

## **SEStran Equality Outcomes 2017 – 2021**

### **1. BACKGROUND**

- 1.1** The paper outlines the requirement for SEStran as a listed public body under the Equality Act 2010 and the Equality Act 2012 (Scotland) Specific Duties Regulations to publish a set of Equality Outcomes covering the period April 2017 – March 2021 which it considers will enable it 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 relevant protected characteristics are: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

### **2. PURPOSE**

- 2.1** The purpose of the 2017-2021 SEStran Equality Outcomes report is to identify details of actions being progressed, to assist SEStran in performing the public sector equality duty under the Equality Act 2010, specifically the 2012 specific duties regulations. The 2012 Specific Duties Regulations require:
  - each listed authority to publish a set of equality outcomes which it considers will enable the authority to better perform the general equality duty. It must publish a fresh set of equality outcomes within four years of publishing its previous set.
  - In preparing this set of equality outcomes, the authority must take reasonable steps to involve people who share a relevant protected characteristic and any person which appears to the authority to represent the interests of those people.
  - The authority must also consider relevant evidence relating to people who share a relevant protected characteristic.
  - If an authority's set of outcomes does not seek to further the needs of the general equality duty in relation to every relevant protected characteristic, it must publish its reasons for proceeding in this way.
  - An authority must publish a report on the progress made to achieve its' equality outcomes every two years.

- 2.2** The final outcomes report will detail relevant policies, projects and processes, including a proposed voluntary employee information survey disaggregated by equality characteristics and a gender pay gap calculation. The report will also outline a set of equality outcomes SEStran will seek to achieve across the next 4 years and beyond in a proportionate manner relevant to the public functions it exercises.
- 2.3** The 2012 regulations also outline that if a set of equality outcomes published by a listed public authority does not seek to further the needs of the equality duty, in relation to every relevant protected characteristic, the authority must publish its reasons for proceeding in this way.

### **3. OUTCOMES 2013 – 2017**

- 3.1** SEStran published our first set of Equality Outcomes<sup>1</sup> in March 2013 and a Mainstreaming Report<sup>2</sup> on progress was published in March 2015. The EHRC guidance outlines a need to review progress against and continuing relevance of the public bodies previous set of outcomes before setting a new set of outcomes.
- 3.2** The 2013-2017 outcomes focused on policy related and employer related outcomes. SEStran had more outcomes than the Scottish Government despite having a much narrower function, and a clear result of this review should be to focus on clearer outcomes, rather than actions/outputs. SEStran currently has 28 proposed outcomes for better performance of the Equality Duty whereas the Scottish Government proposed 7 in their 2013-2017 report.
- 3.3** For context, a number of the outcomes are 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.
- 3.4** Moving forward, a number of the policy or employer related outcomes could be continued as part of a wider outcome, a number of outcomes need to be consolidated and it could be argued a number of outcomes should not be continued in their present form. Appendix 1 provides an update on the progress with the outcomes specified for 2013-2017. The 2017-2021 outcomes will need to focus on the current functions, resources and capabilities of SEStran.
- 3.5** The EHRC guidance is clear that we need to set proportionate and relevant equality outcomes taking account of the organisation's function and resources, which seek to better perform the general equality duty. The outcomes we all co-produce need to further: the elimination of discrimination, advance equality of opportunity or foster good relations. The results of the outcomes should achieve identifiable improvements. The guidance also says

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<sup>1</sup> [http://www.sestran.gov.uk/uploads/Draft\\_Equalities\\_outcome\\_report\\_update.pdf](http://www.sestran.gov.uk/uploads/Draft_Equalities_outcome_report_update.pdf)

<sup>2</sup> [http://www.sestran.gov.uk/uploads/A10\\_appx\\_1\\_SEStran\\_Mainstreaming\\_Feb2013.pdf](http://www.sestran.gov.uk/uploads/A10_appx_1_SEStran_Mainstreaming_Feb2013.pdf)

we should aim to produce the Business Plan in tandem, so there will be a need to mainstream this work into the 2017-18 Plan.

