

SEStran Equality Mainstreaming Report & Equality Outcomes 2017 – 2021

1. BACKGROUND

- 1.1** SEStran is a listed public body under the Equality Act 2010 and the Equality Act 2012 (Scotland) Specific Duties Regulations, and as such we have a duty to publish a biennial Equalities Mainstreaming Report and a new set of Equality Outcomes covering the period April 2017 – 2021 to enable us to better perform the equality duty.
- 1.2** The General Equality Duty requires public authorities, in the exercise of their functions, to have due regard to the need to:
- Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010
 - Advance equality of opportunity between people who share a relevant protected characteristic and those who do not
 - Foster good relations between people who share a protected characteristic and those who do not.
- 1.3** The public sector equality duty covers the following protected characteristics: age, disability, gender, gender reassignment, sexual orientation, pregnancy and maternity, race and religion or belief.
- 1.4** The Specific Duties were introduced in 2012 and are intended to help listed authorities in their performance of the general equality duty.

2. EQUALITIES MAINSTREAMING REPORT

- 2.1** The specific duties require a listed authority to publish a report on the progress it has made in integrating the general equality duty to the exercise of its functions, so as to better perform that duty. These reports are to be published at intervals of no more than two years.
- 2.2** The Mainstreaming Report should include:
- An annual breakdown of the information it has gathered under its duty to gather and use employee information, and
 - Details of the progress that has been made in gathering and using that information to enable it to better perform the general equality duty
 - The gender composition of members (or board of management) and report on the steps taken or intend to take towards ensuring diversity in relation to the protected characteristics of those members.
- 2.3** A draft Mainstreaming Report has been developed, and can be seen at appendix 1.
- 2.4** One of the requirements of the mainstreaming report duties is the requirement to publish the gender balance of the organisation's current Board and show how this information will be used to develop a more diverse organisation. This is an ongoing issue for the reasons highlighted within the

Board Diversity Succession Plan report at Item 19 on this agenda.

3. EQUALITY OUTCOMES 2017 – 2021

- 3.1** Equality Outcomes must be published every four years, the last set having been developed and published in 2013. There was therefore a need to review these outcomes and develop a new set to cover the period 2017 – 2021.
- 3.2** A review of the previous set of outcomes was carried out in autumn 2016. A clear result of this review was the need to focus on clearer outcomes, rather than actions/outputs. A number of the previous outcomes were based on the existing Regional Transport Strategy, developed in 2006/07 when SEStran had a considerable capital budget. In the course of subsequent years, this funding was removed from SEStran's control, reducing the capability of SEStran to directly influence delivery of many of the outcomes.
- 3.3** SEStran employees met several times over the autumn months to discuss the process of reviewing the set of outcomes and developing new outcomes. From these meetings a project plan and participation statement was developed to better enable the involvement of individuals and groups representing those with protected characteristics under the Equality Act to know how and when they can engage with shaping SEStran's Equality Outcomes. The participation statement was subsequently endorsed by the Equalities Forum on the 24th October.
- 3.4** As SEStran currently has a very specific remit to produce a Regional Transport Strategy, alongside our duties as an employer, two outcomes were developed on the following 2 strategic issues:
- An equitable, diverse and representative organisation
 - A safe, accessible and equitable regional transport network.
- 3.5** SEStran officers recognise that the two areas of focus above do not cover all that we aspire to do on equality, but they focus on our main functions and duties. We recognise that there are other important issues in terms of equality, but these are within the duties of other public bodies. Clearly, if SEStran was in the future to receive further powers, functions and resources e.g. a move to a Model 3 RTP, we would seek to develop further relevant outcomes.
- 3.6** At the Partnership Board meeting of the 2nd December, the Board approved a 4-6 week consultation period on the Outcomes. This was issued on the 15th December and closed on the 17th January. Three responses were received and in the main outlined broad support or agreed on both Outcomes. The key requests were that there be a greater inclusion of learning disability groups and local groups along with a request to address information gaps for certain groups who couldn't access RTP. The Equalities forum has an open membership but officers will seek to engage the types of groups outlined above and consider how to progress the request on RTP.

3.7 The Equality Outcomes 2017 – 2021 were taken to the SEStran Equalities Forum on the 27th January for a final review. There were no further significant comments and the Forum agreed that the Outcomes were proportionate to the size of the organisation.

