



Equality Outcomes Progress Report

April 2017

This Equality Outcomes Report reports on progress towards achieving outcomes and actions identified in the Partnership’s Equality Outcomes Report published in April 2015. 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 new Community Planning and Locality Planning arrangements and outcomes and emerging City Deals and associated governance arrangements.	During 2017/18	Director	The Equalities Forum and individual equalities representatives and groupings were engaged through informal and formal consultation on the Regional Transport Strategy Refresh and associated Equalities Impact Assessment (EQiA) during 2014/15 and 2015/16. The Forum will be further engaged in the development of a refreshed set of Equalities Outcomes by April 2019.

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Equality audit procedure for proposed initiatives and projects	Develop and implement a procedure.	Develop and agree a procedure during 2017/18.	Senior Partnership Manager	The originally proposed timescale to develop and agree a procedure during 2015 has been extended to enable account to be taken of the comprehensive reviewing and updating of an updated RTS Delivery Plan, approved in June 2016, and to take account of emerging proposals for new regional governance and delivery arrangements under City Deals. RTS project delivery procedures will also be governed by relevant delivery bodies' policies.
Monitoring process that specifically identifies equality issues.	Identify equality issues and availability of appropriate research, data and evidence and consider and develop relevant monitoring opportunities and requirements.	Ongoing	Senior Partnership Manager	The RTS Monitoring Framework was reviewed and updated to take account of the RTS Refresh process and associated EqIA during 2015/16. This identified a shortage of relevant and available data for a number of

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				protected characteristics. Review of research and data ongoing.
Progress on equalities duty is monitored and reported on regularly.	Include 2-yearly progress updates within Annual Reports	Progress update due 2017	Director	The April 2017 progress report on Mainstreaming the Equality Duty and on Equality Outcomes will be included within the Partnership's 2015/16 Annual Report, due for publication in late 2017.
All strategy and policy documents produced by Tactran are accessible to all sectors of the community.	<p>Provide a translation/Braille facility for any published documents as necessary.</p> <p>Provide large text/speech facilities for documents on the web site.</p>	Ongoing	<p>Office Manager</p> <p>Office Manager</p>	<p>Availability of translations service on request is identified in all publications.</p> <p>Availability of large text/speech facilities is included on website.</p> <p>An Easy Read version of the RTS 2015-2036 Refresh document was published with input from the Equalities Forum.</p>

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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.	To be determined	Senior Partnership Manager	Public sector responsibility for public transport delivery remains largely with constituent Councils, with supported service characteristics and priorities governed by individual Council policies and budgets.
	Identify priority areas for improvement and associated programmes, including consultation with Equalities Forum.	Dependent upon availability of Revenue and Capital funding.		Tactran Thistle Card assistance card scheme for disabled and other passengers with specific needs and assistance when using bus services introduced across region in March 2014 and being maintained. Supported by addition of a Thistle Card App in 2016 working in partnership with SEStran and Hitrans Policy and delivery outcomes reviewed with key stakeholders and Equalities Forum as part of RTS Refresh and review/updating of RTS Delivery Plan and amended/additional

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				policies and actions included in updated RTS.
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	Senior Partnership Manager	Regional Health & Transport Framework approved by Tactran Board, NHS Boards and CPPs. Work ongoing during 2015 and 2016 through CPPs on identifying and developing locally relevant Action Plans in Angus and Stirling. To be reviewed in light of emerging Locality Outcome Improvement Plans (LOIPs) which will replace SOAs by autumn 2017.
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 RTS Travel Information strategy.	Ongoing	Senior Partnership Manager	Improved www.GoToo.com regional travel information website launched in June 2015. Tactran Thistle Card assistance Card introduced across region in March 2014