- 3.6** SEStran has a very specific remit to produce a Regional Transport Strategy, alongside our duties as an employer, which would appear to SEStran officers to provide a very clear and defined scope for developing equality outcomes. SEStran has developed two draft outcomes for comment around each of the following 2 strategic issues:
- An Equitable, Diverse and Representative Organisation
  - Safe, Accessible and Equitable Regional Transport Network
- 3.7** SEStran officers recognise that the two areas of focus above do not cover all that we could do on equality, but they focus on our main functions and duties. We recognise that there are important issues in terms of equality, but these are within the duties of other public bodies.
- 3.8** The two areas of activity suggested as the areas of focus for activity over the next 4 years as they represent key issues, have areas of policy and practice which can be addressed through our functions and are supported by the available evidence. Draft outcomes have been prepared in a new format, broadly based on the Scottish Government's current format, for comment at appendix 2.

#### **4. DUTY TO REPORT**

- 4.1** SEStran will publish a new set of equality outcomes, a progress report on previous equality outcomes and a progress report on mainstreaming the equality duty in April 2017.

#### **5. BOARD DIVERSITY SUCCESSION PLAN**

- 5.1** Under the Public Sector Equality Duty Amendment Regulations 2016, all listed public authorities are required to produce a Board Diversity Succession Plan to be published within an equalities mainstreaming report.
- 5.2** The specific duties require listed public authorities to use information on the diversity of their Board, broken down by all relevant protected characteristics, to support succession planning, and to publish the Board's gender breakdown. This information will feed in to the development of a Board Diversity Succession Plan.
- 5.3** The Scottish Government have conducted a Board Diversity survey on all Public Bodies. The results of this will be fed in to a Board Diversity Succession Plan to be published in April 2016 as part of the equalities mainstreaming report.
- 5.4** SEStran have prepared a draft Board Diversity Plan, attached as appendix 3. This will be altered once we are in receipt of the Scottish Government gathered Board Diversity figures. The draft plan shows the measures that SEStran will look to implement to improve Board diversity.

## **6. EVIDENCE BASE**

- 6.1** The Scottish Government launched an Equality Evidence<sup>3</sup> web resource in June 2012, which provides a wealth of data and other evidence with accompanying commentary, background papers, and links to further information. This will be a valuable source of data for formulating SEStran's next set of outcomes but also identifies gaps in data which we need to address over the next 4 years. There is a specific section on transport and travel<sup>4</sup>.
- 6.2** The EHRC guidance talks about a reasonable level of data and analysis and outlines 5 main criteria for Outcomes: scale, severity, concern, impact and remit. The guidance highlights that any outcomes emerging from evidence, should focus on addressing the most significant inequalities from evidence of data and involvement of stakeholders. From which public bodies should set outcomes which will have the most impact and focus efforts on what proportionately we can be best in terms of SEStran's function.
- 6.3** The identified equality outcomes need to be as far as possible specific and measureable, albeit they don't need to be hard/tangible outcomes in terms of measurement e.g. emissions reduced. An example the guidance does highlight is around non-tangible outcomes e.g. women feeling confident about using public transport after dark.
- 6.4** Therefore, whilst the Scottish Government evidence base has a wide range of data, we must retain a clear focus on the function of SEStran and therefore limit discussion to what SEStran's functions can achieve in terms of the performance of the public sector equality duty.
- 6.5** SEStran have begun the process of compiling relevant equality evidence to support our Equality Outcomes. This evidence will be further expanded upon and developed, through officer research and engagement with relevant organisations through the consultation process. The draft evidence base can be seen in appendix 4.

## **7. GUIDANCE – PARTICIPATION**

- 7.1** One of the first suggestions from the guidance is the need to involve staff with the process. Members should be aware that SEStran employees met several times over the autumn months to discuss the process of reviewing the set of outcomes and developing new outcomes.
- 7.2** 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 in shaping SEStran's Equality

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<sup>3</sup> <http://www.gov.scot/Topics/People/Equality/Equalities>

<sup>4</sup> <http://www.gov.scot/Topics/People/Equality/Equalities/TransportTravel>

Outcomes and alongside this, the SEStran Business Plan for 2017/18. The participation statement was subsequently endorsed by the Equalities Forum on the 24<sup>th</sup> October and is included at appendix 5.

**7.3** As outlined in the Participation Statement, SEStran are seeking Board approval for a 4-6 week consultation on the draft set of outcomes.