3.8 A draft report of the SEStran Equality Outcomes 2017 – 2021 has been prepared and is available at appendix 2.

4. CONCLUSIONS / RECOMMENDATIONS

4.1 The Board are asked to:

1. Approve the Equality Mainstreaming Report & the Equality Outcomes Report

Emily Whitters
Business Support Officer
23rd February 2017

George Eckton
Partnership Director

Appendix 1 – Draft Equalities Mainstreaming Report

Appendix 2 – Draft Equalities Outcomes 2017 – 2021 Report

Policy Implications	As outlined above.
Financial Implications	N/A
Equalities Implications	As outlined above.
Climate Change Implications	N/A

SEStran Equalities Mainstreaming Report 2015 - 2017

Foreword / Corporate Commitment

SEStran recognise our ethical and statutory obligations to proactively promote equality, equity and diversity outcomes. Unfair treatment on the grounds of any protected characteristic or societal position cannot be justified, must be shown not to be justified and in doing so demonstrated clearly that it is taken seriously.

SEStran in our projects, priorities and policies will treat all employees and stakeholders with dignity, fairness and respect. Equality and Diversity are essential preconditions to all of our strategic objectives for the organisation, not just to the continuous improvement in our achievement of our Public Sector Equality Duties. Equality mainstreaming is a corporate aim for our decision-making, we need to consider and co-design the outcomes of actions for all groups, to seek to intervene at the earliest opportunity to prevent negative outcomes and sustainably resource actions and positive outcomes.

Through our Equalities Forums and other actions, SEStran is committed to bring all groups and particularly those currently marginalised into the core of the policy and project political decision making process.

SEStran values diversity, recognising the positive impact that people with different backgrounds, skills and attributes can bring to the delivery of actions. SEStran seeks to enable positive change to established methods leading to innovation and greater equality, equity and diversity. I recognise that colleagues, communities and co-design partners will have different needs, different strengths and different goals but we commit through the publication of our Equality Outcomes 2017-21 to welcome and embrace the continuing challenge to eliminate discrimination, advance equality and equity of opportunity where possible and foster good relations with all users of transport networks across the South-East of Scotland.

Since taking up post in June 2016 I have sought and will continue to provide personal leadership on the mainstreaming of equality, equity and diversity. The outcomes above are key tenants of the strategic priorities foreseen for SEStran in 2017-18 and beyond. Within the Business Plan 2017/18 we have outlined our aims to deliver a number of priorities, which in promoting will also promote equality and further embed within our structures equality as a core decision-making component of our work, in place from the start of any project influencing the structures we adopt for work, the behaviours we transmit to partners and the culture promoted within the organisation.

We will act to continuously mainstream positive equality, diversity and cohesion outcomes for the transport network of the South-East of Scotland.

George Eckton



Partnership Director

About SEStran – Role & Function

SEStran is one of seven Regional Transport Partnerships (RTP's) in Scotland. Our partnership area includes 8 local authorities, including City of Edinburgh, East Lothian, Midlothian, West Lothian, Fife, Falkirk, Clackmannanshire and Scottish Borders. This covers an area of 3180sq miles and is home to 28% of Scotland's population. SEStran aims to develop a sustainable transportation system for the South East of Scotland that will enable business to function effectively, and provide everyone living in the region with improved access to healthcare, education, public services and employment opportunities. SEStran is a Model 1 RTP, as defined under the Transport (Scotland) Act 2005, with a main function to deliver a Regional Transport Strategy (RTS) for the area. SEStran's RTS is the cornerstone of our work, it lays out our vision for the strategic development of transport in South East Scotland up to 2028 and includes a particular focus on links to and from Edinburgh, as the economic hub of the region. SEStran is currently a small organisation with a total of eight staff.

Legal Context

The Public Sector Equality Duty came in to force in April 2011. The Equality Duty was created under the Equality Act 2010. The Equality Duty replaced the race, disability and gender equality duties. The Equality Duty was developed in order to harmonise the equality duties and to extend it across the protected characteristics. It consists of a general equality duty, supported by specific duties which are imposed by secondary legislation. Those subject to the equality duty must, in the exercise of their functions, have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

The Act explains that having due regard for advancing equality involves:

- Removing or minimising disadvantages suffered by people due to their protected characteristics.
- Taking steps to meet the needs of people from protected groups where these are different from the needs of other people.
- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

The equality duty covers the nine protected characteristics: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation. Public authorities also need to have due regard to the need to eliminate unlawful discrimination against someone because of their marriage or civil partnership status.

This report demonstrates our progress and continuous improvement action to regarding the exercising our functions and delivery of our Equality Duties.

Equality Outcomes

SEStran published a set of Equality Outcomes in 2013 to cover the period 2013 – 2017.¹ These outcomes were reviewed as part of the development of the new set of Equality Outcomes and officers found that the Outcomes were disproportionate to the size of the organisation and many of them were actions/outputs rather than deliverable outcomes. As a result of this review, officers developed two outcomes to cover the main functions of the organisation both in our duties as an Employer and in our remit to produce a Regional Transport Strategy (RTS). The Equality Outcomes 2017 – 2021 can be seen in full in the separate SEStran Equality outcomes 2017 – 2021 report.

