

## Equalities Outcomes 2021-2025

1. Increase diversity of the Partnership Board	
Inequality	The representation of women, people from ethnic minorities and disabled people serving on public boards is disproportionate to population levels.
Equality outcome	Increase the representation of ethnic minorities and disabled people on the SEStran Partnership Board, whilst retaining the gender balance of the non-councillor members.
General equality duty	Will help to eliminate discrimination and advance equality of opportunity for women, disabled people, and people from ethnic minorities.
Link to strategic priority	Links to the Gender Representation on Public Boards Act, Scottish Government's Race Equality Framework, the EHRC Is Scotland Fairer.
Outputs	<ul style="list-style-type: none"> <li>- The barriers facing women, disabled people and people from ethnic minorities identified.</li> <li>- Recruitment channels widened.</li> <li>- Application process simplified.</li> <li>- Use positive action to appoint Observers with relevant protected characteristics to the board.</li> </ul>
Activities	<ul style="list-style-type: none"> <li>- Engage with relevant equalities groups and third sector organisations.</li> <li>- Review application process for Non-Councillor Member and Board Observer recruitment.</li> <li>- Collect equalities monitoring data from board members.</li> <li>- Write to partner authorities to consider diversity when appointing Elected Members to the SEStran Board at the next Local Government elections in May 2022.</li> <li>- Arrange meetings of the Succession Planning Committee.</li> </ul>
Measuring progress	<ul style="list-style-type: none"> <li>- Identify base line evidence.</li> <li>- Monitor progress using equalities monitoring data collected from the Board members.</li> </ul>

2. Facilitate access to Active Travel facilities for disabled people	
Inequality	There are insufficient opportunities for disabled people to take part in active travel, due to, for example, insufficient space and access to specialised equipment such as adapted bikes.
Equality outcome	To ensure design and development of all active travel initiatives deliver increased opportunities for disabled people to access active travel initiatives.
General equality duty	Will help to eliminate inequality between able bodied and disabled people in developing healthier lifestyles.
Link to strategic priority	The encouragement of and provision of active travel facilities is now the highest priority in NTS2 and will be in the emerging Regional Transport Strategy.
Outputs	Policy within the RTS that will guide development of active travel facilities to ensure that any new facilities include sufficient accommodation for disabled people to both access and use active travel provision, safely.
Activities	Consult with appropriate bodies to establish appropriate guidance and the types of provision required. Ensure policy refers to appropriate design guidance and requires facilities to make appropriate provision. Ensure LA's partners who are required to deliver RTS policies and other delivery bodies are aware of the policy requirement.
Measuring progress	Establish baseline statistics Survey use

3. Increased Access to public transport in rural areas for disabled people, the elderly and young people.

Inequality	A lack of access to public transport in rural areas disadvantages disabled people, the elderly and reduces opportunities for young people to access education, training and employment. Many more opportunities to access public transport exist in urban areas. This is particularly relevant to people using concessionary travel cards.
Equality outcome	Increased opportunities to access public transport in rural areas for ensuring the benefits of concessionary travel are available to relevant groups, mainly disabled people, elderly and young people.
General equality duty	Will help to improve outcomes for individuals, communities and society and narrow or remove the biggest inequalities experienced by the identified groups.
Link to strategic priority	The encouragement of promoting increased public transport use is now a high priority in NTS2 and will be in the emerging Regional Transport Strategy. To ensure that the RTS policies and specific actions and projects creates a framework and actions to deliver change.
Outputs	RTS policies that promote and facilitate alternative public transport solutions. Commercial bus operators encouraged to provide demand responsive bus services in areas where timetabled services are not commercially viable.
Activities	Regional implementation needed and lead role for SEStran in seeking consistent approaches across the Region. Partnership working with tech companies and bus operators to introduce services, initially on a trial basis that increase access to services in these rural areas. Co- ordination with other Community Transport Services to maximise opportunities.

Measuring progress	Number of services introduced and or narrative on progress.
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<b>4. Develop and Promote the Thistle Assistance Programme</b>	
Inequality	People with disabilities (seen/unseen) and mobility challenges often face difficulties when trying to access and use public transport.
Equality outcome	Develop a Thistle Assistance Journey and Wayfinding solution to help disabled people, older people, vulnerable people and women access public transport and plan their journey's more easily.
General equality duty	SEStran will help develop and promote an accessible and safer public transport system for disabled people, older people, and women, which will help to eliminate discrimination and advance equality of opportunity.
Link to strategic priority	Scotland's ten-year Accessible Travel Framework and These aims assist with delivering on the pledges within Scotland's first ever <a href="#">National Accessible Travel Framework published in 2016 (Going Further)</a> .
Outputs	<ul style="list-style-type: none"> <li>- Journey planning and Wayfinding tool to help with the door to door journey</li> <li>- Community/Equalities platform established to assist in journey planning</li> <li>- Continue promotion of Thistle Assistance (<a href="http://www.thistleassistance.com">www.thistleassistance.com</a>)</li> </ul>
Activities	<ul style="list-style-type: none"> <li>- Stakeholder engagement</li> <li>- Marketing activity – online/print</li> <li>- App development and review</li> </ul>
Measuring progress	<ul style="list-style-type: none"> <li>- Survey</li> <li>- Workshop feedback</li> <li>- Successful wayfinding solution developed</li> <li>- Thistle Assistance leaflets sent out &amp; app downloads</li> </ul>

5. Expansion of Real Time Passenger Information (RTPI) Network and promotion of Hate Crime Charter.	
Inequality	Disabled people, older and vulnerable people, people from ethnic minorities, LGBT people and women do not always feel safe using public transport and experience difficulty accessing information.
Equality outcome	Expand the RTPI network and continue to promote the Hate Crime Charter to improve safety and accessibility to public transport within the region.
General equality duty	This outcome will help to eliminate discrimination, foster good relations and advance equality of opportunity.
Link to strategic priority	This links to the NTS focus on reducing inequalities, the SEStran RTS and the Accessible Travel Framework.
Outputs	Availability of travel information to allow for better journey planning. Promotion of Hate Crime Charter with commercial bus operators.
Activities	Financial commitment to new Content Management System (CMS). Meetings with bus operators. Meetings with RTPI group. Engage with Equalities and Access to Healthcare Forum.
Measuring progress	Increase in the number of RTPI screens installed. Increased awareness of Hate Crime Charter.