## **8. CONCLUSION**

**8.1** The Board are asked to:

- Comment upon the review of the 2013 – 2017 Equality outcomes and on the development of the two new outcomes;
- Approve a 4-6 week consultation period on the Equality Outcomes.

Emily Whitters  
**Business Support Officer**  
 25<sup>th</sup> November 2016

Angela Chambers  
**Business Manager**

**Appendix 1** – Progress with 2013 – 2017 Outcomes

**Appendix 2** – Proposed Equality Outcomes for 2017 – 2021

**Appendix 3** – Draft Board Diversity Succession Plan

**Appendix 4** – Draft Equality Evidence

**Appendix 5** – Public Sector Equality Duty Participation Statement

Policy Implications	Provide assurance for the delivery of the Equality policies and objectives of the Regional Transport Strategy and ensure the Equality Outcomes are mainstreamed through the Business planning process of SEStran.
Financial Implications	None
Race Equalities Implications	Compliance with Equality legislation to ensure fostering of good relations between people who share a protected characteristic and those who do not, elimination of unlawful discrimination, harassment and victimisation and advance equality of opportunity between people who share a relevant protected characteristic and those who do not.
Gender Equalities Implications	Compliance with Equality legislation to ensure fostering of good relations between people who share a protected characteristic and those who do not, elimination of unlawful discrimination, harassment and victimisation and advance equality of opportunity between people who

	share a relevant protected characteristic and those who do not.
Disability Equalities Implications	Compliance with Equality legislation to ensure fostering of good relations between people who share a protected characteristic and those who do not, elimination of unlawful discrimination, harassment and victimisation and advance equality of opportunity between people who share a relevant protected characteristic and those who do not.
Climate Change Implications	None

## PROGRESS WITH 2013-2017 OUTCOMES

Proposed Outcome	Action	2013 – 2017 Progress
To provide a forum for consultation on SEStran policy	Provide an Equalities Forum	The SEStran Equalities Forum has been running successfully since 2009.
An equality audit procedure for proposed initiatives and projects	Develop and implement a procedure.	Work is ongoing. An Equality Impact Assessment process has been started for RTS renewal.
A monitoring process that specifically identifies equality issues.	Identify equality issues and relative monitoring requirements.	Equalities monitoring has been reported in the annual report which is presented to the SEStran Board.
Monitor and report progress on equality issues	Include a report on progress in our Annual Report	As above, progress has been reported in our annual report.
All documents produced by SEStran to be accessible to all aspects of the community	Provide a translation/Braille facility for any published documents as necessary. Provide large text/speech facilities for documents on the web site.	These are available on request.
Improved accessibility for those dependent on public transport	RTS Policy 3 – Encouragement will be given to the improvement of all aspects of bus services (services, vehicle quality, fares, infrastructure, bus rapid transit, and integration) as a means of reducing congestion and enhancing accessibility.	SEStran have consulted on accessibility issues such as accessibility at Waverley and Haymarket stations and lobbied on behalf of the Equalities forum.  Development of RTPI.

Improved public transport affordability	RTS Policy 6 – SEStran will support intervention or seek to intervene where affordability is recognised by the Partnership as a barrier to the use of public transport.	SEStran have worked with One-Ticket Ltd to deliver an integrated multi-modal ticket to provide cost savings to those using public transport regularly.
Improved public transport accessibility for deprived and rural communities	RTS Policy 18 – SEStran will seek to ensure that communities with poor access to employment by PT and low car ownership / high deprivation will be the subject of targeted measures to address this.	Following a change to RTP funding this no longer became a deliverable outcome.
Improved accessibility for those with no access to a car	RTS Policy 19 – Where improvements in accessibility are found to be require, the RTS will seek, in the first instance, to deliver these by enhancing conditions for pedestrians, cyclists and public transport users	SEStran have been involved in projects such as SocialCar and Liftshare which seek to promote and increase usage of car-pooling as a mode of transport. Further, SEStran have commissioned several cycling studies, seeking to improve active travel opportunities.
Equal opportunities audit of all interventions	RTS Policy 25 – All interventions will be subject to an equal opportunities audit to ensure that they promote equal opportunities in accordance with the law.	An Equality Impact Assessment is required for all projects.