How we seek to Mainstream equality

Over the period 2015 – 2017, SEStran have sought to mainstream Equality in to our core functions in several ways, as outlined below.

1. How we assess impact on equality

In the spirit of the Equality Duties, we seek to involve and inform equality groups right from the start of discussions of proposals, policies or projects, progressing on to a more structured assessment in any subsequent stages. For example, in our current discussions on a move to a Model 3 authority, we asked Professor Rye, as part of the remit of his report, to assess equality groups impact and intersectionality. We aim to operate a proportional approach to the specific duties dependent on the scale of the progress, and if a policy/proposal/project progressed we would undertake a more formal equality impact assessment (EQIA) at present as an appropriate mechanism to assess continuing impact of proposals. We have the relevant impacts front and centre in any policy development and decision making.

SEStran is very clear we need to ensure the needs of people are taken in to account during the development and implementation of a new policy or service or when a change is made to a current policy or service. Whilst there isn't one format of EQIA, we are seeking to develop and inform our projects in a spirit of co-design and will develop a protocol to this effect.

2. How our relevant policies e.g. public procurement, HR address equality

SEStran have endeavoured to mainstream the equalities duty in to all relevant policies and procedures. The Corporate Procurement Policy was updated in September 2016² and takes account of the Scottish Government's Public Services Reform Agenda and the subsequent Procurement Reform (Scotland) Act 2014 and the associated Public Contracts (Scotland) Regulations 2015. There are several principles that govern this policy, including "Consider how procurement can improve the economic, social and environmental wellbeing of the SEStran area with particular reference to reducing inequality in the SEStran area, facilitate the involvement of small and medium enterprises, third sector bodies and supported business, and promote innovation." & "Demonstrate through the procurement process that SEStran has given due regard to whether the award criteria and conditions relating to the

¹ LINK TO EQUALITY OUTCOMES 2013 – 2017 REVIEW DOCUMENT

² http://www.sestran.gov.uk/uploads/SEStran_CorporateProcurementPolicy_FINAL_Sep_16.pdf

performance of a relevant contract should include consideration to enable it to better perform its equality duty.”

Equality and diversity is a fundamental principle in all HR policies and procedures which are actively promoted in SEStran. All policies are compliant with the Equality Act 2010 and seek to promote an inclusive and accessible workplace. In September 2016 SEStran rolled out a flexitime scheme to staff within a revised Flexible Working Policy in order to assist staff in balancing their work and home life.

SEStran have consulted with outside organisations, such as Changing the Chemistry and Equate Scotland, on how to make our recruitment process as accessible as possible in attracting a diverse range of candidates, both in the application process and in the advertising of posts to reach a wide audience. The selection process emphasises individual skills, abilities and experience necessary for any role. We also carry out equality monitoring on the recruitment and selection process through the use of questionnaires.

3. Thistle Card & App

SEStran has, since 2011, run the Thistle Card scheme. This has been an extremely successful scheme that aims to give disabled and elderly transport users more confidence in using public transport. Between 2015-2017, 2201 Thistle Cards were distributed. This has been a significant reduction since the Card was introduced in 2011 where 25,000 cards were distributed, however this can be attributed to perhaps having reached saturation. However, SEStran will seek to continue to promote the Card. SEStran also made the decision to make the design freely available for the Thistle Card in order that it could be easily used in other areas of Scotland. In early 2017 another RTP launched the Card in their area, allowing more people to utilise the Card and increasing accessibility to public transport across Scotland.

In 2016 SEStran developed a Thistle Card App, designed to replicate the original card. The app is not a replacement for the Card, but seeks to increase use and awareness of the Thistle Card Scheme. The app is free to download and SEStran are in discussions with developers to further the potential of the app. By promoting the use of the Thistle Card & App, SEStran look to reduce barriers to accessing public transport for all and promote social inclusion for those who have no other means of transport. In 2015 SEStran's work with the Thistle Card was recognised by the Scottish Accessible Transport Alliance (SATA) with an achievement award in recognition of outstanding achievement in facilitating transport services for disabled people.

4. Equate Scotland Placement

SEStran will seek to address the gender imbalance currently in STEM subjects in Scotland by working with Equate Scotland to take positive action in employing a female student for a summer placement.

5. Equalities Forum

SEStran holds an Equalities Forum which has met 3-4 times a year, involving local equalities groups, to discuss the work that SEStran is doing and how it operators, to get feedback and suggestions on how we can usefully improve on equalities issues.

This Forum is an important way for SEStran to co-design on all projects and policies and gain input from individuals with protected characteristics or from groups representing the interests of those with protected characteristics. In this way we seek to mainstream Equalities in to the work of the Partnership. Further, SEStran is undertaking to reinvigorate the membership of the Forum in order to engage with as wide a range of people and groups as possible.

