



**Mainstreaming the Equality Duty Report
And Employee Information**

April 2025

1. INTRODUCTION

- 1.1 Tactran is the statutory Regional Transport Partnership (RTP) covering the Angus, Dundee City, Perth & Kinross and Stirling Council areas.
- 1.2 Regional Transport Partnerships are amongst those listed public authorities in Scotland that are covered by and have a duty to meet the requirements of the Equality Act 2010 and the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012.
- 1.3 Tactran's principal statutory role and duty is to create, develop and oversee the delivery of the statutory Regional Transport Strategy. The original Tactran Regional Transport Strategy 2008 – 2023 was prepared in accordance with the requirements of the Transport (Scotland) Act 2005 (the Act), subordinate regulations and associated Regional Transport Strategy (RTS) Guidance. The RTS 2008-2023 gained Ministerial approval in June 2008. It was refreshed in 2015.
- 1.4 Following publication of the Scottish Government's National Transport Strategy 2 (NTS2), Regional Transport Partnerships are required to develop a Regional Transport Strategy (RTS) setting out how the RTPs will deliver the NTS2 at a regional and local level. The Tayside and Central Scotland Regional Transport Strategy 2024 – 2034 considers the challenges and opportunities pertinent to the TACTRAN region and, provides the policy context for the development of subsequent Local Transport Strategies separately covering Angus, Dundee City, Perth and Kinross, and Stirling.
- 1.5 During the initial screening, TACTRAN concluded that a number of detailed assessments were required, comprising a Children's' Rights and Wellbeing Impact Assessment, and Equalities and Fairer Scotland Duty Impact Assessment and a Health Inequalities Impact Assessment.
- 1.6 These assessments were combined within an Integrated Impact Assessment which assessed the impacts of the policies of the RTS 2024-2034 and helped the Tayside and Central Transport Partnership to consider differential equalities impact in the delivery of its policies, programmes, and projects.
- 1.7 Within the **Equality Act 2010** is a section dedicated to the public sector. Equalities are a key component of our work and not an afterthought. The Public Sector Equality Duty places an obligation on public authorities to give due regard, or to consciously consider, the need to:
 - i. Eliminate discrimination, harassment and victimisation;
 - ii. Advance equality of opportunity between those who have protected characteristics and those who don't, and
 - iii. Foster good relations between those who have protected characteristics and those who do not.

Supplementary legislation (the **Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012**), requires Tactran to be proactive in meeting this general duty to address inequalities and help contribute to the Scottish Government's commitment to tackle disadvantage and discrimination, advance equality of opportunity and encourage good relations between all people.

The Equality Act 2010 explains that having due regard to advancing quality of opportunity involves:

- i. Removing or minimising disadvantages affecting people due to their protected characteristics¹;
- ii. Taking steps to meet the needs of people with certain protected characteristics where these are different from the needs of other people; and
- iii. Encouraging people with certain protected characteristics to participate in public life or in other activities where their participation is disproportionately low.

1.8 The **Fairer Scotland Duty (part 1 of the Equality Act 2010)** places a legal responsibility on public bodies in Scotland to actively consider how they can reduce inequalities of outcome caused by socio-economic disadvantage when making strategic decisions.

1.9 In broad terms, socio-economic disadvantage means living on a low income compared to others in Scotland, with little or no accumulated wealth, leading to greater material deprivation, restricting the ability to access basic goods and services. Socio-economic disadvantage can be experienced in both places and communities of interest, leading to further negative outcomes such as social exclusion. Disadvantage can also arise depending on the social class; this is more difficult to measure and will require further consideration.

1.10 Whilst Regional Transport Partnerships are not statutorily required to complete a Fairer Scotland Duty Assessment, Tactran concluded that it important to assess this aspect as the Regional Transport Strategy 2024 - 2034 has the potential to impact on the above.

1.11 On this basis Tactran is required to consider potential impacts on individuals and communities by:

- i. Place: on specific vulnerable areas or communities (SIMD, regeneration, rural) e.g., housing, transport.

