

Strathclyde Partnership for Transport

Gender Equality Scheme 2007-2010

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Foreword

Strathclyde Partnership for Transport (SPT, is committed to ensuring gender equality in all its activities. This includes the provision of services, the delivery of projects, and the treatment of staff. This Gender Equality Scheme (GES) makes public this commitment.

Our GES, which comes as a result of the Gender Equality Duty, lets the people we serve in the west of Scotland, and our partners and stakeholders know how we intend to eliminate unlawful discrimination and harassment based on gender, and how we will promote equality of opportunity for men and women in the way we go about our business.

We will monitor our activities and actions based on this GES and publish the results annually. We will strive to ensure that this GES, along with our equality schemes for race and disability, help us achieve SPT's Vision of "a world-class, sustainable transport system that acts as a catalyst for an improved quality of life **for all.**"

Councillor Alistair Watson
Chair
SPT

Ron Culley
Chief Executive
SPT

1. Introduction

- 1.1.1 This document constitutes Strathclyde Partnership for Transport's Gender Equality Scheme for the period 2007 to 2010. SPT, as the responsible authority, are satisfied that the Gender Equality Scheme ("the Scheme") fulfills the duties placed upon it by the Equality Act 2006, and specifically Article 2 of the Sex Discrimination (Public Authorities) (Statutory Duties) (Scotland) Order 2007, further to its duties under section 76A(1) of the Sex Discrimination Act 1975.
- 1.1.2 The Scheme follows the Draft Code of Practice (Scotland) on the Gender Equality Duty prepared by the Equal Opportunities Commission.
- 1.1.3 The Scheme is structured as follows. Chapter 2 explains what a Gender Equality Scheme is, its legislative background, and SPT's responsibility for complying with the Gender Equality Duty. Chapter 3 provides information about SPT, what it does and does not do, our structure of governance, and the approval procedures for this Scheme. Chapter 4 notes SPT's organisational policies and objectives. Chapter 5 provides qualitative and quantitative information on gender within SPT and its services, and the wider regional and national transport network and details how SPT have involved stakeholders in the development of this Scheme, and the results of this. Chapter 6 affirms SPT's specific Gender Equality objectives, and the outcomes it hopes to achieve as a result of this Scheme.
- 1.1.4 Chapter 7 of this Scheme is the Scheme Action Plan. This notes the specific actions SPT is committed to undertaking as a result of this Scheme over the period 2007-2010.

2. What is a Gender Equality Scheme?

2.1 The Gender Equality Duty

2.1.1 A Gender Equality Scheme arises from the outcome of the Gender Equality Duty ('the Duty'), placed on public authorities by the Equality Act 2006. The overall aim of the Duty is to make gender equality central to how a public authority carries out its activities in order to create:

- better-informed decision-making and policy development
- a clearer understanding of the needs of service users
- better-quality services which meet varied needs
- more effective targeting of policy and resources
- better results and greater confidence in public services
- a more effective use of talent in the workforce.

2.1.2 The Duty is in two parts: the 'general duty', and the 'specific duty'.

2.2 The 'General Duty'

2.2.1 The 'general duty' places a statutory duty on all public authorities, when carrying out their functions, to have due regard to the need:

- To eliminate unlawful discrimination and harassment; and,
- To promote equality of opportunity between men and women

2.2.2 This 'general duty' applies to policy-making, service provision, employment matters, and in relation to enforcement or any statutory discretion and decision-making. It also applies to a public authority in relation to services and functions, which are contracted out. In addition, it applies to private and voluntary bodies when they are carrying out public functions on behalf of the responsible authority, but only in respect of those functions.

2.2.3 The term 'due regard' has two linked elements: proportionality and relevance. This means that in looking at how it will address and promote gender equality, a public authority should gauge the weight it will apply to this, depending on its relevance to the particular functions carried out by, or on behalf of, that authority.

2.2.4 As part of the 'general duty', public authorities are further required to have due regard to the need to eliminate unlawful discrimination and harassment in employment and vocational training for people who intend to undergo, are undergoing or have undergone gender reassignment.

2.3 The 'Specific Duties'

2.3.1 There are also a series of 'specific duties' placed on public authorities listed in the Sex Discrimination (Public Authorities) (Statutory Duties) (Scotland) Order 2007, which came into force on 9 April 2007.