6. Disability Confident Scheme

SEStran are signed up to the Disability Confident scheme in a clear commitment to ensure that disabled people and those with long term health conditions have the opportunities to fulfil their potential and realise their aspirations.

- Ensure our recruitment process is inclusive and accessible
- Communicate and promote vacancies
- Offer an interview to disabled people
- Anticipate and provide reasonable adjustments as required
- Support any existing employee who acquires a disability or long term health condition, enabling them to stay in work
- At least one activity that will make a difference for disabled people.

7. Job Evaluation

Job evaluation is a systematic and transparent mechanism of determining an equitable and fair value of a job in relation to other jobs within the same or similar organisation. It tries to undertake an equitable and impartial approach to establishing an evidence and competency based pay structure. This was seen as fundamental to addressing the issues of SEStran as an employer.

The job evaluation is progressing with grading being carried out by colleagues at Falkirk Council. The process has sought to address some issues of historical responsibilities allocation and also provide a grading structure that seeks to enable progression which have accumulated since the original structure was put in place in 2007. It is seeking to report by the end of April 2017.

8. Board Diversity

SEStran is committed to making progress on improving the diversity of our Board to encourage new and innovative thinking and maximise use of talent, leading to better decision making and governance. The current gender balance of the Board is XX/XX, as surveyed by Scottish Government. While the majority of the SEStran Partnership Board is made up of elected members, we will seek to influence the gender balance of our non-elected members through signing the voluntary One Scotland 50/50 pledge, as endorsed by the Equalities Forum, and by undertaking an inclusive application process when the next term for non-councillor members begins in 2018. In order to fully develop Board Diversity, we have produced a Board Diversity Succession Plan, published in conjunction with this report that lays out in full the process we will take in order to deliver a more diverse Board.

9. CIHT Charter

SEStran have further demonstrated a commitment to the diversity and inclusion agenda by signing the Chartered Institute of Highways & Transportation (CIHT) diversity and inclusion charter. Through this Charter we will:

- Strive to achieve best practice in our recruitment, retention and career progression practices as employers
- Support the development of good diversity and inclusion practice by collecting and sharing examples of practical activities that contribute to progress with CIHT and other signatories
- Assign responsibility for meeting our Charter Commitments to a named, senior level individual.
- Work together to develop and adopt future protocols and practice that support the implementation of the aims of this Charter.
- Recognise, respect, capitalise and celebrate contributions from different people to strengthen team performance
- Display the CIHT diversity and inclusion logo to publically demonstrate our commitment to this agenda.

We have been invited to submit our progress towards these goals as part of the CIHT awards 2017.

10. X Route

SEStran have worked with 4 groups of young people over 2015 – 2017 to explore their attitudes to active travel and actively interest and engage them in the statutory transport planning process. We are proud of the partnership working with Young Scot to deliver this exciting and innovative study. Young people are often overlooked when considering transport issues and this report gives young people a platform and a voice to express the barriers they face when considering active travel options. Active travel plays a vital role in creating a sustainable transport network across the region and we must continue to strive to engage and encourage those who are often underrepresented if we wish to make active travel an easy and natural choice. Going forward, SEStran is committed to support its partnership with Young Scot, using their fantastic co-design method, to continue to engage and empower the future users of our transport network in the planning process and has submitted a funding bid as part of a consortium to Horizon 2020 fund to continue this type of work and also have approval from the Scottish Roads Research Board to implement some of the original X-Route suggestions from young people.

11. Stonewall Scotland

SEStran has actively engaged with Stonewall Scotland over the course of 2017 in terms of membership of their Diversity Champions programme. We have committed to join as part of our Equality Duties and have negotiated a wider membership proposal to all RTPs to access the programme as a collective membership, involve a strategic link up between all RTPs to ensure policies and practices are consistent and unified across Scotland, which will allow for further good practice in creating more cohesive regional work. The programme comes with a dedicated client account manager based in Edinburgh who is able to work with SEStran to develop LGBT inclusive policies and also offer wider support at any time on progressing equality &

diversity outcomes in line with our PSED both in terms of our duties as an employer but also in terms of the inclusivity of the regional transport network.

Employee Data

SEStran have collected staff data but due to the small numbers of staff we are not required to publish the data for data protection. SEStran will use the collected data to better understand the workforce profile, enabling us to identify areas of improvement and eliminate any adverse impact on equality. It will allow the targeting of support for areas of under-representation within the workforce, enable us to take positive action and produce a longitudinal term dataset to inform long-term workforce planning and assess our current policies and procedures. To be effective in assessing equality data we rely on data from staff to undertake the widest possible analysis and we will strive to increase response rates over the period of 2017-2021. SEStran is committed to effective monitoring of equality impact data for our workforce, as a clear sign to all that we are committed to equality and supporting a diverse workforce, in line with our Public Sector Equality duties.