¹ These are age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

- ii. Pockets: household resources, (Income, benefits, outgoings) ability to access a service; and
 - iii. Prospects: peoples life chances e.g., access to, or ability to access employment, training, services (such as council or health) or support.
- 1.12 The **Children and Young People (Scotland) Act 2014 (Section 1)** incorporates the United Nations Convention on the Rights of the Child² (UNCRC) into national Scottish law. Tactran is required to respect, protect, and fulfil the UNCRC.
- 1.13 The United Nations Convention on the Rights of the Child is complemented by the Getting it Right for Every Child (GIRFEC) approach to improving the wellbeing of children and young people in Scotland. Developed from the UNCRC, it defines the wellbeing of children by using eight indicators, including: safe, healthy, achieving, nurtured, active, respected, responsible, and included³.
- 1.14 The **Child Poverty (Scotland) Act 2017** aims to reduce the number of children living in poverty in Scotland. A key focus is to reduce inequality and poverty within the formative years of children's lives.
- 1.15 Tactran recognises that the strategic decisions the Partnership makes profoundly influences the health and wellbeing of the diverse communities in Angus, Dundee City, Perth and Kinross, and Stirling.
- 1.16 The **Constitution of the World Health Organisation**, approved in 1948, defines health and well-being as "a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity".
- 1.17 The definition encompasses physical, mental, and social health and well-being and considers the health impact on individuals and communities through a framework of the social determinants of health. These factors, such as environment, transport, housing, access to services and employment can all interact to a greater or lesser extent with an individual's lifestyle choices and genetic makeup to influence health and well-being.
- 1.18 The Tayside and Central Scotland Regional Transport Strategy 2024-2034 was formally approved by the Cabinet Secretary for Transport in April 2024 and adopted by the Tactran Board on 11 June 2024. Following approval of the RTS 2024-2034 the Partnership have developed a comprehensive the RTS Delivery Plan.

² The UNCRC considers a child as any human being below 18 years old, unless majority is attained earlier under the law applicable to the child. In Scotland, a minor is a person under the age of 18 in most circumstances (NSPCC, 2019).

³ Cp. Section 96(2) of the Children and Young People (Scotland) 2014 Act.

- 1.19 The Delivery Plan 2024 - 2034 was approved by the Partnership Board on 18 March 2025. Individual interventions included within the RTS Delivery Plan have been informed by both the equalities and environmental impact assessments, complementing the development of the Tayside and Central Scotland Regional Transport Strategy.
- 1.20 RTPs are also designated statutory key agencies within the Development Planning process. This reflects the importance of integrated strategic land use and transport policies and plans which support and promote sustainable and inclusive economic growth through the planning and delivery of sustainable and socially inclusive infrastructure, and development which enables inclusive accessibility to employment, health, education and other key services and facilities. Through its statutory role in contributing to, influencing and supporting Strategic and Local Development Plans and their related Action Programmes, Tactran seeks to ensure effective alignment of strategic Land Use and Transportation policy and delivery, including ensuring that all forms of land use and related development are served by a range of modes which are fully inclusive and provide accessible and sustainable travel choices for all sectors of the community.
- 1.21 By developing and delivering a RTS in an inclusive manner through its statutory roles as a Regional Transport Authority, Community Planning and Development Planning agency, and as a public sector employer, Tactran seeks to meet and further its obligations under the General Equality Duty and Specific Duties.

2. SPECIFIC DUTIES

- 3.1 The Specific Duties were created by the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 and are steps required to deliver the General Duties as outlined above.
- 3.2 Following the Partnership's publication of required reports in April 2015, April 2017, April 2019, April 2021 and April 2023, the actions now required are to publish an updated Mainstreaming the Equality Duty Report no later than 30th April 2025 which:
- Reports on progress made in making the General Duties integral to the exercise of its functions, to better perform that duty
 - Assesses and reviews progress on review of policies and practices to help better perform that duty
 - Includes an annual breakdown of and progress on using employee information gathered to better perform that duty
 - Uses information on Board Members to be gathered by Scottish Ministers and provided by them
 - Fulfils the requirement that information is published in an accessible manner.

