virus and protect the right to life.
Advancing equality of opportunity	x	x		Potential indirect impacts regarding job losses or downturns within sectors may disproportionately impact women who are heavily employed in key sectors. The measures for travel within Scotland, and travel between Scotland and the rest of the CTA are in place to protect both men and women. Different restrictions at different levels recognise the risks of transmission between levels and balance them according to understanding of how the virus is transmitted. The reasonable excuses in relation to travel allow that childcare, education and outdoor activities and sports can be accessed which will assist children, parents and families.
Promoting good relations between men and women			x	Where possible good relations are promoted between men and women, and the wider community but the opportunities for all groups to meet are limited due to the need to limit the transmission of the virus.

Do you think that the policy impacts on women because of pregnancy and maternity?

Pregnancy and Maternity	Positive	Negative	None	Reasons for your decision
--------------------------------	-----------------	-----------------	-------------	----------------------------------

Eliminating unlawful discrimination, harassment and victimisation			x	The measures (for travel within Scotland and travel between Scotland and the rest of the CTA) do not constitute unlawful discrimination, harassment and victimisation. The measures may restrict choices for some people due to restrictions in travelling between levels (with reasonable excuses in place for health care appointments), but this is necessary to suppress the spread of the virus and protect the right to life.
Advancing equality of opportunity	x	x		These travel restrictions (for travel within Scotland, travel between Scotland and the rest of the CTA) recognise the different risks and needs including those for women during pregnancy and maternity by e.g. allowing travel for healthcare, and balance them against the need to limit the transmission of the virus as this group are regarded as higher risk. Accessing medical assistance and services for parents and expectant parents are exceptions to the advice not to travel.
Promoting good relations between those with this protected characteristic and other groups			x	Where possible good relations are promoted between pregnant women, or women protected by the pregnancy and maternity characteristic, and the wider community but the opportunities for all groups to meet are limited due to the need to limit the transmission of the virus.

Do you think your policy impacts on people proposing to undergo, undergoing, or who have undergone a process for the purpose of reassigning their sex? (NB: the Equality Act 2010 uses the term 'transsexual people' but 'trans people' is more commonly used, although it may include a wide range of people not covered by the Act).

Gender reassignment	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination, harassment and victimisation			x	The measures (for travel within Scotland and travel between Scotland and the rest of the CTA) do not constitute unlawful discrimination, harassment and victimisation. The measures may restrict choices for trans people due to restrictions in travelling, but this is

				necessary to suppress the spread of the virus and protect the right to life.
Advancing equality of opportunity			x	These measures (for travel within Scotland and travel between Scotland and the rest of the CTA) do not impact on the advancing of equality of opportunity for trans people specifically.
Promoting good relations between those with this protected characteristic and other groups			x	Where possible good relations are promoted between trans people and non-trans people, but the opportunities for all groups to travel and meet are limited according to the need to limit the transmission of the virus.

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

Sexual orientation	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination, harassment and victimisation			x	The measures (for travel within Scotland and travel between Scotland and the rest of the CTA) do not constitute unlawful discrimination, harassment and victimisation. The measures may restrict choices for LGB people due to restrictions in travelling, but this is necessary due to the need to limit the transmission of the virus.
Advancing equality of opportunity			x	These measures (for travel within Scotland and travel between Scotland and the rest of the CTA) do not impact on the advancing of equality of opportunity for LGB specifically.
Promoting good relations between those with this protected characteristic and other groups			x	Where possible good relations are promoted between LGB and non-LGB people, but the opportunities for all groups to travel and meet are limited according to the need to limit the transmission of the virus.

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

Race	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination, harassment and victimisation			x	The measures (for travel within Scotland and travel between Scotland and the rest of the CTA) do not constitute unlawful discrimination, harassment and victimisation. The measures may restrict choices for people of different races due to restrictions on all groups in travelling, but this is necessary to suppress the spread of the virus and protect the right to life

Advancing equality of opportunity	x	x		Limitations on travel and tourism for travel within Scotland and travel from the rest of the CTA to Scotland may impact on those working in the sector (in which people from minority ethnic groups constitute 10% of employees, versus 4.3% of overall employment ³³ .) This may negatively impact on jobs and income. However these restrictions are also in place recognising the risks of people travelling in from higher risk areas and balanced according to of the need to limit the transmission of the virus. COVID-19 has been shown to have a disproportionate impact on certain Minority Ethnic groups, therefore measures to bring the virus under control may be of particular positive benefit to this demographic.
Promoting good race relations			x	Where possible good relations are promoted between people of different races, but the opportunities for all groups to meet are broadly limited due to the need to limit the transmission of the virus.

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

Religion or belief	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination, harassment and victimisation			x	The measures (for travel within Scotland and travel between Scotland and the rest of the CTA) do not constitute unlawful discrimination, harassment and victimisation. The measures may restrict choices for people of different religions due to restrictions on all groups in travelling, but this is necessary to suppress the spread of the virus and protect the right to life
Advancing equality of opportunity	x	x		These measures (for travel within Scotland, and travel between Scotland and the rest of the CTA) do impact on people who celebrate religious holidays – particularly given the current timings with a number of religious holidays celebrated over the coming months. However reasonable excuses for travel are in place to allow for people to continue to travel to their place of worship (and for celebrations of life to continue including weddings, civil

³³ Data has been extracted from the Annual Population Survey 2019, and the Annual Survey of Hours and Earnings 2018.

				partnership registrations and funerals). These restrictions are also in place recognising the risks of people travelling from areas of higher to areas of lower prevalence
Promoting good relations between those with this protected characteristic and other groups			x	Where possible good relations are promoted between people of different religions, but the opportunities of all groups to meet are broadly limited due to the need to limit the transmission of the virus

Do you think the policy impacts on people because of their marriage or civil partnership?³⁴

Marriage and Civil Partnership	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination, harassment and victimisation			x	The measures (for travel within Scotland and travel between Scotland and the rest of the CTA) do not constitute unlawful discrimination, harassment and victimisation. The measures restrict travel, but this is necessary to suppress the spread of the virus and protect the right to life.

³⁴ The PSED does not apply to the protected characteristic of marriage and civil partnership (per section 149(7) of the Equality Act 2010)