



Equality Outcomes Progress Report

April 2019

This Equality Outcomes Report reports on progress towards achieving outcomes and actions identified in the Partnership’s Equality Outcomes Report published in April 2017. The outcomes, actions, timescales and accountabilities are based upon updating of Tactran’s policy and delivery functions and current working environment.

Policy and Delivery Related Outcomes

Outcome	Action	Timescale	Accountability	Comments/Progress
An effective forum for consultation with equalities interest groups on Tactran policy and delivery.	Establish an Equalities Forum.	Equalities Forum originally established January 2008. It will be refreshed and reconvened to: <ul style="list-style-type: none"> • review emerging City Deal and STPR2 projects during 2019 • enhance RTS equalities monitoring framework 	Director	The Equalities Forum meets as necessary to review and consult on proposed revisions to strategy and policy.
	Review scope and function of Equalities Forum within context of new Community Planning and Locality Planning arrangements. Reconvene Equalities Forum to review outcomes and emerging City Deals, STPR2, consultation and associated governance arrangements; RTS	During 2019/20	Director	The Equalities Forum membership has been refreshed and will be engaged in the Equalities Impact Assessment (EIA) of the Regional Transport Strategy Delivery Plan, the City Deal projects and input into the Strategic Transport Projects Review (STPR2) consultation process. The Forum will be further engaged in the review of a refreshed set of Equalities Outcomes by April 2021.

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	equalities monitoring framework; and be promoted as a regional engagement resource for industry partners			
Equality Impact Assessment (EIA) procedure for proposed initiatives and projects	Further develop and implement a procedure.	Further develop and apply procedure during 2019/20 on emerging policy, strategy and delivery options.	Senior Partnership Manager	The EIA has most recently been applied to the RTS Delivery Plan Progress Report, approved in June 2016. During 2019/20 it will be applied to take account of emerging proposals for new regional governance and delivery arrangements under City Deals and STPR2 consultation process. N.B. RTS project delivery procedures will also be governed by relevant delivery bodies' policies.
Monitoring process that specifically identifies equality issues.	Identify equality issues and availability of appropriate research, data and evidence and consider and develop relevant monitoring opportunities and requirements.	Ongoing	Senior Partnership Manager	The RTS Monitoring Framework has been reviewed and updated to take account of the RTS Refresh process and associated EIA during 2015/16 along with the refresh of the

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				RTS Deliver Plan and EIA process 2017/18. There are now 10 indicators with an Accessibility, Equity or Social Inclusion dimension.
Progress on equalities duty is monitored and reported on regularly.	Include 2-yearly progress updates within Annual Reports	Progress update due 2019	Director	The April 2017 progress report on Mainstreaming the Equality Duty and on Equality Outcomes was included within the Partnership's 2015/16 and 2017/18 Annual Reports. The 2019 report will be included in the 2018/19 Annual Report due to be published in Spring 2020.
All strategy and policy documents produced by Tactran are accessible to all sectors of the community.	<p>Provide a translation/Braille facility for any published documents as necessary.</p> <p>Provide large text/speech facilities for documents on the web site.</p>	Ongoing	<p>Office Manager</p> <p>Office Manager</p>	<p>Availability of translations service on request is identified in all publications.</p> <p>Availability of large text/speech facilities is included on website.</p> <p>An Easy Read version of the RTS Delivery Plan document is being produced and</p>

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				will be published on the Tactran web site.
Improvements in provision of accessible, safe and secure public transport for visually and mobility impaired and other vulnerable users.	<p>Audit of public transport accessibility, safety and security through regional Buses Strategy.</p> <p>Identify priority areas for improvement and associated programmes, including consultation with</p>	<p>During 2019/20</p> <p>Linked to external funding via constituent Councils, City Deal and STPR2 support.</p>	Senior Partnership Manager	<p>Public sector responsibility for public transport delivery remains largely with constituent Councils, with supported service characteristics and priorities governed by individual Council policies and budgets.</p> <p>Tactran Thistle Card assistance card scheme for disabled and other passengers with specific needs and assistance when using bus services introduced across region in March 2014 and being maintained. Supported by addition of a Thistle Card App in 2016 working in partnership with SEStran and Hitrans</p> <p>Policy and delivery outcomes reviewed as part of RTS Delivery Plan and Monitoring Framework with key</p>

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	Equalities Forum.			stakeholders and Equalities Forum.
Improved access to healthcare.	Work with Health Boards, Councils, transport providers and Equalities Forum to identify and address accessibility gaps using Accessibility Mapping and develop prioritised programme for addressing these.	Ongoing	Senior Strategy Officer	Regional Health & Transport Framework previously approved by Tactran Board, NHS Boards and CPPs. To be reviewed in light of approved Locality Outcome Improvement Plans (LOIPs) which have replaced SOAs. Work commenced with NHS Tayside to identify access problems and prepare a Transport & Access Strategy
Needs of disabled and other equalities characteristics are addressed in provision of travel information.	Ensure that disabled and other equalities characteristics needs are addressed through development of RTS Travel Information strategy.	Ongoing	Senior Partnership Manager	Improved www.GoToo.com regional travel information website launched in June 2015. To be reviewed in the context of Tactran's Comms and Digital Strategies in 2019. Tactran Thistle Card