Improved access to PT for those with mobility problems.	RTS Policy 26 – SEStran will seek to ensure that people who have difficulties in using conventional public transport due to disability will be the subject of targeted measures to address this.	SEStran developed the Thistle Card to assist elderly and disabled people in using public transport. This has been very successful.
Improved access to health facilities by PT.	RTS Policy 27 – SEStran and its constituent authorities will work in partnership with Health Boards and the Scottish Ambulance Service to improve access to health services and to reduce congestion caused by travel to these services.	Facilitated the Access to Healthcare forum.
Facilitation of independent travel by children.	RTS Policy 34 - There will be a presumption in favour of schemes that lead to greater physical activity, and that facilitate independent travel especially by children.	SEStran commissioned Young Scot to carry out a study with young people to discuss the barriers they face when using active travel and to come up with solutions to overcome these barriers.
Enhanced security particularly for women who are discouraged from using public transport by personal security concerns.	RTS Policy 35 – There will be a presumption in favour of schemes that enhance personal security, especially for pedestrians, cyclists, and public transport users.	Provided funding for lighting on cycle paths to increase safety. SEStran have developed the real time passenger information scheme with a Bustracker app which allows passengers to plan when to leave home/a safe place to get to the bus stop reducing the time needed to wait alone.

Quality audit of all interventions to ensure needs of all aspects of the community are addressed.	RTS Policy 40 – All projects and interventions will be subject to a quality audit to ensure they maximise opportunities to meet all RTS objectives.	This outcome was not developed.
Ensure equalities issues are considered in project justification/ prioritisation	Include equalities section in project prioritisation/justification pro forma.	Following a change to RTP funding this no longer became a deliverable outcome. If SEStran had the funding to initiate our own projects we would ensure that equalities issues were embedded in project justification.
Ensure equalities progress is reported to the board annually	Included in annual progress report on equalities	Equalities Progress is reported annually through the RTS Monitoring report.
Ensure equalities issues are integral to our future planning	Include section on equalities in the annual business plan	Equalities issues have been included in the annual business plan.
SEStran's communications encourage equalities	Audit SEStran publications to ensure equal access by all	SEStran communications are openly available for all, in a range of formats and languages.
Promote access to SEStran for all sectors of the community	Participate in events designed to promote equal opportunities	Officers have participated at various events such as Edinburgh Mela, SATA events and at rural events such as the Tweedlove Cycling Festival.
Ensure that in SEStran communications to all aspects of society are treated equally	Audit SEStran publications to ensure that the image portrayed gives equal emphasis to men and women, includes images of ethnic minorities and includes images of people with disabilities	New website is in development and will be audited to ensure that a diverse range of media is presented.

## SESTRAN EQUALITY OUTCOME 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. Currently, we don't have up-to-date and ongoing staff monitoring data processes and it is proposed to address these as part of a wider staff and board survey.

- **Women represent XX% percentage of the SEStran workforce compared to 52% of the population,**
- **how many in the most senior grades of the organisation (%) – gender pay gap**
- **how many of our staff our disabled compared to 20% of the Scottish population**
- **Gender balance on the Board is:**

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. 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	An Equitable, Diverse and Representative Organisation

Activity/Plans	<p>Employee information should be collected with an 80% response rate across all characteristics by 2019 and 100% response rate by 2021.</p> <p>Undertake awareness raising of SEStran as an employer and use positive action as appropriate to address underrepresentation within certain areas.</p> <p>Develop a plan for moving towards a more representative workforce and Board by 2021.</p> <p>Seek to influence primary legislation and regulations on Board governance by 2018.</p> <p>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.</p> <p>Monitor and review our promotion, training and progression opportunities to ensure they are fair and transparent for workforce and board members.</p> <p>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.</p>
Measuring Progress	<p>Employee data, disaggregated by protected characteristic.</p> <p>Annual employee survey responses provided by staff across protected characteristics on an annual basis.</p> <p>Regular survey of diversity of Board members in line with 2016 Equality Act regulations.</p> <p>Calculate a non-statutory analysis of SEStran's gender pay gap</p> <p>Qualitative feedback mechanisms on staff experience and training and development policy monitoring.</p>
Public Sector Equality Duty	<p>Eliminate discrimination</p> <p>Advance Equality of Opportunity</p> <p>Foster good relations</p>
Protected Characteristics	<p>Age</p> <p>Disability</p> <p>Gender Reassignment</p> <p>Race</p>

	Religion or Belief Sex Sexual Orientation Marriage & Civil Partnership Pregnancy & Maternity
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## **SESTRAN EQUALITY OUTCOME 2**

### **A Safe, Accessible and Equitable Regional Transport Network**

SEStran is committed to producing and delivering a 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.

