



## EQUALITY & DIVERSITY POLICY

### DOCUMENT VERSION CONTROL

Date	Author	Version	Status	Reason for Change
	SEStran	1.0	FINAL	Policy Adopted
Sept 2016	SEStran	1.1	FINAL	Adapted to comply with Equalities Outcomes 2017-2021
Oct 2017	SEStran	1.1	FINAL	Adoption of version control

## **VISION**

The South-East of Scotland Transport Partnership (SESTRAN) is committed to creating a culture in which diversity and equality of opportunity are promoted actively and in which discrimination is not tolerated.

SESTRAN values the diverse nature of its members, of those who provide services to SESTRAN, and those to whom SESTRAN provides services. SESTRAN will ensure that this vision is reflected in all its practices, policies and activities.

## **POLICY STATEMENT**

SESTRAN has adopted this policy to ensure that equality influences the way it conducts all of its operations and activities.

SESTRAN is firmly committed to providing and promoting equality and aims to ensure that:

- Individuals are treated fairly, with dignity and respect regardless of their age, disability, gender, gender reassignment, sexual orientation, marriage or civil partnership, race, religion or belief, pregnancy and maternity, social/economic background, and any other appropriate distinction;
- It promotes a supportive and inclusive environment for everyone with whom SESTRAN interacts in the conduct of its operations and the fulfilment of its statutory obligations.

## **SCOPE OF THE POLICY**

This policy applies to all of SESTRAN's members, substitute members, observers / advisers, contractors, agents, stakeholders, consultees, users of its services, the wider community and to everyone who comes into contact with SESTRAN. Employees of SESTRAN are covered by a separate policy which is part of SESTRAN's suite of human resources documentation.

## **AIMS OF THE POLICY AND UNDERPINNING PRINCIPLES**

In conducting its operations and fulfilling its statutory obligations, SESTRAN will have due regard to:

- Promoting equality of opportunity across all of its processes and activities
- Promoting good relations between people of a diverse background
- Eliminating discrimination, victimisation and harassment

The policy is guided by the following principles:

- The need for an approach to equalities that is integrated into all activities, plans, policies, services and working practices
- The need to provide equality of access to information about SESTRAN's activities, plans, policies, services and working practices
- The need to influence other organisations with which SESTRAN interacts through good practice in the promotion of equalities.

## **IMPLEMENTATION**

In implementing this policy, SESTRAN will:

- Seek and value contributions from individuals and groups of people from diverse backgrounds
- Challenge inequality and less favourable treatment
- Promote an environment where standards of conduct are of the highest level to ensure that no one is harassed, bullied or victimised.
- Whenever possible remove barriers which may limit access to its operations or to or information about its operations.

## **RESPONSIBILITIES**

Every person, organisation or other body which comes into contact with SESTRAN or acts on behalf of SESTRAN is responsible for meeting any legal obligations in respect of legislation relating to equal opportunities.

Operationally, the Partnership Director will be responsible to SESTRAN for the implementation and oversight of this policy.

## **MONITORING, EVALUATION AND REVIEW**

This Equality and Diversity Policy will be monitored and evaluated annually. Annual reports on the operation and effectiveness of the policy will be submitted by the Partnership Director to the Board of SESTRAN.

For further information about this policy or about SESTRAN, please contact:

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Using telephone services can be a good way to get help in a time of crisis, particularly as they can often provide out-of-hours support. Talking to an adviser on the phone can help you make sense of your situation and work out possible solutions. For more information about helplines, see link to NHS telephone services <https://www.nhs.uk/conditions/stress-anxiety-depression/mental-health-helplines/>.