



Equality Outcomes Report

April 2015

Tactran Equality Outcomes Report

This Equality Outcomes Report reports on progress towards achieving outcomes and actions identified in the Partnership's Equality Outcomes Report published in April 2013. The outcomes, actions, timescales and accountabilities are based upon updating of Tactran's policy and delivery functions and current working environment.

Policy and Delivery Related Outcomes

Outcome	Action	Timescale	Accountability	Comments/Progress
An effective forum for consultation with equalities interest groups on Tactran policy and delivery.	Establish an Equalities Forum.	Equalities Forum established January 2008.	Director	The Equalities Forum meets as necessary to review and consult on proposed revisions to strategy and policy.
	Review scope and function of Equalities Forum within context of Community Planning equalities relationships and engagement	During 2013	Director	The Equalities Forum and individual equalities groupings have been engaged in ongoing consultation on the Regional Transport Strategy Refresh and associated Equalities Impact Assessment (EQiA) due for completion in June 2015. Revised timescale - during 2015.
Equality audit procedure for proposed initiatives and projects	Develop and implement a procedure.	Develop and agree a procedure during 2013.	Strategy Manager/ Projects Manager	The originally proposed timescale to develop and agree a procedure during 2013 has been extended to enable consideration as part of the ongoing RTS Refresh and EQiA process, now scheduled for completion by autumn 2015. RTS project delivery procedures also governed by relevant delivery bodies' policies.

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Monitoring process that specifically identifies equality issues.	Identify equality issues and relative monitoring requirements.	Ongoing	Strategy Manager	The RTS Monitoring Framework is to be reviewed and updated to take account of ongoing RTS Refresh process and associated consultation on EQiA during 2015.
Progress on equalities duty is monitored and reported on regularly.	Include 2-yearly progress updates within Annual Reports	First progress update due 2015	Director	The April 2015 progress report on Mainstreaming the Equality Duty and on Equality Outcomes will be included within the Partnership's 2014/15 Annual Report, due for publication in autumn 2015.
All strategy and policy documents produced by Tactran are accessible to all sectors of the community.	Provide a translation/Braille facility for any published documents as necessary.	Ongoing	Office Manager	Availability of translations service on request is identified in all publications.
	Provide large text/speech facilities for documents on the web site.		Office Manager	Availability of large text/speech facilities is included on website.
Improvements in provision of accessible, safe and secure public transport for visually and mobility impaired and other vulnerable users.	Audit of public transport accessibility, safety and security through regional Buses Strategy.	Buses Strategy approved. Ongoing	Strategy Manager	Public sector responsibility for public transport delivery remains largely with constituent Councils, with supported service characteristics and priorities governed by individual Council policies. Tactran Thistle Card assistance card scheme for disabled and other passengers with specific needs and assistance when using bus services introduced across region

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	Identify priority areas for improvement and associated programmes, including consultation with Equalities Forum.	Dependent upon availability of Revenue and Capital funding.	Projects Manager	in March 2014. Policy and delivery outcomes being reviewed as part of RTS Refresh and review/updating of RTS Delivery Plan, now due completion in 2015
Improved access to healthcare.	Work with Health Boards, Councils, transport providers and Equalities Forum to identify and address accessibility gaps using Accessibility Mapping and develop prioritised programme for addressing these.	Ongoing	Strategy Manager	Regional Health & Transport Framework approved by Tactran Board and NHS Boards in 2011. Work ongoing on development of locally relevant Action Plans working with and through Community Planning Partnerships.
Needs of disabled and other equalities characteristics are addressed in provision of travel information.	Ensure that disabled and other equalities characteristics needs are addressed through development of regional Travel Information Strategy.	Regional Travel Information Strategy approved. Ongoing	Projects Manager	TactranConnect regional travel information website being refreshed during 2014/15 for re-launch during 2015. Tactran Thistle Card assistance Card introduced across region in March 2014. Partnership contributed funding to support Traveline Scotland's development of a Talking App for mobile phones during 2013/14.
Improvements to multi-modal transport interchanges incorporate quality and design standards which	Ensure that design audits for multi-modal interchanges developments address specific needs and provision for disabled and other	Ongoing but progress dependent on availability of Revenue and	Projects Manager	Contribution towards upgrading of Gleneagles Station road access, parking, interchange and

