



Mainstreaming the Equality Duty Report

April 2013

1. INTRODUCTION

Tactran is the statutory Regional Transport Partnership (RTP) covering the Angus, Dundee City, Perth & Kinross and Stirling Council areas. The Partnership's principal statutory role and duty is to develop and oversee the delivery of the Regional Transport Strategy (RTS).

The Tactran Regional Transport Strategy 2008 – 2023 was developed in accordance with the requirements of the Transport (Scotland) Act 2005 and subordinate Regulations, including associated Regional Transport Strategy Guidance. The Strategy gained Ministerial approval in June 2008.

The RTS seeks to enhance social and economic wellbeing and public health; promote public safety and the safety of transport users; promote social inclusion; facilitate access to hospitals, clinics and other places where health services are provided; and encourage equal opportunities, in particular the observance of statutory Equal Opportunities requirements.

RTPs are statutory Community Planning partners and the Partnership is a signatory to the Community Plans and Single Outcome Agreements covering its 4 constituent Council areas. Through its role in Community Planning the Partnership seeks to support and contribute to the achievement of a range of wider equalities outcomes identified within SOAs.

RTPs are also designated "Key Agencies" within the Development Planning process. Through its statutory role in contributing to and supporting Strategic and Local Development Plans, Tactran seeks to ensure that strategic Land Use and Transportation policies are closely aligned, with a view to ensuring that all forms of land use and related development are served by a range of modes which are inclusive and provide accessible and sustainable travel choices for all sectors of the community.

Effective and accessible transport is the lifeblood of an inclusive and prosperous society. In developing and delivering its RTS, working with statutory and other key stakeholders, the Partnership seeks to ensure that the connectivity and accessibility needs of all sectors of society and communities are recognised and addressed.

Relevant issues with particular relevance to the transport sector include :-

- people with a disability or long-term illness are less likely to hold a full driving licence compared to people who report no disability/ long-term illness;
- adults from minority ethnic groups are markedly less likely to hold a driving licence than white ethnic groups;
- adults with a disability or long-term illness are more likely to use a local bus service than those with no disability or long-term illness;
- women make more use of local bus services than men;
- older people are more likely to use local bus services than other adults.

2. EQUALITIES DUTIES

The Equality and Human Rights Commission has produced guidance on how public authorities can meet the requirements of the Equalities Act 2010 and the Equalities Act 2010 (Specific Duties) (Scotland) Regulations 2012.

The Equality Act 2010 defines “general equality duties” which are to :-

- eliminate unlawful discrimination, harassment and victimisation and other prohibitive conduct;
- advance equality of opportunity between people who share a relevant protected characteristic and those who do not; and
- foster good relations between people who share protected characteristic and those who do not.

The Act also sets out that:-

- meeting different needs includes (among other things) taking steps to take account of disabled peoples disabilities;
- fostering good relations means tackling prejudice and promoting understanding between people of different groups; and
- meeting the general equality duty may involve treating some people more favourably than others.

3. SPECIFIC DUTIES

The Specific Duties are the steps required to deliver the General Duties as outlined above. The general actions required are to :-

- publish a Mainstreaming Report no later than 30th April 2013 which :-
 - shows how equality becomes part of the structures, behaviours and culture of the authority;
 - demonstrates how, in carrying out its functions, the authority is promoting equality;
 - contributes to continuous improvement and better performance by mainstreaming equality.
- publish an Equality Outcomes Report, prepared using involvement and evidence no later than 30 April 2013, which includes a defined set of equality outcomes which it considers will enable the authority to better perform the general equality duty.

4. MEETING OUR DUTIES

4.1 Identifying the Functions and Policies Relevant to Equality

Tactran is currently a “Model 1” RTP, with the responsibility to develop, monitor and oversee the delivery of the Regional Transport Strategy for its area. This remains Tactran’s primary role and duty.

Many of the statutory duties and responsibility for service delivery relating to key elements of the Regional Transport Strategy reside with the Partnership’s constituent Councils, amongst other duties/responsibilities, acting as statutory local roads and public transport authorities.

While Tactran is not a direct provider of transport services, it seeks to influence and improve transport policy and provision through undertaking and funding of feasibility studies and project design; promoting sustainable travel behaviour through Travel Planning and Active Travel promotion; development of inclusive Travel Information tools and strategies; and the development of its Health & Transport Framework. Through working in partnership with and providing grant assistance to local authorities, other public bodies, transport operators, community groups and others, Tactran seeks to influence the development and delivery of inclusive transport policies and measures.

Through engaging individually and collectively with both the Scottish and UK Governments and national, regional and local transport providers, RTPs can strongly influence transport policy and related provision, including through the requirement for Councils, Health Boards and other public bodies to have regard to the Regional Transport Strategy when drawing up their own statutory documents and plans.

