

## TAYSIDE AND CENTRAL SCOTLAND TRANSPORT PARTNERSHIP

## EXECUTIVE COMMITTEE

15 APRIL 2025

## PUBLIC SECTOR EQUALITY DUTIES REPORTING 2025

## REPORT BY DIRECTOR

This report seeks the Executive Committee's approval of reports which require to be published by 30 April 2025 under the Equality Act 2010 and Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012.

The Equality Outcomes Report sets new equality outcomes informed by the new Regional Transport Strategy adopted in June 2024.

## 1 RECOMMENDATION

- 1.1 That the Executive Committee approves for publication on the Tactran website the updated 'Mainstreaming the Equality Duty Report and Employee Information' and accompanying 'Equality Outcomes Report' as detailed in, respectively, Appendix A and B to this report.

## 2 BACKGROUND

- 2.1 Public Sector Equality Duty (PSED) is a legal requirement for public authorities introduced by the Equality Act 2010. Under the duty, authorities must consider equality when carrying out their functions.
- 2.2 The Equality Act 2010 sets out a General Equality Duty whilst Specific Duties for Scottish public bodies are specified by Scottish Ministers in the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012.
- 2.3 The General Equality Duty requires public bodies to have regard to the need to:
- eliminate unlawful discrimination, harassment and victimisation;
  - 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 a protected characteristic and those who do not.
- 2.4 The Equality and Human Rights Commission publishes and updates [guidance](#) to assist public authorities in meeting their duties to publish:
- a **Mainstreaming Report** which sets out progress the authority has made to make the Equality Duty integral to the exercise of all its functions

- an **Equality Outcomes Report** setting equality outcomes which are the results the authority aims to achieve in order to further the elimination of discrimination, the advancement of equality of opportunity, and/or the fostering of good relations
    - **Gender Pay Gap** information, to be published not more than 2 yearly, and an **Equal Pay Statement**, to be published not more than 4 yearly – these apply to authorities employing more than 20 staff, so are not required for Tactran.
- 2.5 Public bodies are required by the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 to publish the mainstreaming reports every 2-years. Bodies are also required to publish a fresh set of equality outcomes within four years of publishing its previous set and publish a report on the progress made to achieve its' equality outcomes every two years.
- 2.6 The Partnership published a Mainstreaming Report and Equality Outcomes Report in April 2023 (Report RTP/23/09 refers) and is now required to publish updated reports indicating progress by 30 April 2025.
- 2.7 The Equality Duty covers the following protected characteristics:
- age
  - disability
  - gender reassignment
  - pregnancy and maternity
  - race
  - religion or belief
  - sex
  - sexual orientation
- 2.8 In addition, the Public Sector Equality Duty covers marriage and civil partnerships with regard to eliminating unlawful discrimination in employment.
- 2.9 In accordance with previous practice, the Partnership has sought authority from the Executive Committee to consider and approve for publication an updated Mainstreaming Report and Equality Outcomes Report.

### **3 DISCUSSION**

- 3.1 Progress on mainstreaming the Partnership's policy, delivery and employment duties, is summarised in the updated Mainstreaming the Equality Duty Report and Employee Information at Appendix A and the equality outcomes that are sought through the work of the RTS are included within the Equality Outcomes Report at Appendix B.

- 3.2 These incorporate and reflect the Partnership's key focus during the reporting period on reviewing and writing a new Regional Transport Strategy (RTS), culminating in Ministerial approval of the RTS 2024-2034 in April 2024.
- 3.3 The new RTS included widespread consultation with key stakeholders on RTS policies, proposals and priorities, including production of an Equalities Impact Assessment (EIA) in consultation with all known groups or individuals representing equalities interests.
- 3.4 It is the intention to review both the Mainstreaming Report and the Equality Outcomes Report in two years' time to reflect any other relevant work in relation to the development and delivery of the RTS Delivery Plan.
- 3.5 As a small, strategic public body employing 7 staff, the Partnership is exempted from the requirement to publish information on Gender Pay Gap and Equal Pay, which previously applied to bodies with more than 150 employees and now applies to bodies with 20 or more employees. Whilst information on employee gender balance is included within Appendix A guidance issued by Scottish Government advises that reporting on staff numbers by protected characteristic should be avoided where small numbers are involved, to avoid risk of identifying individuals.
- 3.6 The Specific Duties regulations require Scottish Ministers to gather, from time to time, information on the relevant protected characteristics of Board members of listed authorities, and to provide this information to the bodies in question to make use of in better performing the public sector equality duty and achieving greater diversity on public authority Boards. The process for gathering Board diversity data is to be included within the report at Appendix A. Appendix A also confirms an intention for the Partnership to review the need for further action on Board diversity and succession planning as vacancies arise for Council and non-Council representatives and having regard to progress on the gathering and provision of Board member information by Scottish Ministers.
- 3.7 An Equality Outcomes report is attached at Appendix B. This sets Equality Outcomes based on the new Regional Transport Strategy. The outcomes derived from the RTS were informed by the Integrated Impact Assessment (IIA). The IIA integrates the Equalities Impact Assessment (EqIA), Fairer Scotland Duty, Children's Rights and Wellbeing Impact Assessment (CRWIA), and Health Inequality Impact Assessment (HIIA) into a single framework undertaken to inform the RTS.
- 3.8 Public bodies have discretion as to how they choose to publish the required information. The Partnership has previously agreed that the relevant reports will be published on the Partnership's website and notified to all key stakeholders, with progress updates also being included within the Partnership's Annual Reports, as appropriate.

3.9 The Executive Committee is asked to approve for publication on the Partnership's website the Mainstreaming the Equality Duty Report and Employee Information and the Equality Outcomes Progress Report, as detailed in the Appendices to this report.

#### **4 CONSULTATIONS**

4.1 All key stakeholders, including groups representing equalities interests, were engaged and consulted at various stages during the Regional Transport Strategy refresh process.

#### **5 RESOURCE IMPLICATIONS**

5.1 This report has no additional or direct financial or other resource implications.

#### **6 EQUALITIES IMPLICATIONS**

6.1 The relevant equalities issues and implications are addressed within the Appendices to the report.

**Mark Speed**  
**Director**

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#### **NOTE**

The following background papers, as defined by Section 50D of the Local Government (Scotland) Act 1973 (and not containing confidential or exempt information) were relied on to a material extent in preparing this Report :-

Equality Act 2010

Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 and related Guidance.

On Board, A Guide for Board Members of Public Bodies in Scotland, April 2015

Report to Executive Committee RTP/23/09, Public Sector Equality Duties Reporting, 14 April 2023



**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 characteristics<sup>1</sup>;
  - 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.

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<sup>1</sup> 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 Child<sup>2</sup> (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 included<sup>3</sup>.
- 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.