<b>Equality Outcome</b>	<b>Safe, Accessible and Equitable Regional Transport Network</b>
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<p>Activity/Plans</p>	<p>Continue to roll out Real Time Passenger Information system to increase users confidence of using the bus at certain times.</p> <p>Undertake a full Equality Impact Assessment for the renewal of the Regional Transport Strategy during 2017-2021</p> <p>Undertake awareness raising of the various accessible services and information available within the SEStran area, continue to work with partners around the further development of the Thistle Card scheme.</p> <p>Continue and extend engagement to groups with or representing groups who have/share a protected characteristic.</p> <p>Seek to influence national strategy and policy of key partners on the issue of safety, accessibility ad equity for all users of transport during 2017-2021.</p> <p>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.</p> <p>Monitor and review existing equality actions to see if further advances promoting opportunity can be undertaken through further developments of existing projects.</p>
<p>Measuring Progress</p>	<p>Conduct passenger surveys on bus networks to analyse perceptions of accessibility, safety and security.</p> <p>Qualitative feedback from protected characteristics groups via the SESTRAN Equality Forum.</p> <p>User satisfaction surveys and general feedback on the delivery of projects such as the Thistle Card and App.</p>
<p>Public Sector Equality Duty</p>	<p>Eliminate discrimination Advance Equality of Opportunity Foster good relations</p>
<p>Protected Characteristics</p>	<p>Age Disability Gender Reassignment Race Religion or Belief Sex</p>

	Sexual Orientation Marriage and Civil Partnership Pregnancy and Maternity
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## SEStran Board Diversity Succession Plan

### INTRODUCTION

Under the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2016 listed public bodies are required to produce a Board Diversity Succession Plan in April 2017. This document aims to outline the current make-up of the SEStran Partnership Board and to outline ways in which SEStran will commit to making progress on improving the diversity of our Board. SEStran recognises that increasing diversity on the Board will encourage new and innovative thinking and maximise use of talent, leading to better decision making and governance.

The Scottish Government and a number of other parties at the Scottish Parliament have a commitment to greater diversity and equality of representation on public boards. The 2015 “On Board” guidance issued to Board Members of Public Bodies in Scotland recognises this commitment to redressing the current imbalance of representation with gender parity outlined as a particular area of focus. The guidance outlines that Public Boards themselves should give consideration to establishing a committee to consider matters such as planning for succession and Board performance as this should lead to more diversity at Board level. The guidance outlines a clear aim of 50:50 gender balance by 2020.

The “On Board” publication outlines an expectation that all public bodies will champion diversity and mainstream equal opportunities in their work. Public Boards are also challenged to give specific consideration to the impact on equality of opportunity when developing policies and making decisions. Having greater diversity of representation on the Board when making decisions is one clear mechanism for driving greater value in this regard and there is a growing level of evidence that “groupthink” or having a non-diverse Board can be a risk to an organisation and that having a more diverse Board can lead to more nuanced discussions and more informed decisions.

It is recognised by Scottish Government that a Board made up of people who are “visibly diverse” will not necessarily be immune to “Groupthink”. Visible diversity is simply an indicator but no guarantee that the Board’s members have the diversity of skills, knowledge, experience and perspectives needed to make it effective. However, the Scottish Government acknowledge that there is currently an insufficient visible and invisible diversity on the Boards of Scotland’s public bodies, which can be evidenced in relation to factors ranging from gender to black and minority ethnic (BME) status, employment sectors and income.

## **BOARD MAKEUP**

SEStran has 20 Board members drawn from constituent local authorities and 9 non-Councillor members. The number of Councillor Members has been allocated on the basis of relative population within the partnership area. Non-Councillor Members are appointed to the Board based on Scottish Government guidance on membership for RTPs which states that the following principles should govern the selection and appointment of members, albeit the Gender Balance on Public Boards may alter these requirements:

- Transparency
- Appointment on merit
- Achieving a balance among the Non-Councillor membership

The current diversity of the Partnership Board has been surveyed by Scottish Government and data will be relayed back to SEStran on a confidential basis in December 2016. SEStran will publish the current Gender Balance of the Partnership Board.