4.2 Tactran Regional Transport Strategy (RTS)

The RTS and associated RTS Delivery Plan contain a range of objectives, policies and proposals that are designed to promote equality of accessibility for all sectors of the community, including those who suffer from disability, social exclusion as a result of multiple social deprivation, and those who are unable to use public transport for fear of personal security. The overall objectives of the Strategy are :-

- Economy – to ensure transport helps deliver regional prosperity;
- Accessibility, Equity and Social Inclusion – to improve accessibility for all, particularly those suffering from social exclusion;,
- Environment – ensure the transport system safeguards the environment;
- Health and Wellbeing – to promote health and wellbeing of communities;
- Safety & Security- to improve real and perceived safety and security;
- Integration – to improve integration between transport modes and other policy areas.

The Accessibility objective has particular relevance to the equalities duty. This has 5 relevant sub-Objectives, which are to :-

- improve access to employment;
- improve access to public services, including health and education;
- improve access to retail, recreation and leisure facilities;
- reduce severance and social and economic isolation; and
- improve the accessibility and inclusivity of the transport system.

From these high level objectives various policies and interventions have been developed, with the aim of addressing inequalities in access to jobs, health facilities, education, shops and leisure and recreation facilities. By seeking to pursue and address these issues and objectives in a non-discriminatory way, the Partnership seeks to achieve and improve equality of accessibility for all citizens and visitors.

In addition, equalities interests are specifically identified and addressed through ongoing implementation of Action Programmes identified in the Partnership's sub-Strategies for Buses, Travel Information and Walking & Cycling, plus through related consultation Fora and other elements of RTS policy and delivery. These include a Health & Transport Group and a Sustainable Transport Forum which aim to improve transport and accessibility for all users.

Local policy and delivery responsibility for a number of key elements of the RTS remains with the Partnership's constituent Councils – e.g. public transport service and infrastructure provision. Where such services and facilities are delivered by the Partnership's constituent Councils and/or other public/private sector partners, the relevant agencies' equalities policies and processes for consultation with equalities groupings apply.

The approved RTS, related sub-Strategies for Buses, Walking & Cycling, Travel Information and Park & Ride, and the RTS Delivery Plan are available for inspection and can be downloaded free of charge from the Partnership's website www.tactran.gov.uk

Legislation requires that Regional Transport Strategies are reviewed periodically. Reflecting the importance of ensuring close alignment of strategic transport and land use policies, it is intended that the current RTS will be reviewed and refreshed in parallel with ongoing development of the Strategic Development Plan covering 3 of Tactran's constituent Councils – Angus, Dundee City and Perth & Kinross – plus the emerging Local Development Plans for the Partnership's 4 constituent Councils and Community Planning Partnership areas, plus the Cairngorms National Park and the Loch Lomond & the Trossachs National Park. It is currently envisaged that refresh of the RTS will commence during 2013/14 with completion during 2014/15.

4.3 Employment Duty

As a "Model 1" RTP Tactran is a small, strategic organisation. The current staff establishment comprises 6 full-time staff, who are all employed by the Partnership, as follows :-

- Partnership Director
- Strategy Manager
- Projects Manager
- Travel Plan Officer
- Office Manager/PA to Director
- Administrative Assistant

Tactran is supported in carrying out its day to day functions by the provision of Secretariat, Legal, Financial and Information Technology support by Perth & Kinross Council.

Specialist Human Resources advice to the Partnership is also provided by Perth & Kinross Council. The Council has developed its own comprehensive equalities policies and procedures which the Partnership adopts, ensuring that HR advice and practice is compliant with equalities requirements.

The Partnership's HR policies and procedures are reviewed and updated periodically. The most recent review of HR policies by the Partnership Board took place in September 2011, when the following updated policies were approved :-

- Equal Opportunities
- Adoption Leave
- Maternity Leave
- Paternity Leave
- Paternal Leave
- Annual Leave
- Special Leave
- Flexi Time
- Achieving & Maintaining Standards
- Fairness at Work
- Maximising Attendance
- Early Retiral and Voluntary Severance Scheme
- Employee Code of Conduct
- Substance Misuse
- Smoking at Work

The updated Equal Opportunities policy takes account of the Equalities Act 2010 and embraces all of the specified equalities characteristics. All of the Partnership's HR policies can be inspected on the Partnership's website.

The Partnership adopts the recruitment and selection policies and procedures of Perth & Kinross Council.

The Partnership's staff headquarters at Bordeaux House, 31 Kinnoull Street, Perth is fully disabled accessible with lift access and a disabled toilet.

4.4 Assessing and Consulting on the Impact of our Policies;

Assessment

The Regional Transport Strategy was developed and assessed in line with STAG (Scottish Transport Appraisal Guidance) principles. The STAG process examined the strategy in terms of Economy, Accessibility, Environment, and Safety and Health indicating the overall impact of the strategy in these areas.

The RTS recognises that particular groups and sectors of society rely heavily on public transport services and related facilities and identifies a number of key issues in relation to the regional transport network, including :-

- the need for improvement to disabled access on and when boarding public transport and at key interchanges, including bus and rail stations;

- the need for demand responsive transport provision in rural areas where conventional bus services tend to be less available or frequent, or for those who are unable to make use of conventionally operated bus services;
- the need for high quality and accessible public transport information which is available in a variety of formats and mediums, including travellers with special needs.