Statement on Equal Pay & Gender Pay Gap

The gender pay gap at SEStran over 15/16 – 16/17 was 58%. This gap is based on the percentage difference between men and women's mean hourly basic pay on a full time equivalent basis.³ Overtime and other allowances have been excluded from this calculation. In 15/16 there were 14 members of staff, 57% female and 43% male and the gender pay gap was 52%. In 16/17 there were 12 members of staff, 58% female and 42% male and the pay gap was 62%.

As a smaller organisation SEStran has no requirement to publish our Gender Pay Gap but wish to demonstrate a commitment to the principles of the Public Sector Equality Duty.

At SEStran there is no discrimination in terms of equal pay for work of equal value. However, there remains a pay gap resulting from the fact that the two most senior positions are occupied by men. In terms of occupational segregation, it is noted that there are proportionately more female than male staff.

SEStran is committed to providing a flexible working culture. There are a range of policies which enable staff with other responsibilities to work flexibly.

Performance Reporting

SEStran will publish a review in April 2019 on the progress of implementing the new set of Equality Outcomes. It is hoped that collective membership of the Stonewall Diversity Champions programme will enable a monitoring and benchmarking framework to be developed across Scottish RTPs and potentially other relevant public bodies.

We will also continue to monitor all Partnership Board reports for any implications arising from them that may affect any equalities issues.

The SEStran Business Plan for 16/17 will incorporate the Equalities Duty directly with one of our strategic priorities for the year to be to Meet the Public Sector Equality Duties and become a more inclusive organisation.

³ http://gender.bitc.org.uk/sites/default/files/bitc_toolkit_1_measuring_your_pay_gap_final.pdf

Identification of Responsible Officers

Emily Whitters – Business Support Officer

Angela Chambers – Business Support Manager

George Eckton – Partnership Director

DRAFT

SEStran Equality Outcomes 2017 - 2021

Foreword

Equality, Equity and Diversity are positive outcomes for all and fundamental tenants of any organisations corporate planning.

- Equality in terms of the state of everyone being equal and having equal status, rights or opportunities
- Equity in terms of the fairness and impartial aspects of the outcomes we seek
- Diversity is a strength, it avoids a uniformity of view and brings welcome challenge.

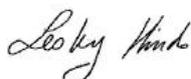
As Chair of SEStran since July 2016 I've been keen to challenge and support officers to continuously improve the implementation of our previous Equality Outcomes and the co-design of our new Equality Outcomes for the next 4 years. The document outlines where as a small public body [less than 10 full-time employees] we have sought and will continue to seek to continuously improve our processes, policies and projects to address the need to eliminate discrimination, foster good relations and enhance opportunity.

I've chaired and lead our Board Diversity Working Group and the Board in March outlined a desire to set up a Succession Planning Committee groups, working with our Equalities Forum and Changing the Chemistry amongst others to offer Board observing opportunities, which also contributes to our commitment to the Department of Work and Pensions Disability Confident scheme this year. I've also encouraged officers to work with Equate Scotland to deliver positive action to under-represented groups in the STEM sector of the economy and we have sought to continue to innovate around the delivery of the Thistle Card for those travelling with disabilities. I've also challenged officers despite not required to do so, to calculate our Gender Pay Gap and seek to use it as a mechanism alongside employee data in the consideration of equality and diversity workforce planning.

I've been keen to emphasise that this process is an integral and integrated part of the wider corporate planning process and included as a key priority in SEStran's Business Plan. There are clear key performance indicators and targets included in our work plan. Whilst I will not be in post for the delivery of the outcomes, I will watch with interest as I hope my successor as Chair can continue to foster, encourage and challenge SEStran and its partners to continuously delivery improvement in the Equality Outcomes until 2021 and beyond.

The journey to equality for many groups has been one long upward struggle for equality. I want SEStran as a transport partnership and public body to play its part, albeit small, in making the journey from here, challenging of the past processes and continue to seek with the resources available the destination of equality for all.

Cllr Lesley Hinds



Chair of SEStran

Background

SEStran is one of seven Regional Transport Partnership (RTPs) in Scotland. Our partnership area includes 8 local authorities, including City of Edinburgh, East Lothian, Midlothian, West Lothian, Fife, Falkirk, Clackmannanshire and Scottish Borders. This covers an area of 3180sq miles and is home to 28% of Scotland's population. SEStran is a Model 1 RTP, as defined under the Transport (Scotland) Act 2005, with a main function to deliver a Regional Transport Strategy (RTS) for the area. SEStran's RTS is the cornerstone of our work, it lays out our vision for the strategic development of transport in South East Scotland up to 2028 and includes a particular focus on links to and from Edinburgh, as the economic hub of the region. SEStran aims to develop a sustainable transportation system for the South East of Scotland that will enable business to function effectively, and provide everyone living in the region with improved access to healthcare, education, public services and employment opportunities.

