



Equality Outcomes Report

April 2013

Tactran Equality Outcomes Report

This Equality Outcomes Report identifies proposed outcomes, actions, timescales and accountabilities based upon updated analysis of Tactran's policy and delivery functions and current working environment. It takes into account and updates the Tactran Equalities Scheme and Action Plan which was approved by the Partnership in 2007 and identifies new outcomes where relevant.

Policy and Delivery Related

Proposed Outcome	Action	Timescale	Accountability	Comments
To provide a forum for consultation on Tactran policy and delivery.	Establish an Equalities Forum.	Equalities Forum established January 2008	Director	The Equalities Forum met 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	
Equality audit procedure for proposed initiatives and projects	Develop and implement a procedure.	Develop and agree a procedure during 2013	Strategy Manager	Procedure to be developed as part of refresh of Regional Transport Strategy, now scheduled for 2013/14 at earliest. RTS project delivery procedures also governed by relevant delivery bodies' policies.
Monitoring process that specifically identifies equality issues.	Identify equality issues and relative monitoring requirements.	Ongoing	Strategy Manager	
Monitor and report progress on equality issues	Include 2-yearly progress updates within Annual Reports	First progress update due 2015	Director	

Proposed Outcome	Action	Timescale	Accountability	Comments
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. Provide large text/speech facilities for documents on the web site.	Ongoing	Office Manager	Translations service available on request and identified in all publications.
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. Identify priority areas for improvement and associated programmes, including consultation with Equalities Forum.	Buses Strategy approved. Ongoing Constrained by lack of available Revenue and Capital funding.	Strategy Manager Projects Manager	Responsibility for public transport delivery remains with constituent Councils, with supported service characteristics and priorities governed by individual Council policies. Policy and delivery outcomes to be reviewed as part of RTS refresh.
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	
Improvements to multi-modal transport interchanges	Ensure that design audits for multi-modal interchanges developments	Ongoing but progress	Projects Manager	

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incorporate quality and design standards which overcome any barriers to travel for disabled and other equalities characteristics.	address specific needs and provision for disabled and other equalities characteristics groupings, including consultation with Equalities Forum.	constrained by lack of Revenue and Capital funding		
Equalities audit of all RTS interventions at proposals, prioritisation, design and implementation stages.	All 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	
Equalities Scheme and associated progress is reported to Partnership Board.	Include new Equality Outcomes report 2-yearly within Annual Reports.	Ongoing	Director	
Promote accessibility to Tactran by all sectors of the community	Participate in local and regional events designed to promote equal opportunities	Ongoing	Director	Actions increasingly being embedded within Partnership’s role in Community Planning and support in addressing CPP equalities issues and forums within Community Planning framework.
All 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 and Employment Related

Proposed Outcome	Action	Timescale	Accountability	Success Indicators/ Measures	Comments
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 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 equalities duties are actively addressed.</p>	<p>Updated policy approved September 2011.</p> <p>HR policies reviewed and updated on ongoing basis.</p> <p>Ongoing</p>	<p>Office Manager</p> <p>Office Manager</p> <p>Office Manager</p>	Ongoing assessment of policies and monitoring of any complaints	
Emergency Action Plans take into account equalities issues	Add an appendix to the Fire Action plan to ensure the safety of those less mobile or disabled	Completed	Office Manager		

Proposed Outcome	Action	Timescale	Accountability	Success Indicators/ Measures	Comments
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.
Operate an Equalities based recruitment and selection process	Maintain the Equal Opportunities and Guaranteed Interview scheme	Ongoing	Office Manager	Compliance monitoring	
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 must identify and assess relevant equalities issues