

6d Equalities Outcomes

o Purpose of Report

The purpose of this report is to present a revised set of Draft Equalities Outcomes for approval and adoption, subject to receiving formal feedback from the Equalities and Human Rights Commission.

o Background

The Equality and Human Rights Commission (EHRC) are working in partnership with the Scottish Government to help improve delivery on equality across the public sector with the aim of supporting better performance of the Public Sector Equality Duty across Scotland and improving outcomes for communities.

Nestrans, along with 52 other public authorities, was invited to participate in an 'Improving Equality Outcomes' project as our outcomes were assessed as needing improvement. Nestrans attended a workshop run by EHRC in June 2014 and since then we have received individual feedback specific to our outcomes which focussed on making a stronger link between the outcomes and the evidence that supports them, clearly defining the outcomes that are set and ensuring that they are SMART (specific, measurable, achievable, relevant and time-bound).

o Draft Revised Equalities Outcomes

A set of draft revised outcomes is provided in Appendix A. These have been developed taking on board the comments received by the EHRC and using the format used by Aberdeenshire Council which was highlighted by EHRC as good practice.

Our draft outcomes have now been submitted to the EHRC and we are awaiting feedback from them. Following this, our involvement in the project will come to an end and, subject to comments received, we will look to adopt the outcomes. At the end of the project, the EHRC will produce a short report analysing the outcomes produced (public authorities will not be identifiable in the report) and carry out an external evaluation of the project as a whole.

o Recommendation

It is recommended that the Board:

- a) Approve the revised draft outcomes for adoption, subject to us receiving comments back from the EHRC. If comments received require significant changes to be made, request that a revised version be brought back to a future Board for approval.

KC/26 September 2014

Nestrans Equalities Outcomes 2014-2018

To ensure that equality issues are fully addressed, this outcome 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.

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).

As well as developing and publishing the Regional Transport Strategy, Nestrans also produces a delivery plan and a range of more detailed action plans including:

- Health and Transport Action Plan;
- Bus Action Plan;
- Freight Action Plan;
- Rail Action Plan; and
- Active Travel Action Plan.

Consultation is key to the development of these plans and each has been the subject of discussion with the North East Transport Consultative Forum during development and adoption. As part of this process, Nestrans invites input from a range of sectors of the community, including those representing equalities groups such as disability and access forums.

Although Nestrans has a capital budget of around £3m, most of the projects implemented as part of the Nestrans programmes of work are implemented by Aberdeen City and Aberdeenshire Councils. Consultation with the Equality Groups is undertaken by the councils as part of their normal service delivery.

Evidence of the equality issues relevant to Nestrans

Effective and accessible transport is the lifeblood of an inclusive and prosperous society. In developing and delivering the RTS, working with statutory and other key stakeholders, the Partnership seeks to ensure that the connectivity and accessibility needs of all sectors of society and communities are recognised and addressed. There are however many challenges to achieving this including¹:

- Car ownership is high in the north east, with around 78% of households having access to a car. Aberdeenshire has the highest rate of car ownership in Scotland, with around 84% of households having access to at least one vehicle. Car ownership in Aberdeen City has increased from 65% in 2005/06 to 72% in 2012. Despite this, some 29% of households in the city and 17% of households in Aberdeenshire do not have access to a car or van and are therefore reliant on other modes of transport to access employment, education and services (Source: Scottish Transport Statistics).
- People with a disability or long-term illness are less likely to hold a full driving license compared to people who report no disability / long term illness.

¹ Data at a local authority level at the detail of protected characteristics is not available and so, unless otherwise specified, the figures below relate to Scotland as a whole. It is expected that the trends in the north east are however similar to the national picture.

- Adults with a disability or long-term illness are more likely to use a local bus service than those with no disability or long-term illness. 56% of adults Scotland-wide with a disability or long term illness had used a bus service in the previous month compared to 42% of adults without a disability or long-term illness;
- Adults from minority ethnic groups are markedly less likely to hold a driving licence than white ethnic groups (44% compared to 66% across Scotland in the years between 2001 and 2005) (Source: Scottish Government)
- Women make more use of local bus services than men. Across Scotland, 45% of women reported having used the bus in the last month compared to only 38% of men (source: Transport and Travel in Scotland 2011);
- Male drivers are more likely to be involved in an injury accident than females (3.8 men per thousand population were involved in injury accidents in 2008-12 compared to 2.3 women) (source: Reported Road Casualties, 2012)
- Younger people and older people are more likely to use the bus. When interviewed, 42% of adults had used the bus in the previous month whereas two-thirds of 16-19 year olds and half of 60-79 year olds had used the bus in the previous month.
- Consultation by Aberdeenshire Council has revealed that there is difficulty travelling long distances for medical treatment and travelling by bus for visually impaired people. There is a need to work in partnership with groups to improve accessibility for disabled people (Aberdeenshire Mainstreaming Equalities and Outcomes Report 2013-17).
- People in rural areas have more limited public transport options available and can suffer from higher levels of social exclusion, particularly those who do not have access to a car. In 2009/10 just over 80% of households in Aberdeenshire had access to a bus stop within 13 minutes walk but only 22% of Aberdeenshire households had access to a bus stop within 6 minutes walk with a bus service at least every 20 minutes. Aberdeenshire Council run a range of Demand Responsive Transport services to fill gaps in scheduled bus service provision to address this issue.
- Thousands of residential properties in the region are in areas where pollution levels exceed European standards. Many of the areas worst affected are in less affluent areas and areas of deprivation thus having a disproportionate impact on lower income households. It is estimated that if it were possible to remove all human-made particulate air pollution, average life expectancy from birth in the UK would increase by six months.²

² Source: The Committee on the Medical Effects of Air Pollution

Outcome 1

Equalities issues and the impact of Nestrans policies and projects on all sectors of the community are fully considered and assessed in the development of our policies and actions.