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				<p>assistance Card introduced across region in March 2014 and Mobile App launched 2016.</p> <p>RTPs jointly contributed funding to support Traveline Scotland's development of a hospital appointments App for mobile phones during 2015/16.</p>
<p>Improvements to multi-modal transport interchanges incorporate quality and design standards which overcome any barriers to travel for disabled and other equalities characteristics.</p>	<p>Ensure that design audits for multi-modal interchanges developments address specific needs and provision for disabled and other equalities characteristics groupings, including consultation with Equalities Forum.</p>	<p>Ongoing. Progress dependent on availability of Revenue and Capital funding</p>	<p>Senior Partnership Manager</p>	<p>Contribution towards upgrading of Gleneagles Station with passenger accessibility improvements completed June 2015. Accessibility improvements incorporated into the design of Dundee Station opened in July 2018. Working with Network Rail and Stirling Council on access improvements to Stirling Station. Accessibility reviewed as part of Station Travel Plans at Perth</p>

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				and Stirling.
Equalities Impact Assessment of all RTS interventions at proposals, prioritisation, design and implementation stages.	RTS interventions to be subject to an Equalities Impact Assessment to ensure provision, design and operation promote and address equal opportunities in accordance with legal requirements and emerging “best practice”, including consultation with Equalities Forum.	To be agreed with delivery partners.	Senior Partnership Manager	EIA processes to be reviewed in light of completion of RTS Refresh and RTS Delivery Plan Progress Report for 2016-2021.
Equalities duties and associated progress is reported to Partnership Board.	Include Equalities Monitoring and Outcomes reports 2-yearly within Annual Reports.	Ongoing	Director	Mainstreaming the Equality Duty and Employee Information and Equality Outcomes reports included in 2016/17 and 2017/18 Annual Report, published in early 2019. Reports for 2019 to be included in 2018/19 Annual Report due for publication in Spring 2020.
Opportunities to engage with Tactran is promoted to all sectors of the community	Participate in local and regional events designed to promote equal opportunities	Ongoing	Director	Tactran policies and delivery priorities subject to widespread stakeholder engagement and input,

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				including regional Equalities Forum and equalities interests through EIA's of RTS Refresh and RTS Delivery Plan. RTS policies and proposals being progressively aligned and embedded with role in Community Planning and supporting CPP equalities issues and forums within Community Planning framework. Similar approach to be adopted in relation to emerging City Deals.
Tactran communications address all sectors of society equally.	Review Tactran publications to ensure equal emphasis and priority is given to all equalities characteristics.	Ongoing	Director/Office Manager	To be reviewed in the context of Tactran's Comms and Digital Strategies in 2019.

Governance and Employment Related Outcomes

Outcome	Action	Timescale	Accountability	Success Indicators/ Measures	Comments/ Progress
<p>All Board members are aware of their duty to promote equality.</p> <p>Recruitment to Board vacancies to reflect the guidance on Board Diversity published in October 2016.</p>	<p>Equalities duties and monitoring reports issued to and discussed with staff. Include equalities and diversity training in all induction training.</p>	Ongoing	Director	Compliance monitoring	<p>Equalities Duty and related Mainstreaming the Equality Duty and Equalities Outcome reports communicated to all Board members. Related issues highlighted and addressed through EIA of RTS Delivery Plan review/update completed June 2016.</p> <p>Guidance referenced when filling Council nominated appointments and when advertising for non-Council vacancies.</p>
<p>All employees are aware of their duty to promote equality.</p>	<p>Equalities duties and monitoring reports issued to and discussed with staff. Include equalities and diversity training in all induction training.</p>	Ongoing	Director	Compliance monitoring	<p>Equalities Duty and related Mainstreaming the Equality Duty and Equalities Outcome reports communicated to all staff. Related issues highlighted and addressed through EIA of RTS Delivery Plan completed June 2016.</p>

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Equalities issues are actively considered within the workplace	Tactran Equal Opportunities Policy approved by Partnership and reviewed periodically	Original policy approved September 2011. Review and updating ongoing.	Office Manager	Ongoing assessment and review of policies and monitoring of employment issues and/or complaints	Policies reviewed and updated in line with Perth & Kinross Council Equality Duty policies to include Equal Opportunities Monitoring; Positive Action in Recruitment; and Equal Pay Policy.
	All other HR policies to be monitored for compliance with Equalities requirements.	HR policies reviewed and updated on ongoing basis.	Office Manager		
	Review and update employment and workplace policies and practices to ensure equalities duties are actively addressed.		Office Manager		
Emergency Action Plans take into account equalities needs and issues.	Adapt Emergency Action plan to ensure the safety of those less mobile or disabled and keep under review.	Ongoing	Office Manager	Ongoing compliance monitoring.	Emergency Action plan reviewed to ensure continuing compliance.

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Policies and procurement processes are regularly monitored for any adverse impact on equalities	Ensure equalities issues and requirements are addressed in contracts and procurement policies and that their compliance is monitored during delivery.	Ongoing	Office Manager/ Senior Partnership Manager as appropriate	Compliance monitoring.	Capital projects procurement largely undertaken through constituent Councils and other partner/external agencies, where relevant Council etc. policies apply including on social impact. Membership of Scotland Excel approved in February 2017.
An Equalities based recruitment and selection process	Maintain the Equal Opportunities and Guaranteed Interview scheme	Ongoing	Office Manager	Compliance monitoring	Policies updated to adopt Perth & Kinross Council Positive Action in Recruitment Policy. Adopted in the recruitment of vacant posts within the Team during 2017 and 2018.
Equalities issues are considered in all Partnership activity and forward planning.	All Partnership Board reports include Equalities Implications section to raise awareness of and identify impact of the report/proposals on	Commenced April 2013 and ongoing.	Director and report authors.	Compliance monitoring.	All Board reports screened, assessed and identify any relevant equalities issues.

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	<p>equalities</p> <p>See also relevant Policy and Delivery outcomes on audit procedures for delivery of RTS initiatives and projects.</p>				<p>Procedures and processes to be reviewed as part of full refresh of Equality Outcomes by April 2021.</p>