- 3.3 Tactran is also required to publish a report on progress towards achieving the Equality Outcomes aimed at enabling the Partnership to better perform the General Duties.

3. MEETING OUR DUTIES

Board Diversity

- 4.1 Listed bodies are required to publish and use information on the composition of their Members to promote greater diversity of Board membership. This information is to be gathered by Scottish Ministers and then provided to public bodies, to enable public bodies to report on steps taken, or intended to be taken, towards ensuring diversity in relation to the protected characteristics of those members.
- 4.2 During 2016 Tactran provided Scottish Government with the relevant contact information for all of its Board Members, to enable collection of this information. At the time of publishing this report the relevant information to enable reporting on this Specific Duty is awaited. The Equality & Human Rights Commission produced guidance on Board Diversity and the Public Sector Equality Duty published in October 2016, which the Partnership has since followed in seeking Council appointed members and making appointments of non-Council members. As a position statement, listed bodies are required to publish information on Board gender composition which, at 30 April 2025, was as follows:

	Female No.	Male No.	Total
Councillor Members	6	4	10
Non-Councillor Members	1	3	4
	7 (50%)	7 (50%)	14

- 4.3 The Council elections in May 2022 led to the appointment of Council members to serve on 10 positions. The Council member appointments made in June 2022 will continue through until the next Council elections in 2026 subject to vacancies occurring and replacements being nominated by the constituent Councils.
- 4.4 A combination of existing Council members not seeking re-election, coupled with the effects of electoral change, has led to changes to the existing membership and, potentially, composition of the Partnership Board. As vacancies arise, consideration will be given to further actions necessary to promote greater diversity of Board membership, having regard to progress made by Scottish Ministers on the provision of information on the protected characteristics of Board members. Consideration will also be given to development of Succession Planning, as recommended in Guidance issued by Scottish Government and EHRC along with targeted advertising for the appointment of non-Council Board appointments.

- 4.5 With regard to Council nominated vacancies, the Partnership will request that partner Councils have regard to both the principles of improving the diversity of public sector Boards and also relevant member skills and experience, as recommended in the Succession Planning Toolkit, when making their Councillor appointments and any replacements to the Tactran Partnership Board going forward.

Identifying the Functions and Policies Relevant to Equality

- 4.6 Tactran is a “Model 1” RTP with the responsibility to develop, monitor and oversee the delivery of the Regional Transport Strategy (RTS) for its area. This remains Tactran’s primary role and duty.
- 4.7 Many of the statutory duties and responsibilities for implementing key policy and delivery elements of the RTS ultimately rest with the Partnership’s constituent Councils, acting as statutory local roads and public transport authorities, amongst other duties/responsibilities. Responsibilities and duties in relation to the operation and maintenance of the national/strategic road and rail network rest with Transport Scotland and its agents, and with a range of public and private transport operators and providers.
- 4.8 Tactran is not, therefore, generally a direct provider of transport services or facilities. It seeks to influence, develop and improve transport policy and provision through the creation and promotion of the statutory RTS. This includes undertaking and funding feasibility studies and project design; promoting sustainable travel behaviour through Travel Planning and Active Travel support and promotion; development of inclusive Travel Information tools and strategies; and development of its Health & Transport Framework working with Community Planning Partnerships. 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, infrastructure, services and measures.
- 4.9 Through engaging individually and collectively with the Scottish and UK Governments, local authorities and with 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 statutory RTS when drawing up their own statutory documents and plans.
- 4.10 RTPs can also contribute to, support and influence the furtherance of the General Duties through their role as a statutory Community Planning and Development Planning agencies.