Relevant protected characteristics: All

General duty

- Eliminate unlawful discrimination, harassment and victimisations 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.

	Action	Timescale	Accountability
a)	The North East Transport Consultative Forum (NETCF) will continue to provide the main forum for involving a wide range of stakeholders and interest groups in developing and implementing transport strategy and its membership will be continually reviewed.	Ongoing	Transport Strategy Manager
b)	Consultation on the RTS refresh and action plans will be carried out through the North East Transport Consultative Forum.	As appropriate when RTS or action plans are reviewed	Transport Strategy Manager
c)	An Equalities Impact Assessment to be carried out on the RTS refresh and action plans as they are developed / reviewed.	As appropriate when RTS or action plans are reviewed.	Transport Executive Team
d)	Ensure that all projects implemented and funded by Nestrans are assessed for their equalities impacts.	Throughout the lifetime of the RTS to 2035	Director

Outcome 2

Choice, accessibility and safety of transport is enhanced for all in the north east, particularly for disadvantaged and vulnerable members of society and those living in areas where transport options are limited.

Protected characteristic: All

General duty

- Eliminate unlawful discrimination, harassment and victimisations 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.

	Action	Timescale	Accountability
a)	Work with partners (including NHS Grampian) to deliver the Health and Transport Action Plan.	To be taken forward during the lifetime of the RTS to 2035	Health and Transport Action Plan Co-ordinator.
b)	Quality bus corridor improvements to services and facilities taking into account the needs of all sections of the community.		Local Authority & Bus Operator Forum
c)	Review and continue to deliver the Bus Action Plan to improve quality and reliability of services.		Local Authority & Bus Operator Forum
d)	Improve public transport information provision for all users.		Local Authority & Bus Operator Forum
e)	Support extension of 'Dial-a-Bus' and similar services to serve those unable to access conventional buses and to link with scheduled bus services.		Local Authority & Bus Operator Forum
f)	Support community transport providers and encourage development of services including projects such as the social transport project in partnership with ACVO.		Local Authority & Bus Operator Forum
g)	Seek to ensure that taxis are provided in an efficient and effective way, which meets the needs of customers.		Transport Executive
h)	Support investment in measures to increase safety and security of walking and in particular to facilitate interchange between different modes of transport.		Active Travel Action Plan & Health & Transport Action Plan
i)	Improve security for users of public transport services and interchanges.		Local Authority & Bus Operator Forum
j)	Work with operators to develop integrated and smart ticketing across services and operators in the north east.		Local Authority & Bus Operator Forum
k)	Urban realm improvements to improve the pedestrian environment for all, including pedestrianisation schemes in town and city centres.		Aberdeen City and Aberdeenshire Councils
l)	Work with operators to identify possible fare incentives to encourage increased bus use, particularly where this enables access to employment or training.		Local Authority & Bus Operator Forum

	Action	Timescale	Accountability
m)	Continue to work with local authorities and bus operators through the (Local Authority & Bus Operator Forum) to develop the Quality Partnership for public transport and the Bus Punctuality Improvement Partnership to achieve improvements in bus provision and increased levels of bus use.		Local Authority & Bus Operator Forum
n)	Support improved vehicle emissions standards to improve air quality in Aberdeen City Centre, other air quality management areas and towns across the north east.		Aberdeen City Air Quality Action Plan

Outcome 3

All strategy and policy documents produced by Nestrans are accessible to all sectors of the community.

Protected characteristic: All

General duty

- Eliminate unlawful discrimination, harassment and victimisations 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.

	Action	Timescale	Accountability
a)	Publish all publicly available documents on the Nestrans website	Ongoing	All Staff
b)	Provide large text / speech facilities for documents on the web site as necessary	Ongoing	Office Manager
c)	Provide a translation / Braille facility for any published documents as necessary	Ongoing	Office Manager
d)	All consultations to highlight the options to obtain documents in an alternative format (as above)	Ongoing	All staff

Outcome 4

Nestrans is an inclusive workplace where employees and visitors are respected and are afforded equal opportunity.

Protected characteristic

- Eliminate unlawful discrimination, harassment and victimisations and other conduct that is prohibited by the Equality Act 2010;
- Foster good relations between people who share a protected characteristic and those who do not.

General duty:

	Action	Timescale	Accountability
a)	Ensure that recruitment processes provide equal opportunity to all candidates	Ongoing	Director
b)	Ensure that the Nestrans office is accessible to all visitors	2014	Office Manager
c)	Emergency Action Plans take into account equalities issues for staff and visitors to the Nestrans office.	2014	Office Manager
d)	All Nestrans employees are aware of their duty to promote equality.	Ongoing	Director