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<sup>2</sup> 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).

<sup>3</sup> 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:

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

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 CO<sub>2</sub> 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<sup>4 5</sup>.

### **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 earners<sup>6</sup>.
- 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

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<sup>4</sup> 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](https://www.stonewallscotland.org.uk/system/files/lgbt_in_scotland_hate_crime_-_web_use.pdf)

<sup>5</sup> 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](https://fra.europa.eu/sites/default/files/fra_uploads/1357-lgbt-2010_thematic-study_ie.pdf)

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

charge at home<sup>7</sup>. Indeed, those in the lowest two income brackets made up just 4% of EV owners from 2015 to 2017<sup>8</sup>.

- 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](http://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.

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<sup>7</sup> 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.

<sup>8</sup> 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:

Ethnicity	2023/24		2024/25	
	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](http://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](http://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.

# *Tactran Equalities Outcomes Report 2025*

## **1. Purpose of Report**

This Equality Outcomes Report sets equality outcomes which are the results the authority aims to achieve in order to further the elimination of discrimination, the advancement of equality of opportunity, and/or the fostering of good relations. Accordingly, this report identifies:

- Section 2.1: Role of Regional Transport Partnerships and Regional Transport Strategies
- Section 2.2: RTS Integrated Impact Assessment (and Appendix B1)
- Section 2.3: Impact of RTS on Equality Outcomes (and appendix B2)
- Section 3: RTS equality outcomes
- Section 4: Measuring Progress

## **2. Tayside and Central Scotland Regional Transport Strategy**

### **2.1 Role of Regional Transport Partnerships and Regional Transport Strategies**

Regional Transport Partnerships, including Tactran, were established in the Transport (Scotland) Act 2005. The Act places a duty on RTPs to develop and keep under review Regional Transport Strategies. The Act places a duty on constituent Councils, Health Boards and other public bodies to perform their functions which relate to, or which are affected by transport, consistently with their respective Regional Transport Strategy.

The third Tayside and Central Scotland Regional Transport Plan 2024-2034 (RTS) was adopted in June 2024 following approval of the strategy by the Cabinet Secretary.

The Tayside and Central Scotland RTS considers the challenges and opportunities pertinent to the Tactran region and, provides the policy context for the Angus, Dundee City, Perth and Kinross, and Stirling Council areas.

## 2.2 RTS Integrated Impact Assessment

During the initial stages of the development of the RTS, Tactran concluded that a number of detailed assessments were required.

A number of assessments were undertaken to inform the development of the RTS. This included an [Integrated Impact Assessment](#) (IIA) that integrates the Equalities Impact Assessment (EqIA), Fairer Scotland Duty Children's Rights and Wellbeing Impact Assessment (CRWIA), and Health Inequality Impact Assessment (HIIA) into a single framework. The IIA informs the Regional Transport Partnership of the potential impacts of policies and proposals on different groups in society, in particular the most vulnerable groups and those with protected characteristics. This allows the final RTS to minimise negative impacts and identify any mitigation measures that need to be put in place to ensure any negative impacts are further minimised or eliminated

The IIA ensures compliance with the legal requirements in terms of the Public Sector Equality Duty, Equality Outcomes and Human Rights, and the Fairer Scotland Duty.

The IIA identified how the following protected groups were affected in relation to travel demands and transport choices:

- Sex
- Age
- Disability
- Marriage / Civil Partnerships
- Race
- Religion / Belief
- Sexual Orientation / Gender Reassignment
- Pregnancy / Maternity

The summary of the impacts on these protected groups are included in Appendix B1.

## 2.3 Impact of RTS on Equality Outcomes

The RTS includes a number of delivery themes. The Integrated Impact Assessment suggested that the delivery of the actions contained in the RTS is likely to result in positive outcomes for equalities. A summary of the likely impacts of the delivery of the RTS on equalities is included as Appendix B2.

### 3. RTS Equality Outcomes

The RTS set four strategic objectives in line with the Scotland's Second National Transport Strategy (NTS2), these are:

- To take climate action
- To improve health and wellbeing
- To reduce inequalities
- To help deliver inclusive and sustainable growth

Each of these strategic objectives were supported by a number of outcomes, focused on those activities which would help make the biggest difference to supporting these strategic objectives.

Recognising the impacts on these protected groups, as well as those that live in rural areas and those in or at risk of direct or indirect discrimination due to low income, low wealth; material deprivation or socio-economic background<sup>1</sup> the RTS set the following objectives to specifically address inequalities:

RTS Strategic Objective	RTS Outcomes which seek to address equalities
To take climate action	No outcomes targeted at reducing inequalities
To improve health and wellbeing	Improve road safety for vulnerable users (pedestrians, cyclists, children and older people, lower SIMD quintile) Improve access to healthcare <ul style="list-style-type: none"> <li>• Improve the ability of over-65s to access healthcare (primary healthcare/hospitals)</li> <li>• Improve the ability of all in the lowest SIMD data zones (health domain), targeted by the respective Councils, to access healthcare</li> <li>• Improve the ability of rural communities to access healthcare</li> </ul> Ability of older people and those in least affluent SIMD data zones targeted by the respective Council to access social activities Increase levels of physical activity <ul style="list-style-type: none"> <li>• Increase the levels of walking, wheeling and cycling in the lowest SIMD data zones (health domain), targeted by the respective Councils</li> <li>• Improve the ability to access active leisure facilities and green space for lowest SIMD data zones</li> </ul>
To reduce inequalities	Improve ability for young people, and disadvantaged and rural communities to access jobs, education and services <ul style="list-style-type: none"> <li>• Improve ability of 16-24 year olds to access jobs and further education</li> </ul>

<sup>1</sup> The evidence indicates that discrimination and disadvantage experienced by persons related to each protected characteristic on the transport system frequently intersect with each other

RTS Strategic Objective	RTS Outcomes which seek to address equalities
	<ul style="list-style-type: none"> <li>• Improve ability of all in the lowest SIMD data zones, targeted by the respective Councils, to access jobs, education and services</li> <li>• Improve ability of families, targeted in local child poverty action plans, to access jobs, education and services</li> <li>• Improve ability of rural communities to access jobs, education and services</li> <li>• Improve the ability of over-65s, and those in lowest SIMD data zones targeted by the respective Councils, to access social activities</li> </ul> <p>Improve the ability of people with disabilities to access jobs, education and services</p> <p>The safety and security of vulnerable and protected characteristic groups in the street environment and on public transport</p>
<b>To help deliver sustainable, inclusive economic growth</b>	Improved ability for young people, and disadvantaged and rural communities to access jobs and education

It is also recognised that the following RTS outcomes are likely to have an impact on equalities