The RTS confirms that interventions and measures pursued in fulfilment of the strategy will be subject to an Equality Impact Assessment where appropriate. Much of the Partnership’s activity to date has been focussed the development of the RTS, associated sub-Strategies and related feasibility studies. As proposals and projects progress towards implementation the Partnership will work with delivery partners to ensure that equalities impacts are considered and that Equality Impact Assessments are undertaken in all appropriate cases.

4.5 Consultation

A comprehensive and wide-ranging consultation was carried out as part of the development of the RTS, as described in the RTS Report of Consultation, which is available on the Partnership’s website.

Stakeholder consultation was carried out at three key stages of the RTS development :-

1. **Key Trends and Main Issues Identification** – to ensure that all the relevant issues were identified.
2. **Objective Setting and Prioritisation** – to ensure that there was agreement on prioritisation of issues.
3. **Draft Strategy** – widespread consultation on the Draft Strategy with a comprehensive analysis of comments and how they informed and influenced the Finalised Strategy.

Throughout the process numerous organisations representing the interests outlined below were sought.

| | | | | |
|--------------|--------------------|-------------|--------------|------------|
| Health | Safety | Mobility | Commerce | Employment |
| Cycling | Emergency Services | Education | Bus | Heritage |
| Walking | Economic Dev. | Environment | Rail | Freight |
| Tourism | Road | Leisure | Education | |
| Young People | Air | Shopping | Older People | |

During development of the RTS various “Key Stakeholder” meetings including the above groups took place. During formal consultation on the Draft RTS a range of stakeholders and equalities interest groups were consulted. The then Scottish Executive’s Equality Unit and constituent Councils provided details of all equalities interest groups nationally and regionally and these were positively engaged, through direct invitation to comment on the Draft Strategy and to contribute towards Focus Group and Key Stakeholder Workshops convened to consider the various aspects of the emerging strategy.

The formal consultation on the Draft Strategy specifically sought views on whether the Draft RTS would impact on equality groups. At the time of consultation 54% felt it would not ; 36% were unable to comment; while just under 10% considered that there may be negative impacts. These concerns were considered during re-drafting of the Finalised RTS.

4.6 Equalities Forum

Arising from the consultations undertaken with equalities interests during the development of the RTS, an Equalities Forum was established in early 2008, and informed the development of the Partnership's Equalities Scheme and Action Plan, which was approved in 2007. The 2007 Equalities Scheme is now superseded by the new duty to publish Equality Outcomes and a Mainstreaming Report and associated progress reporting.

The Partnership has been progressively aligning its RTS and associated delivery priorities with the priorities identified by Community Planning Partnerships and SOAs. It is the intention to review the scope and function of the Partnership's Equalities Forum during 2013, in line with the extended equalities duties and characteristics and in light of ongoing embedding and alignment of the Partnership's role within Community Planning Partnerships, recognising that collective public sector responsibility for many equalities issues and outcomes are SOA priorities.

4.7 Monitoring Policies for any Adverse Impact on Equalities;

The RTS includes a Monitoring Framework with 22 Indicators and associated targets. Progress on the Monitoring Framework is reported annually within the Partnership's Annual Report

A number of the monitoring indicators relate to elements of the RTS which are relevant to equalities including :-

- accessibility by public transport to hospitals; further or higher education; retail, leisure and recreational faculties;
- improving accessibility and inclusivity of the bus network; and
- improving real and perceived levels of personal security on the transport network.

The Monitoring Framework will be reviewed as part of the refresh of the RTS and opportunities to include further indicators relating to the achievement of equalities outcomes will be considered.

The previous Equalities Scheme included an Action to develop an Equality Audit procedure covering all relevant interventions. This requires further definition and will be reviewed and developed during 2013.

From April 2013 all reports to the Partnership Board will include comment on equality impacts and issues to ensure that Partnership Board Members are aware of and consider these.

4.8 Employment Duty

As a small, strategic body employing only 6 full-time staff, the Partnership is not required to report on Gender Pay Gap Information.

Employment and related monitoring processes will be reviewed during 2013 to ensure equality issues are fully recognised and embedded within employment reporting.

4.9 Publishing Results of Assessments, Consultation and Monitoring;

The Mainstreaming the Equality Duty Report and Equalities Outcome Report will be published on the Partnership's website www.tactran.gov.uk

Progress related to the Equality Outcomes Report will be reported two-yearly through the Partnership's Annual Report(s). The first progress update on the Outcomes Report will be reported in 2015 and will include reference to equalities issues and proposals and updating where required.

A full refresh of the Outcomes Report will be undertaken every four years, with the first comprehensive review and refresh scheduled for 2017.

Annual Reports are published on www.tactran.gov.uk

4.10 Ensuring Employees Are Aware of Their Duty to Promote Equality.

The Partnership's Governance and HR policies are notified to all staff and are available on the website.

The Partnership's employment/HR policies are reviewed periodically and updated to take account of revisions to equalities and employment legislation and other guidance.

The accompanying Equality Outcomes Report includes a number of specific Actions which are designed to ensure that all employees of the Partnership are aware of and take appropriate actions to address, implement and monitor the Partnership's duties in relation to equalities.