Tactran Regional Transport Strategy (RTS)

- 4.11 The role of Regional Transport Partnerships is to strengthen the planning and delivery of regional transport developments. They are required to prepare a Regional Transport Strategy. This is supported by a delivery plan where RTPs set out when and how projects and proposals would be delivered.
- 4.12 Following publication of the Scottish Government's National Transport Strategy 2, the Partnership undertook a comprehensive exercise in consultation with a wide range of key stakeholders and the public to develop a Regional Transport Partnerships are required to develop an RTS, setting out how Tactran would deliver the NTS2 at a regional and local level. In accordance with legislative requirements, both an Integrated Impact Assessment (IIA) and Strategic Environmental Assessment (SEA) of the RTS 2024 – 2034 was undertaken.
- 4.13 Between June and August 2021 public and stakeholder engagement was undertaken to help identify the issues to be considered when developing the strategy. This informed the strategy's draft objectives and outcomes.
- 4.14 Between July 2022 and November 2022 public and stakeholder engagement was undertaken, seeking view on the draft objectives and outcomes; the scale of change required to hit national targets; and the measures which could help delivery of the identified outcomes. Between July 2023 and November 2023 public and stakeholder engagement was undertaken, seeking views on a draft strategy.
- 4.15 22 outcomes underpin the 4 strategic objectives of the RTS 2024-2034, including:

To take climate action:

- i. Reduce estimated CO₂ emissions from transport in the region
 - Increase the share of EV and low emission vehicle use
 - Reduce freight mileage by road
 - Reduce car kilometres driven
- ii. Ensure strategic and lifeline routes (and services) are resilient to climate change, extreme weather and emergencies

To reduce inequalities:

- i. Improve ability for young people, and disadvantaged & rural communities to access jobs, education and services
 - Improve ability of 16-24 year olds to access jobs and further education
 - Improve ability of all in the lowest SIMD data zones (all domains), targeted by the respective Councils, to access jobs, education and services

- Improve ability of families, targeted in local child poverty action plans, to access jobs, education and services
- Improve ability of rural communities to access jobs, education and services
- Improve the ability of over-65s, and those in lowest SIMD data zones targeted by the respective Councils, to access social activities
- ii. Improve the ability of people with disabilities to access jobs, education and services
- iii. Improve the safety and security of vulnerable and protected characteristic groups in the street environment and on public transport

To improve health and wellbeing:

- i. Improve road safety for vulnerable users (pedestrians, cyclists, children and older people, lower SIMD quintile)
- ii. Reduce transport emissions in declared air quality management areas
- iii. Improve access to healthcare
 - Improve the ability of all in the lowest SIMD data zones (health domain), targeted by the respective Councils, to access healthcare
 - Improve the ability of rural communities to access healthcare
 - Improve the ability of over-65s to access healthcare (primary healthcare / hospitals)
- iv. Increase the share of personal trips made by sustainable modes such as walking, cycling and public transport
- v. Increase levels of physical activity
 - Increase the levels of walking, wheeling and cycling in the lowest SIMD data zones (health domain), targeted by the respective Councils
 - Improve the ability to access active leisure facilities and green space for lowest SIMD data zones
- vi. Reduce the impact of traffic on communities on strategic routes

To help deliver inclusive economic growth:

- i. Reliable inter and intra-regional journey times
 - Improve public transport journey times, and journey time reliability on strategic road and rail routes
 - Improve journey time reliability for freight through the region, and to key destinations in the region
- ii. Improved ability for young people, and disadvantaged and rural communities to access jobs and education

See outcomes to reduce inequalities above

- 4.16 The IIA noted that transport and accessibility affects all sectors and protected characteristics. Available evidence from research and statistics for each of the equality groups and protected characteristics was gathered and, where available, informed consultation on the EIA. This identified availability of some information in relation to needs and experience on grounds of age, disability, gender and race, but also identified that there was little available information about the particular transport and travel needs or experiences for other protected characteristics including gender reassignment, sexual orientation, religion or belief and pregnancy and maternity.
- 4.17 Relevant differential impacts noted and raised with particular relevance to the transport sector are summarised in paragraphs 4.18-4.24 below:

Influencing Travel Choices and Behaviour

- 4.18 Potentially negative impacts with regards to the implementation of any road user charging scheme are to be identified in further analysis. It is considered that these can be well mitigated, identifying at-risk groups prior to implementing such schemes to adjust the scheme to reduce the impact.