RTS Strategic Objective	RTS Outcomes which are likely to have an impact on equalities	Potential impact on equalities
<b>To take climate action</b>	<p>Reduce estimated CO<sub>2</sub> emissions from transport in the region</p> <ul style="list-style-type: none"> <li>• Increase the share of EV and low emission vehicle use</li> <li>• Reduce car km driven</li> </ul> <p>Ensure strategic and lifeline routes (and services) are resilient to climate change, extreme weather and emergencies</p>	<p>Until the cost of electric and low emission vehicles are reduced, then measures to encourage their use (and measures to discourage fossil fuelled vehicles) are likely to disproportionately disadvantage lower income groups</p> <p>Higher income groups drive more car km than lower income groups. However, car km generated by lower income groups is less likely to be discretionary travel.</p> <p>Rural communities are at a higher risk of risk to lifeline routes and services</p>
<b>To improve health and wellbeing</b>	<p>Reduce transport emissions in declared air quality management areas</p> <p>Reduce the impact of traffic on communities on strategic routes</p>	Lower income groups are more likely to live close to transport sources (usually roads) than more affluent groups

## 4. Measuring Progress

### RTS Outcomes which seek to address equalities

Outcome	Indicator	Baseline in RTS			2025 Update		Notes	
Improve road safety for vulnerable users (pedestrians, cyclists, children and older people)	<ul style="list-style-type: none"> <li>• People killed or seriously injured</li> <li>• Children (aged 16 and under) killed or seriously injured</li> <li>• Pedestrians killed or seriously injured</li> <li>• Cyclists killed or seriously injured</li> <li>• Motorcyclists killed or seriously injured</li> <li>• Road users aged 70 and over killed or seriously injured</li> <li>• Road users aged 17-25 killed or seriously injured</li> <li>• Percentage of motorists driving/riding within the posted speed limit</li> <li>• Casualty rate for the most deprived 10% SIMD areas compared to the least deprived 10% SIMD areas</li> </ul>	2018-22 average <sup>2</sup>		Killed	All severities	Killed	All severities	National data available for: <ul style="list-style-type: none"> <li>• Children (aged 16 and under)</li> <li>• Road users aged 70 and over</li> <li>• Casualty rate for the most deprived 10% SIMD areas</li> </ul>
		Angus		2	154	9	150	
		Dundee		1	156	2	175	
		Perth & Kinross		7	212	6	206	
		Stirling		5	139	1	1	
Improve the ability of over-65s to access healthcare (Primary health care / Hospitals)	(i) % of over 65s able to access a hospital within 30mins/60mins by public transport	2023 <sup>3</sup>	30 mins of a GP	30 mins of a hospital	Accessibility modelling unlikely to be updated until mid-term review of RTS		Data available for: <ul style="list-style-type: none"> <li>- Households without access to car</li> <li>- 5/10/20% SIMD datazones</li> <li>- 16-24 yr olds</li> <li>- Over 66yrs</li> <li>- Rural areas</li> </ul>	
		Angus	89%	41.5%				
		Dundee	99.8%	33.2%				
		Perth & Kinross	87.7%	60.3%				
		Stirling	92.9%	43.3%				
Ability of all in the least affluent SIMD data zones (health domain) targeted by the respective Council to access healthcare	% of population within least affluent SIMD data zones able to access (i) primary (GP) and (ii) secondary (hospitals) healthcare by public transport within 30mins / 60mins	2023: % of 20% SIMD within <sup>4</sup>	30 mins of a GP	30 mins of a hospital	Accessibility modelling unlikely to be updated until mid-term review of RTS		Data available for: <ul style="list-style-type: none"> <li>- Households without access to car</li> <li>- 5/10/20% SIMD datazones</li> <li>- 16-24 yr olds</li> <li>- Over 66yrs</li> <li>- Rural areas</li> </ul>	
		Angus	100%	41.7%				
		Dundee	100%	38.6%				
		Perth & Kinross	100%	100%				
		Stirling	100%	73.3%				
Ability of rural communities to access healthcare	% of population within rural areas able to access (i) primary (GP) and (ii) secondary (hospital) healthcare by public transport within 30mins / 60mins	2023 <sup>5</sup>	30 mins of a GP	60 mins of a hospital	Accessibility modelling unlikely to be updated until mid-term review of RTS		Data available for: <ul style="list-style-type: none"> <li>- Households without access to car</li> <li>- 5/10/20% SIMD datazones</li> <li>- 16-24 yr olds</li> <li>- Over 66yrs</li> <li>- Rural areas</li> </ul>	
		Angus	60.5%	58.1%				
		Perth & Kinross	72.3%	73.5%				
		Stirling	76.7%	46.5%				
Ability of older people and those in least affluent SIMD data zones (health domain) targeted by the respective Council to access social activities	% population unable to access community facilities by public transport within 30mins / 60mins	2023	30 mins	60 mins	Accessibility modelling unlikely to be updated until mid-term review of RTS		Data available for: <ul style="list-style-type: none"> <li>- Households without access to car</li> <li>- 5/10/20% SIMD datazones</li> <li>- 16-24 yr olds</li> <li>- Over 66yrs</li> <li>- Rural areas</li> </ul> <a href="#">SHS How often people have felt lonely by SIMD</a>	
		Angus	9.2%	6.9%				
		Dundee	0.4%	0.4%				
		Perth & Kinross	12.1%	11.0%				
		Stirling	4.8%	3.7%				

<sup>2</sup> [Reported Road Casualties 2022](#) NB No local datasets other than KSIs