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				<p>and Mobile App launched 2016.</p> <p>RTPs jointly contributed funding to support Traveline Scotland's development of a hospital appointments App for mobile phones during 2015/16.</p>
<p>Improvements to multi-modal transport interchanges incorporate quality and design standards which overcome any barriers to travel for disabled and other equalities characteristics.</p>	<p>Ensure that design audits for multi-modal interchanges developments address specific needs and provision for disabled and other equalities characteristics groupings, including consultation with Equalities Forum.</p>	<p>Ongoing. Progress dependent on availability of Revenue and Capital funding</p>	<p>Senior Partnership Manager</p>	<p>Contribution towards upgrading of Gleneagles Station with passenger accessibility improvements 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.</p>
<p>Equalities audit of all RTS interventions at proposals, prioritisation,</p>	<p>RTS interventions to be subject to an Equalities Audit to ensure</p>	<p>To be agreed with delivery partners.</p>	<p>Senior Partnership Manager</p>	<p>Audit processes to be reviewed in light of completion of RTS</p>

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design and implementation stages.	provision, design and operation promote and address equal opportunities in accordance with legal requirements and emerging “best practice”, including consultation with Equalities Forum.			Refresh and review and updating of RTS Delivery Plan for 2016-2021
Equalities duties and associated progress is reported to Partnership Board.	Include Equalities Monitoring and Outcomes reports 2-yearly within Annual Reports.	Ongoing	Director	Mainstreaming the Equality Duty and Employee Information and Equality Outcomes reports included in 2014/15 Annual Report, published in early 2016. Reports for 2017 to be included in 2016/17 Annual Report due for publication by end of 2017.
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 subject to widespread stakeholder engagement and input, including regional Equalities Forum and equalities interests through RTS Refresh and associated EQiA. RTS policies and

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				proposals being progressively aligned and embedded with role in Community Planning and supporting CPP equalities issues and forums within Community Planning framework. Similar approach to be adopted in relation to emerging City Deals.
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 monitoring reports issued to and discussed with staff. Include equalities and diversity training in all induction training.	Ongoing	Director	Compliance monitoring	Equalities Duty and related Mainstreaming the Equality Duty and Equalities Outcome reports communicated to all staff. Related issues highlighted and addressed through EqIA of RTS Refresh completed July 2015 and RTS Delivery Plan review/update completed June 2016.
Equalities issues are actively considered within the workplace	<p>Tactran Equal Opportunities Policy approved by Partnership and reviewed periodically</p> <p>All other HR policies to be monitored for compliance with Equalities requirements.</p> <p>Review and update employment and workplace policies and practices to ensure</p>	<p>Original policy approved September 2011. Review and updating ongoing.</p> <p>HR policies reviewed and updated on ongoing basis.</p>	<p>Office Manager</p> <p>Office Manager</p> <p>Office Manager</p>	Ongoing assessment and review of policies and monitoring of employment issues and/or complaints	Policies reviewed and updated in line with Perth & Kinross Council Equality Duty policies to include Equal Opportunities Monitoring; Positive Action in Recruitment; and Equal Pay Policy.

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	equalities duties are actively addressed.				
Emergency Action Plans take into account equalities needs and issues.	Adapt Emergency Action plan to ensure the safety of those less mobile or disabled and keep under review.	Ongoing	Office Manager	Ongoing compliance monitoring.	Emergency Action plan reviewed to ensure continuing compliance.
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/ Senior Partnership Manager as appropriate	Compliance monitoring.	Capital projects procurement largely undertaken through constituent Councils and other partner/external agencies, where relevant Council etc. policies apply. Membership of Scotland Excel approved in February 2017.
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 2015.

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<p>Equalities issues are considered in all Partnership activity and forward planning.</p>	<p>All Partnership Board reports include Equalities Implications section to raise awareness of and identify impact of the report/proposals on equalities</p> <p>See also relevant Policy and Delivery outcomes on audit procedures for delivery of RTS initiatives and projects.</p>	<p>Commenced April 2013 and ongoing.</p>	<p>Director and report authors.</p>	<p>Compliance monitoring.</p>	<p>All Board reports screened, assessed and identify any relevant equalities issues.</p> <p>Procedures and processes to be reviewed as part of full refresh of Equality Outcomes by April 2019.</p>