

Nestrans Equalities Outcomes 2023

To ensure that equality issues are fully addressed, this outcomes report sets out the range of equalities issues facing Nestrans and its operations, the outcomes that we have set and the actions to be taken to meet these outcomes.

The Nestrans Equalities Outcomes were first published at the end of 2014 and again in 2017 and 2021.

Nestrans is the statutory Regional Transport Partnership (RTP) covering the Aberdeen City and Aberdeenshire Council areas. The Partnership's principal statutory role and duty is to develop and oversee the delivery of the Regional Transport Strategy (RTS).

Summary of Evidence

As part of preparing the Equalities outcomes, Nestrans referred to the Fairer Scotland Duty, Health Inequalities Impact Assessment, Equalities Impact Assessment and Strategic Environmental Assessment that were carried out in 2019 and 2020 as part of the information gathering and consultation process to develop the Regional Transport Strategy (RTS) 2040. Nestrans also conducted a number of consultation activities in developing the RTS 2040. This has included speaking to various stakeholders and groups and proactively attending events and meetings to talk about and receive feedback on our draft plans. These impact assessments are available on the Nestrans website. [RTS-Equalities-Assessments.pdf \(nestrans.org.uk\)](https://www.nestrans.org.uk/RTS-Equalities-Assessments.pdf)

Nestrans also facilitates a North East Transport Consultative Forum, which is made up of a variety of stakeholders, partners and organisations, including community groups and representatives. Information on the consultative forum and notes from previous meetings are available on the Nestrans website [Documents – North East Transport Consultative Forum | NESTRANS](#). Nestrans works with the consultative forum to develop policies as well as consult on draft policies and strategies. In this way, equalities issues are mainstreamed throughout the development of Nestrans' work.

Nestrans also monitors many aspects of travel and transport as part of its annual monitoring report. This report is published on the Nestrans website [Monitoring and Modelling | NESTRANS](#). As part of this annual monitoring report, there are several indicators monitored that are very relevant to the Equalities Outcomes. These include:

- Rail: Proximity to a railway station and accessibility of railway stations;
- Bus: Bus users' satisfaction including with value for money and accessibility of bus services;
- Average Journey times for public transport across the north east;
- Air Quality; and
- A Step Change in public transport and active travel, enabling a 50:50 mode split.

○ **Nestrans Equality Outcomes**

Nestrans have decided to keep our equalities outcomes the same as 2021. This is due to still having data gaps and a number of usual surveys and monitoring not being carried out during the Covid-19 pandemic. In 2023, a Comprehensive Travel Study is being carried out as this study should help us to fill the gaps in our evidence and broaden our understanding of equalities and transport in the North East of Scotland.

Equality Outcome 1:

- **Inequality:** We currently have gaps in evidence for all protected characteristics, but particularly, we have gaps in our evidence for Race (includes Gypsy Travellers), religion and beliefs, gender reassignment and sexual orientation. There is some evidence at a national level that these groups do face inequality when accessing or using transport, but we do not have sufficient data at a regional level.
- **Equality Outcome:** *Evidence to provide a better understanding of how all people and their protected characteristics in the North of East of Scotland travel, and any inequalities they may face whilst travelling or trying to access transport.*
- **General Equality Duty:** Will help gather information and data to eliminate discrimination and advance equality of opportunity for all in the planning and delivery of transport services.
- **Link to Strategic Priority:** RTS strategic priority – Accessibility for all.
- **Outputs:** Carry out a comprehensive travel and transport survey in the North East of Scotland which will include targeted evidence collection around people with protected characteristics. This will enable the identification of any issues. We will then identify changes required, the support and resources required to affect these changes, and the support necessary for these to be understood, agreed and implemented. This study has been commissioned and consultants AECOM will be carrying out the study over the next few months on our behalf.
- **Activities:** Core activities will include telephone surveys, engagement with focus groups; data collection and analysis and reporting. We will ensure that the needs of those with protected characteristics are identified and any potential resources or changes required are understood and agreed.
- **Measuring Progress:** Once a baseline study has been carried out, we will undertake regular monitoring to see if progress is happening.

Equality Outcome 2

- **Inequality:** Many people can experience difficulties accessing the transport network because of safety, cost, availability, connectivity, information available and assistance from staff.
- **Equality Outcome:** *Everyone can access transport safely with an integrated service that provides accessible information, appropriate assistance and support from transport staff.*
- **General equality duty:** Will help to eliminate discrimination and advance equality of opportunity for all in the planning and delivery of transport services.
- **Link to strategic priority:** RTS strategic priority – Accessibility for all.

- **Outputs:** The barriers facing people and their needs are identified. The changes, support and resources required are understood and agreed. Delivery of a programme of travel improvements and passenger assistance.
- **Activities:** Our comprehensive travel study being carried out by our consultants AECOM in 2023 will also consider those who live in SIMD areas (Scottish Index of Material Deprivation). Engagement with focus groups, organisations and third sector organisations; Meetings with transport providers; Consultation about changes; Programme of support and improvements agreed. Nestrans is also working with partners to try and ensure that public transport is accessible for all. Including access to railway stations. Nestrans has completed an accessibility study for Inch Railway Station and Inch, Stonehaven and Inverurie Railway stations have been put forward for consideration to the Department for Transport by Transport Scotland for potential accessibility funding to improve access to the stations.
- **Measuring progress:** Monitoring report as part of RTS delivery plan and monitoring to enable evaluating impact and measuring progress. Collect and analyse data to evaluate impact and measure progress.

Nestrans Reporting

Gender Balance of Nestrans Board

Nestrans is committed to making progress on improving the diversity of our Board to encourage new and innovative thinking and maximise use of talent, leading to better decision making and governance.

The substantive members of the Nestrans Board as of May 2022 are 8 males and 4 females.

Excluding members nominated by partners (local authorities and NHSG), the gender balance is 2 males and 1 female.

Employment Duty

As an organisation employing 9 staff, the Partnership is not required to report on Gender Pay Gap Information.

The Partnership adopts the employment and related monitoring processes of Aberdeenshire Council, which are continually reviewed to ensure equality issues are fully recognised and embedded within employment reporting.

The gender and ethnicity composition of the Partnership's employees is as follows:

Ethnicity	2013		2016		2021		2022	
	Male	Female	Male	Female	Male	Female	Male	Female
White	3	3	2	6	3	5	4	5
Mixed or Multiple								
Asian								
African								
Caribbean or Black								
Other								

Guidance for Public Authorities indicates that reporting combinations of other protected characteristics for a small number of employees risks identifying individuals, which should be avoided.