<sup>3</sup> Tactran NAPTAT Accessibility Modelling 2023

<sup>4</sup> Tactran NAPTAT Accessibility Modelling 2023

<sup>5</sup> Tactran NAPTAT Accessibility Modelling 2023

Outcome	Indicator	Baseline in RTS			2025 Update		Notes	
							<a href="#">SHS How often people have felt lonely by rural/urban classification</a>	
Levels of walking and cycling in the least affluent SIMD data zones (health domain) targeted by the respective Council	Pedestrian and cycle data in least affluent SIMD data zones	Normal method of travel to work/education 2023 <sup>6</sup> in 20% least affluent SIMD data zones			Walk	Cycle	The intention is to undertake the Tactran Representative Public Opinion Survey every two years	Walking and cycling use data available by <ul style="list-style-type: none"> <li>- Age</li> <li>- Gender</li> <li>- Whether person in household with disability or impairment</li> <li>- Religion</li> <li>- Ethnicity</li> <li>- Married status</li> </ul>
		Angus			23%	5%		
		Dundee			8%	3%		
		Perth & Kinross			21%	5%		
		Stirling			12%	3%		
	Mode share travel to school in least affluent SIMD data zones <sup>7</sup>	Data to be included in Monitoring Framework						
Improved ability to access active leisure facilities and green space in least affluent SIMD data zones	% of population within the least affluent SIMD data zones within 5 min walk of their local green or blue space <sup>8</sup>	2019	20% least affluent SIMD data zones	Whole council area	20% least affluent SIMD data zones	Whole council area	SHS data collected by: <ul style="list-style-type: none"> <li>- Age (limited data)</li> <li>- SIMD</li> <li>- Health</li> <li>- Urban-Rural</li> <li>- Gender</li> <li>- Disability</li> <li>- Ethnicity</li> <li>- Religious Belonging (limited data)</li> </ul>	
		Angus	n/a		n/a	79%		
		Dundee	46%		58%	65%		
		Perth & Kinross	n/a		n/a	82%		
		Stirling	n/a		n/a	84%		
	% population within the least affluent SIMD data zones able to access a public leisure centre by public transport within 30 mins / 60 mins by public transport <sup>9</sup>	2023	30 mins	60 mins	Accessibility modelling unlikely to be updated until mid-term review of RTS		Data available for: <ul style="list-style-type: none"> <li>- Households without access to car</li> <li>- 5/10/20% SIMD datazones</li> <li>- 16-24 yr olds</li> <li>- Over 66yrs</li> <li>- Rural areas</li> </ul>	
		Angus	100%	100%				
		Dundee	100%	100%				
		Perth & Kinross	100%	100%				
		Stirling	80%	100%				
Improve ability of 16-24 year olds to access jobs and further education	% 16-24 year olds able to access a range of employment opportunities within 40 mins / 60 mins by public transport <sup>10</sup>	2023	40 mins	60 mins	Accessibility modelling unlikely to be updated until mid-term review of RTS		Data available for: <ul style="list-style-type: none"> <li>- Households without access to car</li> <li>- 5/10/20% SIMD datazones</li> <li>- 16-24 yr olds</li> <li>- Over 66yrs</li> <li>- Rural areas</li> </ul>	
			Angus	92%				76.9%
		Dundee	99.7%	99.7%				
		Perth & Kinross	80.5%	63.8%				
		Stirling	83%	88.7%				
	% 16-24 year olds able to access further education facilities within 30 mins / 60 mins by public transport <sup>11</sup>	2023	30 mins	60 mins	Accessibility modelling unlikely to be updated until mid-term review of RTS		Data available for: <ul style="list-style-type: none"> <li>- Households without access to car</li> <li>- 5/10/20% SIMD datazones</li> <li>- 16-24 yr olds</li> <li>- Over 66yrs</li> <li>- Rural areas</li> </ul>	
		Angus	37.4%	87.6%				
		Dundee	97.7%	99.7%				
		Perth & Kinross	38%	74.3%				
		Stirling	55.1%	88.8%				
Improve ability of all in the least affluent SIMD data zones (all domains) targeted by the respective	% population in least affluent SIMD data zones to access a range of	2023	40 mins	60 mins	Accessibility modelling unlikely to be updated until mid-term review of RTS		Data available for: <ul style="list-style-type: none"> <li>- Households without access to car</li> <li>- 5/10/20% SIMD datazones</li> <li>- 16-24 yr olds</li> <li>- Over 66yrs</li> </ul>	
		Angus	100%	83.3%				
		Dundee	100%	100%				
		Perth & Kinross	100%	81.8%				

<sup>6</sup> Tactran Representative Public Opinion Survey (Taylor McKenzie Research 'Tactran Quantitative Research Report', October 2023)

<sup>7</sup> [Sustrans Hands Up Scotland Survey](#)

<sup>8</sup> [Scottish Household Survey](#) Walking distance to nearest usable green or blue space

<sup>9</sup> Tactran NAPTAT Accessibility Modelling

<sup>10</sup> Tactran NAPTAT Accessibility Modelling

<sup>11</sup> Tactran NAPTAT Accessibility Modelling

Outcome	Indicator	Baseline in RTS			2025 Update	Notes	
Council to access jobs, education and services	employment opportunities within 40 mins / 60 mins by public transport <sup>12 13</sup>	Stirling	100%	100%		- Rural areas	
		2023	Least affluent SIMD quintile	Average (mode)			
	% who feel the journey to or from work / college / university could be carried out using public transport <sup>14</sup>	Angus	27%	76%	The intention is to undertake the Tacran Representative Public Opinion Survey every two years	Walking and cycling use data available by - Age - Gender - Whether person in household with disability or impairment - Religion - Ethnicity - Married status	
		Dundee	23%	29%			
		Perth & Kinross	31%	41%			
Stirling	28%	55%					
Improve ability of families targeted in local child poverty action plans to access jobs, education and services	Indicators of child poverty exist at Council level. Whilst concentrations of child poverty are most likely in the least affluent SIMD data zones, the problem reaches deeper into society than these geographic areas. Target groups have been identified in the <a href="#">Child Poverty Action Plan</a> which along with SIMD geographical data allows targeting of interventions. An accurate indicator of the ability of the target groups to access jobs, education and services is however difficult to identify				<a href="#">National SHS</a> data exists for weekly cost of parking / weekly cost of public transport / how easy or difficult people find it to afford transport costs / do transport costs affect which method of travel is used BY age / ethnicity / religion / disability / income / SIMD quintile / urban/rural classification	<a href="#">DWP Children in low income families</a> <a href="#">STPR2 Transport Poverty Data</a>	
Improve ability of rural communities to access jobs, education and services	% of population within rural areas able to access by public transport within 30mins / 60mins: (i) range of employment opportunities, (ii) further education and (iii) centres with a large food store and (iv) Post Office <sup>15</sup>	2023: 30 mins	Emp <sup>16</sup>	FE	Supermarket	Accessibility modelling unlikely to be updated until mid-term review of RTS	Data available for: - Households without access to car - 5/10/20% SIMD datazones - 16-24 yr olds - Over 66yrs - Rural areas
Angus	69.8%	25.6%	55.8%				
Perth & Kinross	63.9%	15.7%	41.0%				
Stirling	39.5%	9.3%	30.2%				
Ability of people with disabilities to access jobs, education and services	Whilst the issues that people with disabilities have using our transport services are acknowledged as a problem requiring to be addressed, there are limited data sets to understand whether the 'whole journey' is accessible. Data exists for: - <a href="#">the accessibility of our stations</a> - the % of the public transport fleet which is deemed accessible - the number of publicly available disabled parking spaces					Other useful data sources: <a href="#">Census % people with disability</a> <a href="#">Passenger Focus Bus Passenger Survey 2019</a> <a href="#">Disability and Transport 2021</a> <a href="#">SHS % people with disability</a>	
The safety and security of vulnerable and protected characteristic groups in the street environment and on public transport	% felt safe and secure on bus/train in last month <sup>17</sup>		Bus 2021	Train 2021	<u>Bus 2023 (day/night)</u>	Train 2023 (day/night)	Perception of safety during day / night available
		Angus	98%	n/a	98% / 71%	n/a <sup>18</sup>	
		Dundee	99%	n/a	95% / 62%	n/a	
		Perth & Kinross	100%	n/a	98% / 76%	n/a	
	Stirling	97%	100%	99% / 77%	99% / 90%		
% perception of people feeling very/fairly safe when walking alone in their neighbourhood after dark <sup>19</sup>		2019		2023		SHS data collected by: - Age(only available at national level) - Urban-Rural - SIMD (only available at national level) - Gender (only available at national level) - Disability - Ethnicity (limited data)	
	Angus	87%		81%			
	Dundee	81%		72%			
Perth & Kinross	86%		86%				