2.3.2 These 'specific duties' can be summarised as follows:

- To prepare and publish a gender equality scheme, showing how it will meet its general and specific duties and setting out its gender equality objectives.
- In formulating its overall objectives, to consider the need to include objectives to address the causes of any gender pay gap.
- To gather and use information on how the public authority's policies and practices affect gender equality in the workforce and in the delivery of services.
- To consult stakeholders (i.e. staff, service users and others, including trade unions) and take account of relevant information in order to determine its gender equality objectives.
- To assess the impact of its current and proposed policies and practices on gender equality, and to have due regard to the results of those impact assessments.
- To implement the actions set out in its scheme within three years, unless it is unreasonable or impracticable to do so.
- To report against the scheme every year and review the scheme at least every three years.

2.3.3 Although there is a legal requirement to fulfill the Gender Equality Duty, the Code of Practice emphasises that positive outcomes are key to the effectiveness of how a public authority has discharged its Duty. SPT fully condone this, and therefore our Scheme is focused on achieving real, tangible outcomes for both men and women in our activities.

2.4 Equal Pay Statement

2.4.1 Further to the general and specific duties, a requirement was placed on public authorities employing over 150 full time equivalent employees, to publish an 'Equal Pay Statement' by 28 September 2007. This statement outlines SPT's policy on equal pay between men and women, and will be monitored and restated on a three-yearly cycle. SPT's Equal Pay Statement is available at www.spt.co.uk/equality or by using the contact details in section 8.4 of this Scheme.

3. About SPT

3.1 Who we are

- 3.1.1 Strathclyde Partnership for Transport (SPT) is the Regional Transport Partnership (RTP) for the west of Scotland. It is one of seven Scottish RTPs established by the Transport (Scotland) Act 2005. SPT retains many of the transport powers and functions which were previously exercised by Strathclyde Passenger Transport Authority / Executive.
- 3.1.2 The SPT area comprises the following Council areas: East Dunbartonshire, East Ayrshire, East Renfrewshire, Glasgow City, Inverclyde, North Ayrshire, North Lanarkshire, Renfrewshire, South Ayrshire, South Lanarkshire, West Dunbartonshire and the Helensburgh and Lomond area of Argyll and Bute.
- 3.1.3 The SPT area is home to 2.14 million people, covering 6,969 square kilometres, and with a population density of 307 people per square kilometre. According to the 2001 Census, women made up 52% of the SPT area population, and men 48%.

3.2 What we do

- 3.2.1 SPT has a variety of policy, planning, strategy and operational functions. Of primary importance is a statutory obligation to prepare a Regional Transport Strategy for the west of Scotland. This draft Strategy, which covers a 10-15 year timeline, is multi-modal in scope, and was submitted to Scottish Ministers on 31 March 2007. SPT are currently awaiting approval of the Strategy from Scottish Ministers.
- 3.2.2 With respect to policy, planning – including community planning - and operational functions, SPT's role involves planning and delivering transport solutions for all modes of transport across the region, in conjunction with its member Councils and industry partners. SPT are at the centre of the region's transport planning; analysing travel needs and developing the transport system for now and the future.
- 3.2.3 SPT has direct operational responsibilities, such as running the Subway, supporting local bus services and managing integrated ticketing. SPT has a role in promoting and developing rail projects to meet the region's needs, such as the Glasgow Airport Rail Link. Under the Transport (Scotland) Act 2005, SPT also consults on the coordination of the public transport network and the provisions of passenger information in partnership with bus operators

3.3 Governance arrangements

- 3.3.1 SPT is a public body with a Partnership Board, comprising of 27 members representing the 12 constituent unitary authorities in the West of Scotland plus other interested parties. Of the 27 members, 20 are

democratically elected Councillors nominated from member Councils and seven appointed members, appointed by the Scottish Ministers.

- 3.3.2 There are 6 Committees delegated to make decisions on behalf of the Partnership Board: the Chair's Committee, Strategy & Programme Committee, Operations Committee, Audits and Standards Committee, Personnel Committee and Personnel Appeals Sub-Committee. ¹.
- 3.3.3 Officers of SPT are charged with executing the decisions of the Partnership Board, and their Committees. Further details on the responsibilities of officers of SPT are available in the 'Scheme of Delegated Functions'. ²
- 3.3.4 An Executive Team, comprising the Chief Executive, Assistant Chief Executives, Directors, Head of Organisational Development, Executive Support Officer, and other senior staff as required, make decisions on transport planning, operational issues and project development.