Engagement

Other Relevant Equality Evidence

In order to develop our Equality Outcomes, we have undertaken an engagement process with staff and stakeholders through the SEStran Equality Forum, along with a public consultation. This process has informed our Equality Outcomes but will also enable us to better understand the needs of all stakeholders and will assist us in the development of policy and delivery of projects.

We used a range of methods to involve and engage our staff and stakeholders as detailed below:

When developing the Equality Outcomes 2017 – 2021, SEStran considered a wide range of evidence relating to the nine protected characteristics. This desk research was taken to the SEStran Equalities Forum in order to assist us in identifying groups which are currently under –represented in the Forum Membership. SEStran have since sought to increase the membership of the Forum and will continue to seek to foster good relations between the identified groups and the regional transport network issues.

Research

The 2011 census showed that Scotland has an estimated population of 5,295,403 people, the highest ever population with a rise of 4.6% since 2001¹. The SEStran region comprises the local authority areas of City of Edinburgh, Fife, Falkirk, Clackmannanshire, Scottish Borders, East Lothian, Midlothian and West Lothian. The total estimated population of the SEStran area is 1,521,148 people. The population of Scotland is projected to grow further², and both East Lothian and City of Edinburgh have been subject to large population increases from 2005 – 2015, by 11.1% and 11% respectively³.

Age

¹ <http://www.scotlandscensus.gov.uk/ods-web/area.html>

² <http://www.scotlandscensus.gov.uk/ods-web/area.html>

³ <http://www.scotlandscensus.gov.uk/ods-web/area.html>

While the population of Scotland is growing, it is also an aging population with an increase of 17% in the number of people aged 75 and over and 18% in the 60-74 age group⁴. In the SEStran area 16.1% of the population is aged 65 years and older, 66.6% is aged between 16 – 64 years old and 17.3% is under 16 years old.

The Scottish Health Survey published most recently in 2015, shows that as people age they are less likely to describe their health as “very good” or “good”⁵. A number of health problems have been identified that may affect elderly people’s ability to use varying transport options, which could also come under the disability protected characteristic such as:

- Limited mobility
- Visual impairments
- Hearing conditions

Disability

Within the SEStran area, 29.3% of the population is affected by a long term health condition or disability which impacts on their daily activities. The Scottish Government has collated data that states that adults with a disability or long-term illness were more likely to use a local bus service than those with no disability or long-term illness. In 2015, 50.4% of adults who had a long term health condition or disability had used a bus service in the previous month compared to 49.3% of adults who had no long term health condition or disability⁶.

- 1.6% of the adult population has a long-standing illness, health problem or disability that meant they find using a car difficult to manage on their own.
- 4.7% of the adult population had a long-standing illness, health problem or disability that meant they find using a bus difficult to manage on their own.
- 3.6% of the adult population had a long-standing illness, health problem or disability that meant they find using a train difficult to manage on their own.⁷

The bus industry has in recent years become far more accessible with 94% of buses being accessible or having a low floor in 2014/15, up from 33% in 2004/5.

Race

The proportion of black and ethnic minority people living in the SEStran area is 4.02%, with a higher proportion in the City of Edinburgh of 8.3%. Indian, Pakistani and Chinese households were most likely to have access to a car. African households were least likely to have access to a car. At the time of the 2011 census, three quarters of households in Scotland had access to a car or van. The proportion was over 80% for Pakistani and White: Other British households and lowest (47%) for African households. Pakistani households were most likely to have access to three or more cars; 20% of Pakistani households had three or more cars, compared to a Scottish average of 9%.

⁴ <https://www.nrscotland.gov.uk/files/statistics/high-level-summary/j11198/j1119802.htm>

⁵ <http://www.gov.scot/Topics/Statistics/Browse/Health/scottish-health-survey>

⁶ <http://www.gov.scot/Topics/People/Equality/Equalities/TransportTravel>

⁷ Transport Scotland, Transport & Travel in Scotland 2011

Religion or Belief

In the 2011 census, 56.3% of the Scottish population reporting currently having a religion. 36.7% of the Scottish population reporting having no religion. Within the SEStran area 49.9% of people reported having a religion and 43.2% reporting having no religion. Sikhs had the highest car access with the majority (52%) having access to two or more cars or vans. Hindus had the lowest car access, with over two fifths (42%) living in households with no access to a car or van.