<sup>12</sup> Tacran NAPTAT Accessibility Modelling

<sup>13</sup> SIMD20, comprising the 20% most deprived data zones

<sup>14</sup> Tacran Representative Public Opinion Survey (Taylor McKenzie Research 'Tacran Quantitative Research Report', October 2023)

<sup>15</sup> Tacran NAPTAT Accessibility Modelling

<sup>16</sup> Accessibility by public transport within 40 mins

<sup>17</sup> [SHS Transport & Travel In Scotland: Adults who used rail services / local bus service in last month who agreed with each statement](#)

<sup>18</sup> Insufficient sample size

<sup>19</sup> [SHS Perceptions of safety when walking alone after dark](#)

Outcome	Indicator	Baseline in RTS	2025 Update	Notes
	Stirling	89%	88%	<ul style="list-style-type: none"> <li>- Sexual Orientation (limited data)</li> <li>- Religious Belonging (limited data)</li> </ul>
<p>Improve ability of 16-24 year olds to access jobs and further education</p> <p>Improve ability of all in the lowest SIMD data zones (all domains) targeted by the respective Council to access jobs and further education</p> <p>Improve ability of families targeted in local child poverty action plans to access jobs and further education</p> <p>Improve ability of working age population in rural communities to access jobs and further education</p>	See 'Improved ability for young people, and disadvantaged and rural communities to access jobs, education and services' indicators above			

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RTS Outcomes which are likely to have an impact on equalities

Outcome	Indicator	Baseline in RTS			2025 Update			Notes
Reduce estimated CO <sub>2</sub> emissions from transport in the region: Increase the share of EV and low emission vehicle use	% of vehicles which are EV and low emission vehicles <sup>20</sup>	2023 Q3	% cars	% all vehicles	2024 Q2 % cars	% all vehicles	DVLA registration datasets do not include equality information	
		Angus	5.5%	1.7%	7.1%	2.1%		
		Dundee	5.3%	2.3%	6.8%	2.9%		
		Perth & Kinross	6.0%	2.2%	7.7%	2.7%		
		Stirling	18.0% <sup>21</sup>	12.5%	17.2% <sup>22</sup>	16.0%		
Reduce estimated CO <sub>2</sub> emissions from transport in the region: Reduce car kilometres driven	Car km travelled on roads <sup>23</sup>	Cars & taxis	Million vehicle km 2019		2023		DfT vehicle km datasets do not include equality information SHS data allows an understanding of car km by age, gender and household income (see Annex for a route map to achieve a 20 per cent reduction in car kilometres by 2030, Transport Scotland, 2022)	
		Angus	837.6		795.8			
		Dundee	680.64		679.7			
		Perth & Kinross	1870.24		1759.4			
		Stirling	1025.76		950.7			
Ensure strategic and lifeline routes (and services) are resilient to climate change, extreme weather and emergencies	Number of road/bridge closures per year on strategic road network	<i>Monitoring framework required (request from each LA)</i>						Monitoring to note impact on rural communities
	Rail services cancelled/delayed as a consequence of weather	In 2023, 160 services serving the Tactran region were partly cancelled, and 251 were fully cancelled due to adverse weather. 1,736 services were delayed due to adverse weather			In 2024, 40 services serving the Tactran region were partly cancelled, and 128 were fully cancelled due to adverse weather. 915 services were delayed due to adverse weather			
Reduce transport emissions in declared air quality management areas	NO <sub>2</sub> annual mean (not to exceed 40µg m <sup>-3</sup> ) and number of NO <sub>2</sub> exceedances (200µg m <sup>-3</sup> not to be exceeded more than 18 times a year)	2022	Annual Mean	No. Exceedances	2023	Annual Mean	No. Exceedances	Air quality can be mapped by SIMD datazones
		Dundee	20.3	0	Dundee	20.4	0	
		Perth & Kinross	20.1	0	Perth & Kinross	20.7	0	
		Stirling	15.1	0	Stirling	16.4	0	
Reduce the impact of traffic on communities on strategic routes	(i) Traffic volumes/type for identified communities <sup>24</sup> (ii) Noise monitoring for candidate noise management areas (iii) Accident data for identified communities (iv) Air quality monitoring for identified communities	<i>Some, but not all, the data sets are available for identified settlements on the strategic network. See RTS Monitoring Framework</i>						Settlements on strategic routes with least affluent SIMD datazones can be identified

<sup>20</sup> [DfT / DVLA Vehicle licensing statistics data tables](#)

<sup>21</sup> It is likely that the higher % of registered vehicles in Stirling are not a consequence of private registrations

<sup>22</sup> It is likely that the higher % of registered vehicles in Stirling are not a consequence of private registrations

<sup>23</sup> [DfT Road Traffic Statistics](#)

<sup>24</sup> (i) Local authority counts and <https://roadtraffic.dft.gov.uk/regions/3> (ii) [Scotland's Noise Map](#) (iii) [DfT Think](#) (iv) [Air Quality in Scotland](#)

## Appendix B1

### Summary of Key Transport Issues

The screening process has included reviewing evidence relating to transport at a regional level using datasets and where available considering future trends. Key issues pertinent to Angus, Dundee City, Perth and Kinross and Stirling are summarised below, with the main IIA report going into more detail.

#### Protected Characteristic: Sex

There were more females (51.3%) than males (48.7%) living in the region. This figure increases with age due to the longer life expectancies of women (cp. NATIONAL RECORDS OF SCOTLAND).