3.4 Progress on Gender Equality

- 3.4.1 SPT has made significant progress towards promoting gender equality and addressing gender inequality. For our employees, SPT continues to be sympathetic towards requests for flexible working arrangements, with at least 90% of requests being granted. For our service users, we undertook the first Equality Impact Assessment for a transport strategy in Scotland, which allowed SPT to identify the differential impacts of our plans on equality groups – including women and men – and put in place mitigation measures to address these impacts. We continue to improve safety and security measures for those travelling on our services. For example, two British Transport Police officers are now permanently stationed on the Subway, giving reassuring passengers and dealing with incidents as they arise. SPT, in partnership with First Glasgow, provided free Subway, bus and parking services to competitors in the Women's 10K running event in Glasgow, and over 4,000 competitors used these services.

¹ Further details of these and their terms of reference are available from www.spt.co.uk/about/corporategovernance.html. Please use the contact details at the end of this Scheme should you require a paper copy of these, or require them in a more accessible format.

² See www.spt.co.uk/about/corporategovernance/scheme_of_delegated_functions.pdf. Please use the contact details at the end of this Scheme should you require a paper copy of these, or require them in a more accessible format.

4. Our Policies

4.1.1 The final draft of SPT's Regional Transport Strategy for the west of Scotland 2007-2021, submitted for approval to Scottish Ministers on 31 March 2007, is the basis for SPT's overall vision, goals and objectives. These are reiterated in the SPT Operating Plan 2007-08. These detail the overall aims of SPT for the future, and note how we plan to achieve them in the year to 31 March 2008.

4.2 Our Vision

A world-class sustainable transport system that acts as a catalyst for an improved quality of life for all.

4.3 Our Mission

To champion and deliver the development and provision of high quality sustainable transport choices for the West of Scotland in order to assist the growth of the Scottish economy and to enable all people who are living, working or visiting the West of Scotland to share in the benefits of this growth.

4.4 Our Shared Goals

A. Develop the economy

Through improving the connectivity for business and freight, making transport more effective and efficient, providing access to employment, education, shopping and leisure, and improving transport integration.

B. Promote social inclusion and equality

By providing a transport system that is safe, accessible and affordable to all sections of the community.

C. Improve health and protect the environment

By minimising emissions and consumption of resources and energy, by promoting active travel, quality public transport and modal shift.

Our Internal Goal

D. Be recognised as an excellent organisation

By continually reviewing and improving performance, by ensuring efficient and effective use of resources and by developing a highly skilled workforce.

4.5 Our Strategic Priorities

Safety and Security

To improve security and personal safety on the transport system.

Modal Shift

To increase the proportion of trips undertaken by walking, cycling and public transport.

Excellent Transport System

To enhance the attractiveness, reliability and integration of the transport network.

Effectiveness and Efficiency

To ensure the provision of an effective and efficient transport infrastructure and services to improve connectivity for people and freight.

Access for All

To promote and facilitate access that recognises the transport requirements for all.

Environment and Health

To improve health and protect the environment by minimising emissions and consumption of resources and energy by the transport system.

Economy, Transport and Land-use Planning

To support land-use planning strategies, regeneration and development by integrating transport provision.

Corporate Management

To provide effective and efficient management of the Partnership's people and resources.

Pursuit of Excellence

To provide a high level of service based on the needs and expectations of customers

5. Involvement

5.1.1 This chapter summarises the key gender related issues facing SPT employees and the travelling public. It also details how SPT has involved people in the development of the Scheme and the outcome of that involvement.

5.2 Gender breakdown of the population of the west of Scotland

5.2.1 The population of the SPT area is 2.14million. Women make up 52% of the population of the west of Scotland, and men 48%.

5.3 Involving the travelling public

5.3.1 In developing the Regional Transport Strategy, SPT was keen to ensure that those sections of the community who experience difficulties more than most when using the transport system had their needs taken into account. SPT undertook consultation to ensure that all those who had an interest in transport in the west of Scotland had the opportunity to have their say. The outcome of this consultation on the Strategy has informed the development of this Scheme. Below is a summary of the key facts and figures relating to the consultation:

- 250+ formal responses
- 1,000+ verbal responses from attendees at workshops, seminars and meetings
- A variety of reference group meetings with councils and key stakeholders
- 13 public exhibition events across the west of Scotland at venues such as shopping centres
- RTS website created for document downloading and for information
- 800 copies of Consultative Draft RTS sent out to key stakeholders and libraries across the west of Scotland
- Advertising and publicity in local and national papers reached at least 1.3 million people.
- Press and radio reporting further raised awareness.

5.3.2 At an early stage in the Strategy development process, the following gender-related organisations were asked to provide their views on transport in the west of Scotland and the issues facing the people and communities they represent.

