

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.

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	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 underrepresentation within certain areas.

	<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> <p>Religion or Belief</p> <p>Sex</p> <p>Sexual Orientation</p> <p>Marriage & Civil Partnership</p> <p>Pregnancy & Maternity</p>

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.

Equality Outcome	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.

	<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 and 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>
Measuring Progress	<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>
Public Sector Equality Duty	<p>Eliminate discrimination Advance Equality of Opportunity Foster good relations</p>
Protected Characteristics	<p>Age Disability Gender Reassignment Race Religion or Belief Sex Sexual Orientation Marriage and Civil Partnership Pregnancy and Maternity</p>