- Women often have the primary responsibility in the household for childcare. They have different employment characteristics to men and fewer financial resources.
- Those factors result in women and men travelling by different means, at different times, to different locations over different distances.
- Women make a greater number of journeys per weekday compared to men. The presence of school-aged children increases the average number of journeys made by women by approximately one-quarter.
- Women tend to complete more trips per weekday than men, though these trips are often shorter and have consecutive purposes (known as trip-chaining). The trips made by women tend to be completed using different transport modes compared to men.
- Approximately 66% of women hold a driving licence.
- Women are also more likely to use the bus and less likely to travel by rail than men.
- Women are less likely to travel for the purposes of work compared to men. It is important to note that public transport services tend to be designed to serve the needs of commuters with traditional 9am to 5pm schedules. They are, subsequently, based on primarily male travel patterns. Public transport timetables and routes are, as a result, not designed to fit travel behaviour that is shaped by unpaid care work and part-time employment.
- Personal safety after dark is a concern for women (more so than for men) but during the day, these concerns are comparable with those of men.
- When travelling, women are more likely than men to be travelling with buggies and/or shopping. This can affect mode choice.
- Lone parents experience particular difficulties; for example, there is a clear relationship between lone motherhood and poverty.
- In Scotland, only 28% of lone parents hold a driving licence. Women living alone with children were found to be more than five times as likely as those living with a partner (of either gender) to use a taxi, and around 1.5 times as likely to use a bus.

- Lone parents were also three times more likely to feel restricted by lack of facilities, and more than twice as likely to be restricted by cost of fares, than any other group.
- Single mothers have remarkably different travel patterns to either married women or men with children.
- Understanding the above characteristics of women's travel behaviour is key to recognising how, for example, cuts to subsidised bus services have had a disproportionate impact on women, as well as how women are less likely to benefit from discounted rail fares and season tickets.
- Further, the journey experiences of the women must be considered in terms of age, disability, ethnicity, sexuality, and class, dimensions which may exacerbate some of the issues and challenges faced. Disability, for example, increases with age. Due to the longer life expectancies of women, a higher proportion of disabled people are women.

### Protected Characteristic: Age

By 2028 the population in the Tactran region is projected to increase by 1.0%. The population change varies considerably by constituent Council. The projected change is not consistent across all age groups. Continuing the current trend of an increasingly ageing population, between 2018 and 2028, the 65 to 74 age group and the 75 and over age group are projected to see the largest percentage increase.

The change in age structure varies considerably by constituent Council.

- Older age groups make up a larger proportion of the rural than urban population and rely more heavily on the public transport system than younger age groups. The inadequacies of rural transport choices often provide the context in which older people's experiences of everyday travel within the region are set.
- There is a widespread perception that public bus services do not provide a reliable and accessible mode of transport in rural areas. During the consultation on the main issues, respondents spoke about the absence and inadequacies of public bus services, including difficulties getting to bus stops and boarding buses. Such negative perceptions may not be based on direct personal experience; together with the perceived barriers to rural bus travel limited knowledge of, and interest in, bus travel, are perceptual barriers that further contribute to car dependence. In consequence, and despite free travel being available for older people at off-peak times, public bus services were typically not considered a viable option for everyday travel.
- Mobility limitations could make alternative travel modes difficult to use.
- Attending healthcare appointments is particularly difficult for those in rural communities within the Tactran region without access to a car. Over 25% of the population over the age of 65 without access to a private car are over 60 mins away from one of the major hospitals.
- Alternative travel modes – for example, hospital transport services and taxis – were often experienced as problematic.
- Young people also face barriers to transport, include the availability and cost of public transport, particularly to further and higher education.
- Young adults (aged 16-24) are more likely to be victims of crime than the Scottish average.

### Protected Characteristic: Disability

- Disability increases with age. Due to the longer life expectancies of women, a higher proportion of disabled people are women.
- Disabled people of working-age within the region are less likely to be employed, and those that are, are more likely to be working part-time than non-disabled people. Subsequently, they are considerably less likely to commute.
- Disabled people within the region travel less frequently than non-disabled.
- The barriers to increased public transport use faced by disabled people depend somewhat on their impairment. Disabled people or those with a long-term health condition, however, may face a number of barriers to travelling. Many of these involve the physical accessibility of public transport, though they can also include less tangible barriers such as reduced confidence in travelling independently.
- The risk of exposure to crime is disproportionately higher for many of the protected characteristics. In 2022-23, 3% more charges with an aggravation of prejudice relating to disability were reported than in 2021-22. Crime can intersect with other forms of abuse such as sexual harassment, racism, homophobia, transphobia, and disability-related harassment, and it is therefore crucial to consider how fears and risks of violence associated with public transport disproportionately affect people from ethnic minorities, the LGBT community, and those with a disability.
- While there is a National Concessionary Travel Scheme for those eligible, disabled people are more likely to experience affordability barriers to transport relative to people without disabilities. Individuals who live in households with a disabled person are more likely to experience income poverty than those without.

### Protected Characteristic: Marriage / Civil Partnerships

No information has been found on specific relationships between transport impacts and marriage and civil partnership. However, Tactran will continue to scan the available literature for forthcoming publications in this area.

### Protected Characteristic: Race

Angus, Dundee City, Perth and Kinross and Stirling are not characterised by a diverse population. Black and Ethnic Minority (BEM) population across Scotland is highest in urban areas, including Dundee City and Stirling, where employment opportunities are a significant pull factor.

Certain ethnic minority households were likely not to have to a car or van. After walking, the most commonly used type of transport by BEM communities in Scotland is the bus. Some ethnic minority groups are also highest amongst those that never cycle for either work or leisure purposes.

The COVID-19 pandemic has highlighted existing inequalities affecting BME communities and exacerbated inequalities in several areas, including transportation. People from these communities are more likely to rely on public transport to access employment than other groups. As such they would have relied on the continued operation of bus services during past lockdown periods.

The latest available data suggests that charges relating to race crime remain at a high level.

### Protected Characteristic: Religion / Belief

People who are Roman Catholic or Muslim are more likely to live in Scotland's 15% most deprived areas when compared to other religious groups and those with no religion.

Muslims had significantly lower median earnings than those of no religion or Christians. The pay gap between Muslim adults and those of no religion was as high as roughly 20%. This group might, subsequently, be more vulnerable to the costs of transport and as such face barriers in accessing employment, education, healthcare, and other services as a result.

The risk of exposure to crime is disproportionately higher for many of the protected characteristics. Religious or faith-based hate crimes continue to rise in numbers. There were 8% more charges with a religious aggravation in 2022-23 than in 2021-22. It is therefore crucial to consider how fears and risks of violence associated with public transport disproportionately affect people from ethnic minorities, the LGBT community, and those with a disability.

### Protected Characteristic: Sexual Orientation / Gender Reassignment

Data on gender reassignment figures are not available at a Local Authority level.

In 2022-23, 2% more charges with an aggravation of prejudice relating to sexual orientation than in 2021-22 were reported. The number of charges reported has increased each year since 2014-15.

Transgender people most feared for their safety on the streets and using public transport, with almost half of transgender persons in Scotland having experienced a transphobic hate crime or incident. Three in ten LGBT people confirmed that they avoid certain streets because they do not feel safe as an LGBT person there.