Improving Access to Public Transport

- 4.19 Members of the LGBTQ community in Scotland are more likely to be subject to hate crimes and harassment on public transport and subsequently feel unsafe within stations and on public transport^{4 5}.

Decarbonising Transport and a Just Transition

- 4.20 The current ULEV market comprises higher-income consumers, with over half of EV owners still primarily concentrated among the top 20% wealthiest income earners⁶.
- 4.21 Most private EV owners are still middle-aged, male, well-educated, affluent, and live in urban areas with households containing two or more cars and the ability to

⁴ STONEWALL SCOTLAND (2017): LGBT in Scotland – Hate Crime and Discrimination

https://www.stonewallscotland.org.uk/system/files/lgbt_in_scotland_hate_crime_-_web_use.pdf

⁵ Cp. Cp. O'CONNOL (2010): Legal Study on Homophobia and Discrimination on Grounds of Sexual Orientation and Gender Identify. European Union Agency for Fundamental Rights.

https://fra.europa.eu/sites/default/files/fra_uploads/1357-lgbt-2010_thematic-study_ie.pdf

⁶ Electric car market statistics (<https://www.nextgreencar.com/electric-cars/statistics>).

charge at home⁷. Indeed, those in the lowest two income brackets made up just 4% of EV owners from 2015 to 2017⁸.

- 4.22 Current models for EV ownership and the transition to net-net zero emissions are not working for households in the lowest income brackets.
- 4.23 Publication of the finalised RTS 2024 – 2034 included an Easy Read Version, which was developed in consultation with Disability Scotland.

Reducing the Need to Travel by Car through the Location of Development and Services

- 4.24 Improving the ability to access services and opportunities by reducing the scale of travel will help those without access to a car.

Responsibilities

- 4.25 As a strategic, regional body Tactran will seek to ensure that equalities interests are specifically identified and addressed through ongoing development and implementation of the RTS Delivery Plan, plus through related consultation forums and other elements of RTS policy and delivery.
- 4.26 Responsibility for local policy and delivery of a number of key elements of the RTS - e.g. public transport service and infrastructure provision - remains with Tactran's constituent Councils and various transport service providers. Where such services and facilities are delivered by constituent Councils and/or other public/private sector partners, the relevant agencies' equalities policies and processes for consultation with equalities groupings will apply and be accountable.
- 4.27 The RTS 2024-2034 and subsequent RTS Delivery Plan are available for inspection and can be downloaded free of charge from the Partnership's website www.Tactran.gov.uk.

Assessing and Consulting on the Impact of our Policies

Assessment

- 4.28 The RTS 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.

⁷ Lyndhurst B. Uptake of Ultra Low Emission Vehicles in the UK, A Rapid Evidence Assessment for the Department for Transport. London: Department For Transport Brook Lyndhurst Ltd; 2015.

⁸ Electric car market statistics (<https://www.nextgreencar.com/electric-cars/statistics>).

- 4.29 The RTS recognises that transport affects all sectors of society and that particular groups and sectors rely more heavily on transport services and related facilities. It identifies a number of key issues in relation to the regional transport network, including:
- the need to overcome barriers to public transport use, including 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 and other 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; and
 - the need for high quality and accessible public transport information which is available in a variety of formats and mediums, including for travellers with special needs.
- 4.30 The RTS 2024 - 2034 and accompanying IIA, and the RTS Delivery Plan 2024-2034, confirm that interventions and measures pursued in fulfilment of the strategy will be subject to an intervention or project-specific IIA. As proposals and projects progress towards implementation the Partnership will work with delivery partners to ensure that equalities impacts are considered and that IIA's are undertaken in all appropriate cases.

