

SEStran Equality Outcomes 2017 – 2021 Progress Report

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 set of Equality Outcomes covering the period April 2017 – 2021 to enable us to better perform the equality duty.

2. OUTCOMES 2013 – 2017

2.1 SEStran published a first set of Equality Outcomes in March 2013 and progress against these 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 developing a new set of outcomes. This review was carried out in late autumn of last year and can be seen at appendix 1. A clear result of this review was the need to focus on clearer outcomes, rather than actions/outputs.

2.2 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. OUTCOMES 2017 – 2021

3.1 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 in shaping SEStran's Equality Outcomes. The participation statement was subsequently endorsed by the Equalities Forum on the 24th October and is included at appendix 2 for information.

3.2 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.

3.3 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 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.

- 3.4** 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 15th December and closed on the 17th January. The consultation documents can be seen at appendix 3.
- 3.5** Three responses were received and in the main outlined broad support or agreed on both Outcomes. The key requests were that there was more detail provided on certain actions and the specific greater inclusion of learning disability groups and local groups. The Equalities forum has an open membership but officers will seek to engage these groups to raise awareness of the Forum. There was also a specific request to address information gaps for certain groups who couldn't access Real Time Passenger Information (RTPI) and a request for non-technical provision of data. SEStran officers have taken these comments to the Equality Forum to find ways to address the issues.

4. EVIDENCE BASE

- 4.1** SEStran are in the process of compiling relevant equality evidence to support our Equality Outcomes. This evidence has mostly been sourced from the Scottish Government Equality Evidence web resource as well as census data. SEStran aim to develop their equality evidence further and the draft evidence base can be seen in appendix 4.

5. MAINSTREAMING REPORT

- 5.1** SEStran has a duty to publish a Mainstreaming report by April 2017 alongside our renewed equality outcomes for 2017-2021 and a general report on progress. Within the report we must publish the progress we have made to make the general equality duty integral to the exercise of our functions, an annual breakdown of information gathered on employees and how it's been used to further the equality duty. On the receipt of information from a Scottish Government survey we also have a responsibility to publish the gender composition of the SEStran board and a Board Diversity Succession Plan.

6. CONCLUSION

- 6.1** The forum are asked to comment upon the development of the Equality Outcomes.

Emily Whitters
Business Support Officer
26th January 2017

List of Appendices

1. Review of 2013 – 2017 Outcomes
2. Participation statement

3. 2017 – 2021 Outcomes Consultation
4. Draft Evidence Base
5. Draft structure for Mainstreaming Report

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.	This outcome has not been taken forward.
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.	Following a change to RTP funding this no longer became a deliverable outcome.
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	Following a change to RTP funding this no longer became a deliverable outcome.

<p>Equal opportunities audit of all interventions</p>	<p>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.</p>	<p>Following a change to RTP funding this no longer became a deliverable outcome.</p>
<p>Improved access to PT for those with mobility problems.</p>	<p>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.</p>	<p>SEStran developed the Thistle Card to assist elderly and disabled people in using public transport. This has been very successful.</p>
<p>Improved access to health facilities by PT.</p>	<p>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.</p>	<p>Facilitated the Access to Healthcare forum.</p>
<p>Facilitation of independent travel by children.</p>	<p>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.</p>	<p>Following a change to RTP funding this no longer became a deliverable outcome.</p>
<p>Enhanced security particularly for women who are discouraged from using public transport by personal security concerns.</p>	<p>RTS Policy 35 – There will be a presumption in favour of schemes that enhance personal security, especially for</p>	<p>Provided funding for lighting on cycle paths to increase safety.</p>

	pedestrians, cyclists, and public transport users.	
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.
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	New website is in development and will be audited to ensure that a diverse range of media is presented.

	images of ethnic minorities and includes images of people with disabilities	
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Equality Outcomes and the Public Sector Equality Duty: Participation Statement

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:

George Eckton, Partnership Director
 Email: George.eckton@sestran.gov.uk
 Tel: 0131 524 5512

Angela Chambers, Business Manager
 Email: angela.chambers@sestran.gov.uk
 Tel: 0131 524 5154

Address: SEStran, Area 3D (Bridge), Victoria Quay, Edinburgh, EH6 6QQ

Links

Link to Equality and Human Rights Guidance

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

SEStran Equality Outcomes 2017 - 2021

SEStran as a listed public body under the Equality Act 2010 and the Equality Act 2012 (Scotland) Specific Duties Regulations, has a requirement 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.

A requirement of publishing a set of Equality Outcomes is the need to take steps to involve people who share a relevant protected characteristic and any person who appears to represent the interest of those people. To this end the Equality Outcomes were developed with input from the SEStran Equality Forum in October 2016 and subsequently the Partnership Board agreed to have a consultation period on the Outcomes.

The responses to this consultation will be considered and taken back to the Equalities Forum again in early 2017 for a final review. The draft set of Equalities Outcomes will be taken to the Partnership Board in March for approval and will then be published. A copy of the report taken to the Partnership Board outlining SEStran's duties and actions under the Equality Act is available.

SEStran have developed two new outcomes:

- An Equitable, Diverse and Representative Organisation
- A Safe, Accessible and Equitable Regional Transport Network

They can be viewed in full in the attached Equalities Outcomes summary and set out the course of action SEStran will take to achieve the two proposed outcomes.

Responding to the consultation

We are inviting responses to this consultation by 17th January 2017.

The consultation questions are listed below and should be answered in conjunction with the equalities outcomes summary document. Please send your response to emily.whitters@sestran.gov.uk

If you would like any of the consultation materials available in an alternative format please contact emily.whitters@sestran.gov.uk

All respondents should be aware that SEStran is subject to the provisions of the Freedom of Information (Scotland) Act 2002 and would therefore have to consider any request made to it under the Act for information relating to responses made to this consultation exercise.

Next steps in the process

Following the closing date, all responses will be analysed and considered along with any other available evidence to help us and taken in to consideration in further development of our Equality Outcomes.

Comments and Complaints

If you have any comments about how this consultation exercise has been conducted, please contact emily.whitters@sestran.gov.uk.

Consultation Questions

1. What is your name?
2. Do you represent an individual or an organisation? If you represent an organisation please include the name of it.
3. Do you agree with the proposed objective of an equitable, diverse and representative organisation? (Outcome 1)
4. Do you agree with the proposed actions to achieve an equitable, diverse and representative organisation? (Outcome 1)
5. Any further comments on Outcome 1?
6. Do you agree with the proposed objective of a safe, accessible and equitable regional transport network? (Outcome 2)
7. Do you agree with the proposed actions to achieve a safe, accessible and equitable regional transport network? (Outcome 2)
8. Any further comments on Outcome 2?
9. Additional Comments
10. Do you consent to your response being published?

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>

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 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. While 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

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.

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>

- 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%.

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

⁷ Transport Scotland, Transport & Travel in Scotland 2011

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

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 fleet⁹.

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

⁹ https://lothianbuses.co.uk/assets/files/Accessibility_Review.pdf

Draft Structure of Mainstreaming Report

Foreword / corporate commitment

About SEStran – Role & Function

Legal Context

How we seek to Mainstream equality

- How we assess impact on equality
- How our relevant policies e.g. public procurement, HR address equality
- Examples of Equality Work
 - Thistle Card & App
 - Equate Scotland Placement
 - Equalities Forum
 - Board Diversity Working Group
 - Review of Policies – introduction of flexible time

Employee Data

Statement on Equal Pay & Gender Pay Gap

Equality Outcomes

Performance Reporting

Identification of Responsible Officers