There is a lack of data which evidences a direct relationship between being transgender and income inequality. However, it is reasonable to suggest that such persons have lower income and wealth and are therefore at a higher risk of transport poverty. They face widespread discrimination and targeted hostility, unequal access to services, and workplace discrimination. Difficulties in accessing employment and services which increase disposable income (including healthcare free at the point of use and housing) suggest lower income and associated affordability barriers to transport.

## Protected Characteristic: Pregnancy / Maternity

Evidence identified a range of constraints to transport use, and a number of restrictions on women. Specific groups were found to experience constraints in terms of their use of transport in different ways, including pregnant women who are mobility restricted – particularly during later stages of pregnancy.

Exposure to air pollution has been identified as a particular issue in relation to the health of unborn children. The research indicates that air pollution linked to transportation is linked to poor pregnancy outcomes leading to children being more susceptible to disease later in life.

In addition, research shows that a lack of physical activity such as walking, wheeling or cycling can be an essential factor in the occurrence of depressive disorders of women in the post-natal period.

## Appendix B2

### Impact of RTS on Equality Outcomes

The RTS includes a number of delivery themes. The Integrated Impact Assessment suggested that the delivery of the actions contained in the RTS is likely to result in positive outcomes for equalities.

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RTS Delivery Theme	Equality Dimension	Differential Impact
<p><b>Reducing the need to travel by car through the location of development and services</b></p>	<p>This delivery theme will improve public transport connectivity of developments as well as their local centres and amenities. Supporting the opportunities for active travel and public transport links will assist access to employment opportunities, essential services and facilities they need to access on a daily basis.</p>	<p>Applying the transport principles established in the RTS will mean that, as the region grows, a greater proportion of people will live in locations that can be well connected to employment and other opportunities by walking, cycling or using public transport.</p>
<p><b>Influencing travel choices and behaviour</b></p>	<p>The work delivered to promote sustainable travel by Tactran is likely to result in positive impacts for equality groups such as:</p> <p>Promotion of walking and cycling infrastructure is likely to realise advantages as many equality groups (women; children and younger people; older people; and disabled people) make proportionally more pedestrian trips than the wider population. Cycling is also a popular mode of transport amongst children and younger people; children aged 11 and 15 make more cycling trips than any other age bracket. These active travel modes will also be beneficial in helping to reduce health inequalities experienced by some of these groups.</p> <p>Potentially negative impacts with regards to the implementation of any fiscal demand management schemes are to be identified in further analysis. It is considered that these can be mitigated, identifying at-risk groups prior to implementing such schemes to adjust the scheme to reduce the impact.</p>	<p>Influencing travel choices and behaviour through targeted and tailored actions is likely to provide a number of benefits that can be shared by groups with protected characteristics.</p> <p><b>Young people</b>, and in particularly children, make more walking and cycling trips than any other age groups. Young people, subsequently, benefit in particular from active travel as this would potentially provide healthier, more affordable access to engage in education and work opportunities.</p> <p><b>Women</b> tend to express more personal safety concerns than men; this is particularly so at night, where fear of crime can be a significant travel deterrent. The increased concerns regarding safety are also likely to affect ethnic minorities and those with a visual Sexual Orientation / Gender Reassignment. Work to increase the numbers of people walking and cycling can improve natural surveillance to address such concerns.</p> <p>The IIA identified several groups who are at risk from the introduction of any fiscal demand management measures, including those on <b>low income</b>. A difficulty or inability to use public transport would make individuals for whom the car is essential to their current pattern of participation in society particularly vulnerable to the introduction of road charges. Subsequently, those suffering from <b>disabilities, elderly people, females, ethnic minority groups</b> and, of course, those whose trip is not served by public transport have been identified as being particularly at-risk:</p> <ul style="list-style-type: none"> <li>• The use of revenues from demand management measures to improve transport for at-risk groups, could go some way to mitigating the impacts.</li> <li>• It is possible to adjust any fiscal measures to reduce the impacts on at-risk groups.</li> </ul>

RTS Delivery Theme	Equality Dimension	Differential Impact
<p><b>Decarbonising transport</b></p>	<p>The local impacts of climate change are most likely to have a negative impact on the least resilient groups in society.</p> <p>Decarbonising transport through the phasing in of low emission vehicles will also have an impact on air quality:</p> <p>There is strong evidence that people from poor and disadvantaged communities., ethnic minorities, children and disabled people are more exposed to air pollution. There is also strong evidence that greater exposure to air pollution is correlated with a greater risk of long-term conditions. Poor health is linked to time off work and reduced productivity - and can contribute to lower income.</p> <p>Improving air quality will therefore help to level up inequalities within the region.</p>	<p>Decarbonising transport and the transition to zero emission infrastructure would have potential positive impacts on groups who are more vulnerable to the adverse health impacts of transport-related emissions and air pollution.</p> <p>Population groups particularly vulnerable to adverse effects of traffic-related air pollution include to <b>children, pregnant women</b> and the <b>elderly</b>.</p> <p>Along rail lines, residents are likely to be exposed to high levels of diesel exhaust particles and other airborne pollutants at potentially even greater levels than those from the trunk road network. With the RTS supporting the decarbonisation of rail within the region, it will help to realise positive differential impacts for all protected characteristics travelling by train on a regular basis as well as those living close to a rail line in Angus, Dundee City, Perth and Kinross and, Stirling.</p> <p>The ULEV market still comprises higher-income consumers, with over half of (UL)EV owners still primarily concentrated among the wealthiest income earners. 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 charge at home. Current business models for (second-hand) EV ownership and the transition to net-net zero emissions are not working for <b>households in the lowest income</b> brackets or, in distinctively rural areas.</p> <p>There is potential for negative impact if on-street electric vehicle charge points result in trailing cables which can pose a trip hazard and a barrier to people with a mobility difficulty as well as <b>those with prams / pushchairs</b>.</p>