Consultation

- 4.31 As outlined above, a comprehensive and wide-ranging consultation with stakeholders and the public, including representative market research, was carried out as part of the development of the RTS from 2020 and 2023.
- 4.32 Stakeholder consultation was carried out at key stages of the RTS Refresh process:
1. **Key Trends and Main Issues Identification** – to consult on continuing relevance of RTS Vision and Objectives, to ensure that all relevant issues were identified, and to seek comment on prioritisation of issues and proposals.
 2. **Draft Strategy** – widespread stakeholder consultation on the Draft Strategy and accompanying IIA and SEA, with analysis of comments and how they informed and influenced the Final Tayside and Central Scotland Regional Transport Strategy 2024 - 2034.
- 4.33 Various key stakeholder workshops and meetings took place in advance of and as part of the formal consultation on the Draft RTS, including with those equality groups which expressed a wish to do so.

Representative Market Research

- 4.34 Tactran commissioned representative market research to inform and input to consultations undertaken during the development of the RTS 2024 - 2034.

Monitoring Policies for any Adverse Impact on Equalities;

- 4.35 The RTS includes a Monitoring Framework with 28 Outcome Performance Indicators (PIs) and associated targets. The Monitoring Framework now includes 26 indicators relating to Accessibility, Equity and Social Inclusion. These indicators will be promoted through the LOIPs as a contribution towards relevant national transport outcomes, such as reducing congestion, increasing active travel and reducing road traffic casualties, and to take account of the availability of monitoring data.
- 4.36 The updated Monitoring Framework addresses each of the RTS Objectives and defines PIs which are capable of supporting meaningful progress reporting using available published data sources such as the Scottish Household Survey and Census and includes the use of accessibility modelling and mapping.
- 4.37 A number of the monitoring indicators relate to elements of the RTS which are relevant to equalities including:-
- improving accessibility by public transport to the labour market
 - improving accessibility by public transport to hospitals; further or higher education; retail, leisure and recreational and tourism facilities;
 - improving accessibility and inclusivity of the bus network; and
 - real and perceived levels of personal security on the transport network.

In reviewing and defining a new set of equalities outcomes for this report consideration has been given to incorporation of appropriate and relevant PIs and targets within the RTS Monitoring Framework.

All reports to the Partnership include screening and comment on equality impacts and issues with the intention of ensuring that Partnership Board members are aware of and consider these.

Employment Duty and Information

- 4.38 Listed public bodies have a duty to publish annual information on their employees broken down by protected characteristic and to report annually on recruitment, development and retention of employees with respect to the number and relevant protected characteristics of employees. This information requires to be published annually for the 2 years since publication of the previous Mainstreaming Report. The information must be used to better perform the General Equality Duty.

4.39 As a “Model 1” RTP Tactran is a small, strategic organisation. Reflecting its strategic role the Partnership’s staffing establishment has comprised 7 full-time members of staff as follows:

- Partnership Director
- Senior Partnership Manager
- Senior Strategy Officer
- Strategy Officer (Strategic Connectivity)
- Strategy Officer (Sustainable Transport)
- Projects Manager
- Office Manager/PA to Director

4.40 During the 2-year period of this report, from April 2023 to March 2025, there has been a recruitment exercise to the core staffing establishment and recruitment.

4.41 One female member of staff left in September 2024 and has yet to be replaced, with recruitment ongoing, resulting in currently 6 core staff.

4.42 The annual gender and ethnicity composition of the Partnership’s employees during the period April 2023 – March 2025, at full staff complement, was as follows:

	2023/24		2024/25	
Ethnicity	Male	Female	Male	Female
White	4	3	4	2
Mixed or Multiple				
Asian				
African				
Caribbean or Black				
Other				

4.43 Guidance issued in March 2015 under the Scottish Government’s Equality Evidence Toolkit for Public Authorities indicates that reporting combinations of other protected characteristics for small employee numbers risks identifying individuals, which should be avoided.

