



Equality Outcomes 2017 - 2021

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Foreword

Equality, Equity and Diversity are positive outcomes for all and fundamental tenants of any organisation's 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 led our Board Diversity Working Group and at the Partnership Board meeting in March, outlined a desire to set up a Succession Planning Committee , 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. Further, I have challenged officers, despite not being 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 deliver improvement in the Equality Outcomes until 2021 and beyond.

The journey to equality for many groups has been one long upward struggle, however I want SEStran as a transport partnership and public body to play its part, albeit small, in making the journey from hereto challenge the past processes and continue to strive for equality for all.

A handwritten signature in black ink, reading "Lesley Hinds". The signature is written in a cursive, flowing style.

Cllr Lesley Hinds, Chair of SEStran

Background

SEStran is one of seven Regional Transport Partnership (RTPs) in Scotland. Our partnership area covers 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

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:

Research

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.

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 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.

a) Age: 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. Several 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

b) 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 <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>

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>

- 1.6% of the adult population has a long-standing illness, health problem or disability that means they find using a car difficult to manage on their own.
- 4.7% of the adult population has a long-standing illness, health problem or disability that means they find using a bus difficult to manage on their own.
- 3.6% of the adult population has a long-standing illness, health problem or disability that means 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 2004/5⁸.

c) 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%.

d) Religion or Belief: In the 2011 census, 56.3% of the Scottish population report currently having a religion. 36.7% of the Scottish population report 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.

e) 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

⁷ Transport Scotland, Transport & Travel in Scotland 2011

⁸ <http://www.gov.scot/Topics/People/Equality/Equalities/DataGrid/Disability/DisabTransport>

compared to 11% of men. 8% of men and 31% of women had used the train within the past month⁹.

- f) **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.¹⁰ 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 years¹¹
- g) **Gender Reassignment:** There is currently no formal monitoring to collect information on gender identity through the census or Scottish Household Survey.
- h) **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 fleet¹².

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 original set of outcomes and developing new ones. 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

⁹ <http://www.gov.scot/Topics/People/Equality/Equalities/DataGrid/Gender/genTransport>

¹⁰ <http://www.gov.scot/Resource/0050/00506173.pdf>

¹¹ http://www.stonewallscotland.org.uk/sites/default/files/ysys_report_lgbt_2014.pdf p.4

¹² https://lothianbuses.co.uk/assets/files/Accessibility_Review.pdf

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 with 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.

Our Equality Outcomes for 2017 – 2021 are:

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 diversity in both the makeup of its board members and workforce whilst still delivering excellence in terms of expertise and return on investment. We recognise the 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, however 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 legislative 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 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 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.

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 can 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

- a. Eliminate discrimination
- b. Advance Equality of Opportunity
- c. Foster good relations

Protected characteristics

Race

Religion or Belief

Age

Disability

Gender Reassignment

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 several protected characteristics shared by those who experience or are most vulnerable to serious incidents on roads.

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

- a. Eliminate discrimination
- b. Advance Equality of Opportunity
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Gender Reassignment

Sex

Sexual Orientation

Marriage & Civil Partnership

Pregnancy & Maternity



WORKING FOR DIVERSITY IN THE BOARDROOM



CIHT Diversity & Inclusion Charter



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