RTS Delivery Theme	Equality Dimension	Differential Impact
<b>Improving safety</b>	<p>The work delivered to improve road safety is likely to result in considerable positive impacts for equality groups such as: Improvements to road safety and personal safety will realise positive impacts for equality groups as they tend to be over-represented in terms of accidents.</p>	<p>The RTS recommends seeking to create safer streets and roads for both motorised and non-motorised road users within the region. The actions are likely to provide a number of benefits that can be shared by groups with protected characteristics:</p> <p><b>Children and young people</b> are considered vulnerable road users, with children from most deprived backgrounds are five times more likely to be injured on the roads compared with children from the most affluent backgrounds. Children from ethnic minorities are up to twice as likely as average to be involved in road accidents while walking or playing. The RTS promotes measures with a particular focus on educational activities and road safety interventions where schools are located.</p> <p>The lack of safe infrastructure for pedestrians and cyclists has a disproportionately greater impact for <b>people with mobility impairments and individuals who have impaired vision or hearing. Pregnant women and those with young children</b> are less mobile and also more vulnerable. The RTS promotes access for all potential users, making it easier and safer to get around, encouraging more people to travel more actively more often.</p> <p><b>Younger drivers</b>, particularly young men, are more likely to be involved in a collision. The RTS will continue to promote targeted campaigns.</p> <p>Casualty rates amongst residents from <b>areas classified as relatively deprived</b> were significantly higher than those from relatively affluent areas. The RTS promotes interventions to provide targeted support.</p> <p>It should be noted that the recommended interventions will probably have an overall negligible impact on any of the protected characteristics at regional level but will result in considerable positive impacts at a local level.</p>
<b>Improving the accessibility and security of our transport networks</b>	<p>Improving links between public transport and active modes, and public realm at interchanges and other stations, will provide for a better public transport experience from start to finish. It will, subsequently, support the creation of inclusive communities and age-friendly spaces. Being Age Friendly in the public realm is about small design considerations that greatly improve an</p>	<p>Improving the accessibility and (actual and perceived) security of our transport networks would have potential positive impacts on groups with protected characteristics.</p> <p>Under this delivery theme, the RTS will promote measures which will help to enable a good public transport experience within the region. The RTS focusses on a whole journey approach, including attractive links between public transport and active modes, and public realm at interchanges and other stations.</p> <p>Fear of violence and crime encountered on and around (public) transport, and its associated public spaces, can be an important factor in the travel choices of certain groups. These include <b>women, young, older and disabled people, the LGBTQ+</b></p>

RTS Delivery Theme	Equality Dimension	Differential Impact
	<p>area for older people, thereby planning for the needs associated with a changing demographic in Angus, Dundee City, Perth and Kinross and Stirling.</p>	<p>population and some ethnic minorities, who have above average recorded that they are feeling more vulnerable on (public) transport than others.</p> <p>Tactran anticipates that respective improvements will have an impact on those protected groups for whom access, and mobility is an issue, including disabled, older people and <b>parents/carers</b> of young children.</p> <p>Fewer standard on-street car parking spaces within the area of public realm improvements hold the potential negative implication for those with health problems, disabilities or caring responsibilities (including older people) which affect ease of movement, and including those living rurally who need to travel to village and town centres by car.</p>

RTS Delivery Theme	Equality Dimension	Differential Impact
<p><b>Improving sustainable travel opportunities</b></p>	<p>Providing improved sustainable travel opportunities improves the travel opportunities for those without access to a car.</p> <p>For example, a higher proportion of bus users are women, older people and those who do not have access to a car. These groups are more dependent on public transport for access to work, education, leisure and health services. The RTS aims to improve public transport provision through service, infrastructure and ticketing improvements within the region. In this way the RTS will help the region become more attractive within which to live and work and ensure everybody has equal opportunity to access job opportunities and services.</p>	<p>Active and sustainable travel infrastructure and interventions included under this theme could potentially have a positive impact on groups with protected characteristics by improving access to key services such as education, healthcare, employment, shopping and recreational activities as well as connecting communities through an improved active and sustainable transport network.</p> <p><b>Young people</b> can also be disadvantaged by limited mobility resulting from the high cost of some transport options and limited opportunities for travelling independently (especially in the evenings and at weekends). A continued commitment to the school travel planning process and safe routes to school will be of benefit to children. Initiatives to promote and facilitate walking, cycling and wheeling to school have the potential to positively impact upon children's health and fitness levels and promote independence.</p> <p>Improving public transport options is particularly important for <b>women</b> who are more likely to combine travel to work with trips for other purposes such as taking children to school, looking after family members or shopping.</p> <p><b>Older people</b>, too, have an above average reliance on public transport to access services and facilities. Improving opportunities for older people to travel within their communities will lead to a better quality of life for this group by improving access to healthcare, leisure and cultural facilities, thus enabling elderly residents to take a more active role in their communities and neighbourhoods and tackle social exclusion and isolation.</p> <p><b>Areas of deprivation</b> have a below average on car ownership and high reliance on bus services to access employment opportunities, services and facilities they need to access on a daily basis.</p> <ul style="list-style-type: none"> <li>• Car clubs could have a positive differential impact, allowing the advantage of access to a car when required without the financial implications of owning a car.</li> <li>• Increased opportunities for walking, cycling and wheeling should be of particular benefit to more <b>disadvantaged communities</b>. However, although walking, cycling and wheeling are low-cost options some people on low income might experience barriers to cycling associated with the cost of bikes etc.</li> </ul>

RTS Delivery Theme	Equality Dimension	Differential Impact
<p><b>Improving access to public transport</b></p>	<p>By improving access to public services, the RTS will enhance such access opportunities and is likely to provide a number of benefits that can be shared by groups with protected characteristics.</p> <p>With many aspects of modern life - cultural, social, economic, educational and medical - located in widely dispersed geographical locations across the region, the work delivered to improve access to public transport services is likely to result in considerable positive impacts in relation to advancing equality of opportunity, such as in narrowing the gaps in educational attainment by those from deprived backgrounds.</p>	<p>Many protected characteristic groups such as <b>children and young people, women, ethnic minority groups, disabled people and older people</b> have an above average reliance on public transport to access services and facilities. Improving access to public transport is particularly important for women who are more likely to combine travel to work with trips for other purposes such as taking children to school, looking after family members or shopping.</p> <p>Improvements to vehicle and bus stop accessibility, including low floor buses, raised curbs and space to transport pushchairs, is critical for <b>mothers and pregnant women</b> to navigate public transport more easily. By improving public transport interchanges and stops and stations, the RTS will also address the issue of women feeling unsafe on public transport.</p> <p>Improved public transport infrastructure at stations, hubs and interchanges will also improve accessibility for disabled people with new facilities being designed to inclusive design standards. This will improve transport choices for people who may be currently excluded.</p> <p><b>Lone parent families</b> are more prone to suffer from transport poverty. Households <b>with low incomes, ethnic minority community members, and those with mobility problems</b> are also at risk of transport poverty. Rural and semi-rural communities are also more at risk. Looking to improve fares and ticketing options, the RTS is looking to implement better value for money.</p> <p>Some disabled people are more vulnerable to stress and anxiety in crowded places. Disabled people are also particularly vulnerable to changes in journey times and accessibility resulting from transport network changes and/or diversions. The RTS will implement journey planning tools to support planning ahead of unfamiliar journeys to minimise confusion and the onset of anxiety.</p> <p>Members of the <b>LGBTQ+</b> community are more likely to be subject to hate crimes and harassment on public transport and feel unsafe on public transport. They perceive the bus as the least safe option. While not necessarily physically excluded from public transport opportunities, rather, they pay hidden costs to travel safely.</p>