## **COUNCILLOR MEMBERS**

As stated above, the majority of the SEStran Partnership Board is made up of Councillor Members from constituent local authorities. They are appointed solely by local authorities, a process over which SEStran has no input. To address this, the SEStran Chair will write to the constituent local authorities ahead of the May 2017 elections to advise them of the Board's diversity in 2016/17 and ask them to assist SEStran in achieving our objectives of improving the Partnership Board diversity. However, SEStran recognises that election is a democratic process which is undertaken by each local authority's committee services department.

## **NON-COUNCILLOR MEMBERS**

The current term for SEStran Non-Councillor Members finishes in April 2018. Under the Regional Transport Partnership (RTP) guidance for membership, produced by the Scottish Government, RTP's appoint their own Non-Councillor Members. SEStran aim to produce a gender balance for non-executive appointments on the Board, in line with the final requirements of Scottish Government Gender Balance on Public Boards Bill, and will consult with a range of equalities organisations to ensure that the application process is not exclusionary. SEStran will aim to publicise Non-Councillor Board vacancies through a wide range of sources including equality organisations and social media to encourage a wide range of good candidates with a diverse range of skills and experience. The RTP membership guidance states that non-councillor members should bring a range of benefits to the work of the RTP such as:

- Experience and knowledge from working at board/strategic level in business, the public sector and the voluntary sector
- Regional rather than local perspective

- Political and media awareness
- Transport knowledge
- Financial awareness
- Communication skills

Further, the guidance states that “lay members” will bring a different perspective to the Board.

## **OBSERVERS**

The RTP guidance on membership states that RTP’s can appoint observers, who as advisers can make a valuable contribution. This provision would allow SEStran to involve people on the Board who were not appointed as Non-Councillor Members but who would have useful input to make. The SEStran Board agreed in September 2016 to appoint 4-5 observers to the Board. These observers would not have a vote on the Board and would not be expected to participate in all discussions or all meetings. Officers have progressed this and will now appoint Observers from Changing the Chemistry and the SEStran Equalities Forum.

SEStran anticipate appointing these observers in early 2017. The aim of this is to provide wider opportunities to suitable representatives to gain experience of attending meetings with the intention that they are able to then go on and gain a seat on a Board. The appointment of observers will also benefit the work of the SEStran Partnership Board by engaging with those who may have new ideas and who may bring an alternative viewpoint to the Board. SEStran will work with a range of equality organisations to publicise and appoint these observers.

## **CONCLUSION**

SEStran therefore aim to work towards a more diverse Board through the following actions:

- Communicate with constituent local authorities to encourage them to appoint a greater diversity of Board members
- Appoint a diverse range of Non-Councillor Board members in 2018
- Continue to offer Board Observer opportunities in partnership with Groups who represent those with Protected Characteristics such as Changing the Chemistry.

## SEStran Equality Outcomes 2017 – 2021 – Draft Evidence

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 2001<sup>1</sup>. 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. While the population of Scotland is projected to grow further<sup>2</sup>, and both East Lothian and City of Edinburgh have been subject to large population increases from 2005 – 2015, by 11.1% and 11% respectively<sup>3</sup>.

### 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 group<sup>4</sup>. 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”<sup>5</sup>. 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 43.9% of adults who had no long term health condition or disability<sup>6</sup>.

- 1.6 per cent of the adult population have a long-standing illness, health problem or disability that meant they find using a car difficult to manage on their own.

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

<sup>2</sup> <http://www.nrscotland.gov.uk/files/statistics/high-level-summary/j11198/j1119804.htm>

<sup>3</sup> <http://www.nrscotland.gov.uk/files/statistics/high-level-summary/j11198/j1119803.htm>

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

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

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

- 4.7 per cent 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 per cent 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<sup>7</sup>.

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%.

### **Religion or Belief**

In the 2011 census, 56.3% of the Scottish population reported currently having a religion. 36.7% of the Scottish population reported having no religion. Within the SEStran area 49.9% of people reported having a religion and 43.2% reported 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<sup>8</sup>.