4.44 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.

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

Employment Policies and Practices

- 4.46 The Partnership adopts the HR policies and related employment and monitoring processes of Perth & Kinross Council, adapted as appropriate to reflect the Partnership's own operational needs and circumstances. This includes adoption of the Council's recruitment and selection policies and procedures and embedding of equalities practice within recruitment and employment. The Council has developed a comprehensive suite of equalities policies and procedures in relation to employment, including Equal Opportunities Monitoring, Positive Action in Recruitment and Equal Pay Policy, which the Partnership also adopts. These are reviewed and updated to ensure that employment practice is compliant with equalities requirements.
- 4.47 Relevant policies, include:
- Fairness at Work
 - Achieving & Maintaining Standards
 - Employee Code of Conduct
 - Maximising Attendance
 - Adoption Leave
 - Maternity Leave
 - Paternity Leave
 - Paternal Leave
 - Shared Parental Leave & Pay
 - Annual Leave
 - Special Leave
 - Flexi Time
 - Early Retiral and Voluntary Severance Scheme

Gender Pay Gap and Equal Pay

- 4.48 Listed authorities with more than 20 employees are required to publish information every 2 years on the percentage difference between men's average hourly pay and women's average hourly pay amongst its employees and a statement on equal pay every 4 years.

Ensuring Employees Are Aware of Their Duty to Promote Equality

- 4.49 The Partnership's Governance and HR policies are notified to all staff and are available on the website.
- 4.50 The Partnership's employment/HR policies are reviewed periodically in line with updating of Perth & Kinross Council policies, which take account of revisions to equalities and other employment legislation and guidance.

- 4.51 The Equality Outcomes Report published in April 2019 included 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.

Award Criteria in Public Procurement

- 4.52 Where a listed authority carries out a public procurement exercise it must have due regard to whether its award criteria should include equality considerations which help it to better perform the equality duty.
- 4.53 The Partnership has, from February 2017, become a member of Scotland's public sector contracting body, Scotland Excel, which includes specific public sector equalities requirements within model contract arrangements and conditions.

Publishing Results of Assessments, Consultation and Monitoring

- 4.54 Mainstreaming the Equality Duty reports and Equalities Outcome reports are published on the Partnership's website www.Tactran.gov.uk.
- 4.55 Progress related to the Equality Outcomes Report is reported two-yearly to the Partnership and publicly through inclusion within the Partnership's Annual Reports. Annual Reports are published on www.Tactran.gov.uk. This Mainstreaming the Equality Duty Report is accompanied by a progress report on the Equality Outcomes Report published in April 2025.
- 4.56 A comprehensive review and refresh of Equalities Outcomes has been undertaken to accompany this report and will be further reviewed by no later than April 2027, in accordance with requirements and timescales set out in EHRC publications Public Authorities in Scotland.
- 4.57 This will include an examination and identification of equality outcomes which further one or more of the General Equality Duties needs – eliminating discrimination; advancing equality of opportunity; and fostering good relations – and on outcomes which will seek to improve chances and experiences for individuals, communities, organisations or society as a whole, through actions which Tactran can or will take, which directly influence and further the General Equalities Duty and Specific Duties to deliver practical improvements in the life chances of people who may experience discrimination or disadvantage.
- 4.58 In developing updated Equalities Outcomes Tactran will seek to close any gaps in the information in relation to any protected characteristics that the Partnership currently holds and as has been identified in the RTS Integrated Impact Assessment.

- 4.59 The development of an updated Equality Outcomes Report will be undertaken in consultation with partner Councils, Community Planning Partnerships, City Deals, the Equality Forum other key stakeholders and relevant partners/agencies with a view to ensuring that there is a consistency of approach to identification of, and agreement on relevant, meaningful and achievable outcomes for all relevant protected characteristics.