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overcome any barriers to travel for disabled and other equalities characteristics.	equalities characteristics groupings, including consultation with Equalities Forum.	Capital funding		passenger facilities, completed June 2015. Package of measures delivered by partnership consisting of Perth & Kinross Council, Tactran, Transport Scotland, Network Rail and ScotRail includes passenger lifts between platforms; improved/increased disabled parking; and accessible toilet.
Equalities audit of all RTS interventions at proposals, prioritisation, design and implementation stages.	All RTS interventions will be subject to an Equalities Audit to ensure that their provision, design and operation promote and address equal opportunities in accordance with legal requirements and emerging “best practice”, including consultation with Equalities Forum.	Ongoing	Strategy Manager and Projects Manager, as appropriate	EQiA for RTS Refresh currently subject of consultation. Audit processes to be reviewed in light of finalised RTS Refresh and EQiA and related review/update of RTS Delivery Plan, now due for completion during 2015.
Equalities duties and associated progress is reported to Partnership Board.	Include new Equality Outcomes report 2-yearly within Annual Reports.	Ongoing	Director	Mainstreaming the Equality Duty and Equality Outcomes reports to be included in 2014/15 Annual Report, due for publication by end of 2015.
Accessibility to Tactran is promoted to all sectors of the community	Participate in local and regional events designed to promote equal opportunities	Ongoing	Director	Tactran policies and delivery priorities being increasingly aligned and embedded with role in Community Planning and support in addressing CPP equalities issues and forums within Community Planning framework.

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Tactran communications address all sectors of society equally.	Audit Tactran publications to ensure equal emphasis and priority is given to all equalities characteristics.	Ongoing	Director/Office Manager	

Office and Employment Related Outcomes

Outcome	Action	Timescale	Accountability	Success Indicators/ Measures	Comments/ Progress
All employees are aware of their duty to promote equality.	Equalities duties and reports issued to and discussed with staff. Include equalities and diversity training in all induction training.	Commencing April 2013 then ongoing	Director	Compliance monitoring	Equalities Duty and related Mainstreaming the Equality Duty and Equalities Outcome reports communicated to all staff. Related issues being addressed through EQiA of RTS Refresh and RTS Delivery Plan review/update due for completion during 2015.
Equalities issues are actively considered within the workplace	Tactran Equal Opportunities Policy approved by Partnership and reviewed periodically	Updated policy approved September 2011.	Office Manager	Ongoing assessment of policies and monitoring of any complaints	Policies updated in line with updated Perth & Kinross Council Equality Duty policies to include Equal Opportunities Monitoring; Positive Action in Recruitment; and Equal Pay Policy.
	All other HR policies to be monitored for compliance with Equalities requirements.	HR policies reviewed and updated on ongoing basis.	Office Manager		
	Review and update employment and workplace policies and practices to ensure equalities duties are actively addressed.	Ongoing	Office Manager		
Emergency Action Plans take into account equalities needs and issues.	Adapt Emergency Action plan to ensure the safety of those less mobile or disabled	Completed	Office Manager	Ongoing compliance monitoring.	Emergency Action plan reviewed to ensure continuing compliance.

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Policies and procurement processes are regularly monitored for any adverse impact on equalities	Ensure equalities issues and requirements are addressed in contracts and procurement policies and that their compliance is monitored during delivery.	Ongoing	Office Manager/ Projects Manager as appropriate	Compliance monitoring.	Capital projects procurement largely undertaken through constituent Councils and other partner/external agencies, where relevant Council etc. policies apply.
An Equalities based recruitment and selection process	Maintain the Equal Opportunities and Guaranteed Interview scheme	Ongoing	Office Manager	Compliance monitoring	Policies updated to adopt Perth & Kinross Council Positive Action in Recruitment Policy. No new recruitment or other relevant staff changes/ developments since 2013.
Equalities issues are considered in all Partnership activity and forward planning.	Include section in all Partnership Board reports to identify impact of the report on equalities	Commencing April 2013.	Director and report authors.	Compliance monitoring.	All Board reports screened, assessed and identify any relevant equalities issues. Current procedure and process to be reviewed to take account of the Scottish Government's Equality Evidence Toolkit and EHRC Improving Equality Outcomes report published in March 2015 coupled with relevant outcomes of RTS Refresh and EQiA by end of 2015.