



Equality Outcomes Report

April 2021

This Equality Outcomes Report reports on progress towards achieving outcomes and actions identified in the Partnership’s Equality Outcomes Report published in April 2019. 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 originally established January 2008. It will be refreshed and reconvened in 2021 as part of the new Tactran RTS development and consultation process	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. Reconvene Equalities Forum to review outcomes, RTS equalities monitoring framework and be promoted as a regional engagement resource for industry partners		During 2021/2022	Director

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Equality Impact Assessment (EIA) procedure for proposed initiatives and projects	Further develop and implement a procedure.	Further develop and apply procedure during 2021/22 on emerging policy, strategy and delivery options, including the new Tactran RTS	Senior Partnership Manager	The EIA has most recently been applied to the RTS Delivery Plan Progress Report, approved in 2018. During 2021/22 it will be applied to take account of emerging proposals for delivery arrangements under City Deals and STPR2 consultation process as well as the new Tactran RTS. N.B. 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 has been reviewed and updated with a range of indicators with an Accessibility, Equity or Social Inclusion dimension.
Progress on equalities duty is monitored and reported on regularly.	Include 2-yearly progress updates within Annual Reports	Progress update due 2021	Director	Progress on Mainstreaming the Equality Duty and on Equality Outcomes is included within the

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				Partnership's Annual Reports.
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 Delivery Plan document has been produced and is published on the Tactran web site.</p>
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.	During 2021/22	Senior Partnership Manager	<p>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.</p> <p>Thistle Card assistance card scheme for disabled and other passengers with specific needs and assistance when</p>

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	Identify priority areas for improvement and associated programmes, including consultation with Equalities Forum.	Linked to external funding via constituent Councils, City Deal and STPR2 support.		<p>using public transport services introduced across region in March 2014 and being maintained. Thistle Card further developed into an App and website.</p> <p>Policy and delivery outcomes reviewed as part of RTS Delivery Plan and Monitoring Framework with key stakeholders and Equalities Forum.</p>
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 Strategy Officer	<p>Regional Health & Transport Framework previously approved by Tactran Board, NHS Boards and CPPs. . Work commenced with NHS Tayside to identify access problems and prepare a Transport & Access Strategy.</p> <p>Refreshed accessibility modelling undertaken as part of 2018 RTS Monitoring.</p> <p>Tactran developing a Mobility as a Service</p>

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				(MaaS) app which improve the availability of travel information. This includes an NHS Tayside pilot project.
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	<p>Ongoing review of Tactran's Comms and Digital Strategies in 2021</p> <p>Tactran Thistle Card assistance Card introduced across region in March 2014 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>Tactran developing a Mobility as a Service (MaaS) app which improve the availability of travel information. This includes an NHS Tayside pilot project.</p>

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Improvements to multi-modal transport interchanges incorporate quality and design standards which overcome any barriers to travel for disabled and other equalities characteristics.	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.	Ongoing. Progress dependent on availability of Revenue and Capital funding	Senior Partnership Manager	Accessibility improvements incorporated into the design of Dundee Station opened in July 2018. Working with Network Rail and Stirling Council on access improvements to Stirling Station. Accessibility reviewed as part of Station Travel Plans at Perth and Stirling. Tactran are involved in the Perth Station project being progressed via the Tay Cities Deal.
Equalities Impact Assessment of all RTS interventions at proposals, prioritisation, design and implementation stages.	RTS interventions to be subject to an Equalities Impact Assessment to ensure provision, design and operation promote and address equal opportunities in accordance with legal requirements and emerging “best practice”, including consultation with Equalities Forum.	To be agreed with delivery partners.	Senior Partnership Manager	EIA processes to be reviewed as part of new Tactran RTS in 2021/22.
Equalities duties and associated progress is	Include Equalities Monitoring and	Ongoing	Director	Mainstreaming the Equality Duty and

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reported to Partnership Board.	Outcomes reports 2-yearly within Annual Reports.			Employee Information and Equality Outcomes reports included Annual Reports.
Opportunities to engage with 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 EIA's of RTS. RTS policies and proposals being progressively aligned and embedded with role in Community Planning and supporting CPP equalities issues and forums within Community Planning framework.
Tactran communications address all sectors of society equally.	Review Tactran publications to ensure equal emphasis and priority is given to all equalities characteristics.	Ongoing	Director/Strategy Officer (Sustainable Travel)	To be reviewed in the context of Tactran's Comms and Digital Strategies in 2021.

Governance and Employment Related Outcomes

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<p>All Board members are aware of their duty to promote equality.</p> <p>Recruitment to Board vacancies to reflect the guidance on Board Diversity published in October 2016.</p>	<p>Equalities duties and monitoring reports issued to and discussed with staff. Include equalities and diversity training in all induction training.</p>	<p>Ongoing</p>	<p>Director</p>	<p>Compliance monitoring</p>	<p>Equalities Duty and related Mainstreaming the Equality Duty and Equalities Outcome reports communicated to all Board members. Related issues will be highlighted and addressed through EIA of RTS.</p> <p>Guidance referenced when filling Council nominated appointments and when advertising and during induction process for non-Council vacancies.</p>
<p>All employees are aware of their duty to promote equality.</p>	<p>Equalities duties and monitoring reports issued to and discussed with staff. Include equalities and diversity training in all induction training.</p>	<p>Ongoing</p>	<p>Director</p>	<p>Compliance monitoring</p>	<p>Equalities Duty and related Mainstreaming the Equality Duty and Equalities Outcome reports communicated to all staff. Related issues will be highlighted and addressed through EIA of RTS</p>

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Equalities issues are actively considered within the workplace	Tactran Equal Opportunities Policy approved by Partnership and reviewed periodically	Original policy approved September 2011. Review and updating ongoing.	Office Manager	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.
	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.		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 and keep under review.	Ongoing	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/ 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 including on social impact. 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. Adopted in the recruitment of vacant posts.
Equalities issues are considered in all Partnership activity and forward planning.	All Partnership Board reports include Equalities Implications section to raise awareness of and identify impact of the report/proposals on equalities	Commenced April 2013 and ongoing.	Director and report authors.	Compliance monitoring.	All Board reports screened, assessed and identify any relevant equalities issues.

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	See also relevant Policy and Delivery outcomes on audit procedures for delivery of RTS initiatives and projects.				Procedures and processes to be reviewed as part RTS EIA in 2021/22