Sex

In 2011 the gender balance across Scotland was recorded as 51.5% female and 48.5% male. The gender balance across the SEStran area was broadly the same.

As stated in the Transport and Travel in Scotland study 2015, women are more likely to use public transport than men. 49% of women had used the bus in the last month compared to only 42% of men. 13% of women used the bus everyday compared to 11% of men. 8% of men and 31% of women had used the train within the past month.

Sexual Orientation

The Scottish Household Survey introduced a question on sexual orientation in 2011 as one of their core questions. In 2015 98.1% of respondents identified themselves as heterosexual, 0.8% as gay/lesbian, 0.2% as bisexual and 0.2% as other.⁸ 16% LGBT people say they have experienced poor treatment because of their sexual orientation or gender identity when accessing a public service in the last three years⁹

Gender Reassignment

There is currently no formal monitoring to collect information on gender identity through the census or Scottish Household Survey.

Pregnancy & Maternity

There is limited available quantitative evidence on use of transport with regard to those on maternity leave, or those caring for children. Within the SEStran area, Lothian Buses are a major provider of bus travel. As of December 2011, buses with buggy space make up around 40% of the Lothian Bus fleet¹⁰.

Staff Engagement

One of the first suggestions from guidance is the need to involve staff with the process of developing Equality Outcomes. SEStran employees met several times during 2016 to discuss the process of reviewing the set of outcomes and developing

⁸ <http://www.gov.scot/Resource/0050/00506173.pdf>

⁹ http://www.stonewallscotland.org.uk/sites/default/files/ysys_report_lgbt_2014.pdf p.4

¹⁰ https://lothianbuses.co.uk/assets/files/Accessibility_Review.pdf

new outcomes. From these meetings a project plan and participation statement was developed to better enable the involvement of individuals and groups representing those with protected characteristics, under the Equality Act, to know how and when they could engage in shaping SEStran's Equality Outcomes.

Stakeholder Engagement

At each stage of the development of the SEStran Equality Outcomes, SEStran took a paper to our Equality Forum to invite their help in developing the Equality Outcomes. The SEStran Equality Forum consists of a wide range of people including service users with protected characteristics and those from groups representing protected characteristics. Staff also undertook individual meetings with various individuals representing equalities expertise or groups representing protected characteristics. Further, SEStran undertook a 4 week consultation on the draft Outcomes to engage with as wide a range of people and organisations as possible.

Outcomes

Our Equality Outcomes for 2017 – 2021 are:

Outcome 1: An Equitable, Diverse and Representative Organisation

Outcome 2: A Safe, Accessible and Equitable Regional Transport Network

1. An Equitable, Diverse and Representative Organisation

SEStran is committed to creating a culture in which diversity and equality of opportunity are promoted actively, discrimination is eliminated and good relations are fostered amongst all staff, members and stakeholders.

SEStran seeks to increase the diversity in the nature of its members who they represent and the workforce of the organisation. We recognise that we need to evaluate both the current monitoring of the diversity of our workforce and governance, and are committed to activity and plans to achieve these outcomes over the next 4 years. SEStran has conducted staff monitoring but due to the small size of the organisation are not obligated to publish these figures. SEStran will use the collected data to better understand the workforce profile, enabling us to identify areas of improvement and eliminate any adverse impact on equality. It will allow the targeting of support for areas of under-representation within the workforce, enable us to take positive action and produce a longitudinal term dataset to inform long-term workforce planning and assess our current policies and procedures. To be effective in assessing equality data we rely on data from staff to undertake the widest possible analysis and we will strive to increase response rates over the period of 2017 – 2021. SEStran is committed to effective monitoring of equality impact data for our workforce, as a clear sign to all that we are committed to equality and supporting a diverse workforce, in line with our Public Sector Equality Duties.

SEStran's commitment to improving the diversity of our workforce is constrained by the wider public sector financial situation at present, which means increasing diversity solely through recruitment will be limited and we are also constrained by the current legislative context at time of issuing these outcomes around governance

diversity. However, we will seek to take all possible steps to enhance opportunities within the current policy and parliamentary legislation context over the next 4 years. SEStran has committed to undertake positive action with Equate Scotland over the summer of 2017 to address the wider under-representations in gender terms with the Science, Technology, Engineering and Mathematics (STEM) sector, but also recognises our wider public duties to the wider workforce of Scotland.

This will build on the existing commitment made by the SEStran Partnership Board in Summer 2016 to set up a Board Diversity Working Group to address issues of under-representation as far as possible, committing to producing a Board Diversity Succession Plan. The Board Diversity Working Group will now evolve in to a Succession Planning Committee in order to deliver the outputs of the SEStran Board Succession Plan. While SEStran will seek to influence the advancement of equality of representation on our Board, there is a legislative recognition that over two-thirds of our Board are elected members appointed by constituent councils. Therefore this will depend to a large extent on the diversity of members appointed by constituent councils and the impacts of the proposed Gender Balance Bill for Parliament in 2016/17 on the requirement for public bodies such as SEStran to seek to improve the diversity of its Board through the appointment of non-councillor members by April 2018.