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<sup>7</sup> Transport Scotland, Transport & Travel in Scotland 2011

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

## **Gender Reassignment**

There is currently no formal monitoring to collect information on gender identity through the census or Scottish Household Survey. Officers are to carry out more research and engage with groups such as Stonewall Scotland and the Scottish Transgender Alliance.

## **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 fleet<sup>9</sup>.

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<sup>9</sup> [https://lothianbuses.co.uk/assets/files/Accessibility\\_Review.pdf](https://lothianbuses.co.uk/assets/files/Accessibility_Review.pdf)



## Equality Outcomes and the Public Sector Equality Duty:

### Participation Statement

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#### **Introduction**

Under the Equality Act 2010 and the Equality Act 2012 (Scotland) Specific Duties, SEStran has a duty to publish a set of Equalities Outcomes covering the period April 2017- March 2021, which it considers will enable it to better perform the equality duty.

#### **The General Equality Duty**

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

#### **The Equality Act 2012 (Scotland) Specific Duties**

The specific duties are designed to help public authorities in their performance of the general duty:

- To publish a set of equalities outcomes which it considers will enable the authority to better perform the equality duty. It must publish a fresh set of equality outcomes within four years of publishing its previous set.
- In preparing this set of equalities outcomes, the authority must take reasonable steps to involve people who share a relevant protected characteristic and any person which appears to the authority to represent the interests of those people.
- The authority must consider relevant evidence relating to people who share a relevant characteristic.
- If an authority's set of outcomes does not seek to further the needs of the general equality duty in relation to every relevant protected characteristic, it must publish its reasons for proceeding in this way.
- An authority must publish a report on the progress made to achieve its equality outcomes every two years.

#### **Participation Commitment**

SEStran are committed to engaging with individuals and groups with protected characteristics to enable us to develop a set of Equalities Outcomes which are fit for purpose and further the elimination of discrimination, advance equality of opportunity or foster good relations. To achieve this we will undertake the following:

### October 2016 – SEStran Equalities Forum

Invite current members, and also extend invites to a wider range of persons or groups with protected characteristics to:

- Participate in reviewing the current set of equalities outcomes in terms of progress and relevance and recommend which outcomes should be continued to March 2017.
- Provide input into drafting a new set of outcomes for the period April 2017 – March 2021.
- Provide opportunity for those invited but unable to attend the Forum to put their views forward.

### December 2016 – SEStran Partnership Board

Seek approval from the SEStran Partnership Board to engage in a 4-6 week consultation on the draft set of new equalities outcomes.

### December 2016 – Mid-January 2017 – Equalities Outcomes Consultation

We will undertake a consultation exercise which will be sent to all equalities groups within the SEStran region. We will also ask our 8 partner authorities to promote the initiative within their council areas. We may host or attend an event as part of the exercise, if appropriate.

### January – Early February 2017 – Consideration of Consultation Responses

We will consider the consultation responses and draft a set of outcomes based on the findings.

### Early – Mid-February 2017 – Equalities Forum

Publish the Consultation Report and air actions to seek to address comments.

### March 2017 – SEStran Partnership Board

Seek approval from the SEStran Partnership Board to implement the set of Equalities Outcomes for the period April 2017 – March 2021.

### March 2017 – Publication

Publish the Equalities Outcomes for 2017-2021.

## **Further information**

Further information can be obtained by contacting:

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## **Links**

*Link to Equality and Human Rights Guidance*

[https://www.equalityhumanrights.com/sites/default/files/2\\_equality\\_outcomes\\_-\\_formatted.pdf](https://www.equalityhumanrights.com/sites/default/files/2_equality_outcomes_-_formatted.pdf)

*Link to SEStran Equalities Outcomes 2015*

[http://www.sestran.gov.uk/uploads/draft\\_equalities\\_outcome\\_report\\_update\\_ac\\_jan\\_2015\\_a8\\_appendix\\_4\\_\(2\).doc](http://www.sestran.gov.uk/uploads/draft_equalities_outcome_report_update_ac_jan_2015_a8_appendix_4_(2).doc)

*Link to SEStran Website and papers*

[www.sestran.gov.uk](http://www.sestran.gov.uk)