Equality Outcome 1

An Equitable, Diverse and Representative Organisation

Activity / Plans

Employee information should be collected with an 80% response rate across all characteristics by 2019 and 100% response rate by 2021.

Undertake awareness raising of SEStran as an employer and use positive action as appropriate to address under-representation within certain areas.

Develop a plan for moving towards a more representative workforce and Board by 2021.

Work with our stakeholders to ensure that a wide range of applicants are encouraged to apply for non-councillor member appointments using a variety of mechanisms, including application support and other positive action initiatives.

Monitor and review our promotion, training and progression opportunities to ensure they are fair and transparent for workforce and Board members.

Work with staff networks to ensure that staff are able to work in a supportive and inclusive environment

where they feel safe and respected through the delivery of relevant policies and procedures.

Measuring Progress

Employee data, disaggregated by protected characteristic.

Annual employee survey responses provided by staff across protected characteristics on an annual basis.

Regular survey of diversity of Board members in line with 2016 Equality Act regulations.

Calculate a non-statutory analysis of SEStran's gender pay gap.

Qualitative feedback mechanisms on staff experience and training and development policy monitoring.

Public Sector Equality Duty

Eliminate discrimination

Advance Equality of Opportunity

Foster good relations

Protected characteristics

Age

Disability

Gender Reassignment

Race

Religion or Belief

Sex

Sexual Orientation

Marriage & Civil Partnership

Pregnancy & Maternity

2. A Safe, Accessible and Equitable Regional Transport Network

SEStran is committed to producing a delivery strategy that seeks to make transport easier to use for all by promoting measures to further improve the safety, accessibility and equity of the transport network across the South-East of Scotland.

The journeys which take place across the transport network within the region, start in the planning/decision stage of an individual citizen or business choosing which method of transport to utilise for their travel. These types of journeys should be fully accessible to all, and particularly those who share a protected characteristic. There is evidence that shows that issues such as lack of support, comfort and safety when travelling or lack of availability of suitable forms of transport may mean that some users with protected characteristics are unable to make these journeys.

A contributing factor to this is that transport users can sometimes be unaware of the level of accessible travel information provided or where to find it.

In 2011, SEStran launched the Thistle Assistance Card to make it easier for older and disabled people to use public transport. The initial idea was raised by the SEStran Equality Forum following the demise of the nationally funded assistance card by Enable Scotland. Forum Members believed that the card was essential for helping people with all types of disability to access and use public transport. Since its launch SEStran has distributed around 45,000 cards and the design has been adopted by other Regional Transport Partnerships making it a nationally recognised card.

Safety and security can also be a concern for young and older people, women and certain BAME people, more so than other groups. There can be a fear of crime particularly when travelling alone on certain modes/routes of transport, particularly in terms of antisocial behaviour or sexual harassment of women on public transport and/or hate crime towards other groups. This can affect the frequency of travel for these groups and curtail their mobility. There is also the difference in road safety outcomes especially for children / young people or older people in terms of greater likelihood for negative outcomes in road use. There are a number of protected characteristics shared by those who experience or are most vulnerable to serious incidents on roads.

Equality Outcome 2.

Safe, Accessible and Equitable Regional Transport Network

Activity / Plans

Continue to roll out Real Time Passenger Information system to increase users confidence of using the bus at certain times.

Undertake a full Equality Impact Assessment for the renewal of the Regional Transport Strategy during 2017 – 2021.

Continue and extend engagement to groups with or

representing groups who have/share a protected characteristic. It has been identified through officer research and engagement with the Equalities Forum that certain groups are under-represented currently within the Forum. SEStran will seek to address this.

Seek to influence national strategy and policy of key partners on the issue of safety, accessibility and equity for all users of transport during 2017 – 2021.

Work with our stakeholders to ensure that equality advances through the work of a range of partners within the SEStran area and act as an advocate for equality issues across all transport modes.

Monitor and review existing equality actions to see if further advances promoting opportunity can be undertaken through further developments of existing projects.

Measuring Progress

Conduct passenger surveys on bus networks to analyse perceptions of accessibility, safety and security.

Qualitative feedback from protected characteristics groups via the SEStran Equality Forum.

User satisfaction surveys and general feedback on the delivery of projects such as the Thistle Card and App.

Public Sector Equality Duty

Eliminate Discrimination

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Foster good relations

Protected Characteristics

Age

Disability

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