- West of Scotland Lesbian Gay Bisexual and Transgender Centre (WoSLGBT)
- Wise Women
- Glasgow Women's Library (GWL)²¹
- Re:Gender

- 5.3.3 The Passenger Transport Executive Group (PTEG) Social Inclusion Group was also consulted on experience in England of addressing gender equality issues.
- 5.3.4 At the public consultation stage of RTS development between 18 December 2006 and 23 February 2007, the following gender-related organisations were consulted on their views on the Strategy, and transport in the west of Scotland:
- Age Concern Scotland
 - AMINA Muslim Women’s Resource Centre
 - Ayrshire Race Equality Partnership
 - Engender
 - Equal Opportunities Commission Scotland
 - Equality Network Forum
 - Glasgow Lesbian, Gay, Bisexual and Transgender Centre
 - Glasgow Older People’s Welfare Association
 - Glasgow Women’s Library
 - Glasgow Youth Network
 - Help the Aged in Scotland
 - Inclusion Scotland
 - Mobility and Access Committee for Scotland
 - National Union of Students Scotland
 - ReGender
 - Scottish Youth Parliament
 - Wise Women
- 5.3.5 These organisations were sent an “early warning” email and letter three weeks before the consultation began. The letter and email asked consultees if they would require the document in more accessible formats, e.g. large print, audio or community languages. During the consultation phase, an audio version of the RTS was prepared which was requested by three members of the public. A large print format was also prepared which one member of the public requested. An announcement was made in the Equality Network Forum weekly e-mail newsletter letting people know consultation was underway, giving details of the Strategy, and how to contact SPT. The email was circulated to over 4,000 people with interests in the equalities agenda across the west of Scotland and beyond.
- 5.3.6 On 2 February 2007, SPT staff gave a presentation on the RTS to the Senior Issues Working Group of Glasgow City Council, with specific emphasis on issues for older people. The group has representatives from across Glasgow City Council, Glasgow Old People’s Welfare Association, Greater Glasgow and Clyde NHS, North Glasgow Community Health and Care Partnership, West of Scotland Seniors Forum and Age Concern. The gender breakdown of the attendance at this event was 76% women, 24 % men. Following the presentation, comments were received from attendees who were included as a consultation response to the Consultative Draft RTS.

5.3.7 On 6 February 2007, SPT in partnership with assistance from Real Inclusion, a division of Inclusion Scotland, organised an event for people with disabilities to discuss the RTS and issues relating to transport in general. Both users and current non-users of transport were invited to this event. There were thirty attendees, with a variety of disabilities represented: hearing impaired, visually impaired, wheelchair users, and people with learning disabilities. The gender breakdown of this event was 60% female, 40% male. A wide age range was represented, from young adults to people over 60. The attendees came from areas across the west of Scotland.

5.3.8 The main gender and transport issues raised throughout consultation are summarised below:

- Trip purposes and patterns differ for women and men e.g. working part-time or shifts, or depending on caring responsibilities
- More women are dependent on public transport than men, and this increases with age (Older women have significantly less access to a car than men according to the 2001 Census)
- Women walk, take taxis and are more often car passenger
- Lower use of cycling by women as a means of travel.
- Women travel more to educational facilities, including escorting children
- Affordability of transport - Women's full-time and part-time earnings are lower than men's
- Lack of toilets / waiting facilities mentioned as an issue for women
- Fear of travel at night or alone.

5.4 Gender breakdown of SPT employees

5.4.1 SPT currently employs nearly 700 staff. Gender breakdown is 63% male and 37% female.

5.5 Involving employees

5.5.1 SPT were committed to ensuring that employees were fully involved in developing the Scheme. This involvement took two forms: a staff workshop and an interactive questionnaire.

5.5.2 Employees were invited to attend a workshop on the Gender Equality Scheme in an all staff email³. This email was sent by SPT's Chief Executive, emphasising commitment to gender equality at a senior level in the organisation.

5.5.3 It was emphasised to staff that attendance at the workshop would be within working hours, and that any comments made at the workshop would be in confidence. The workshop was facilitated by an independent

³ Directors / Managers whose staff did not have access to the email system were supplied with paper copies on request.

consultant, Reeves Associates, and SPT staff involved in developing the Scheme were not present.

5.5.4 The workshop took place in a non-SPT venue on 14 August 2007, and a cross-section of SPT employees were represented. The gender breakdown at the event was 60% female, 40% male.

5.5.5 Key issues raised included:

- **A better approach to gender balance is needed in recruitment advertising, promotion / experience opportunities, at senior levels of organisation, and in 'manual / technical' posts.**

Quotes from participants:

"(SPT is now)...more balanced (but it) depends on whether looking at a department or the whole organisation."

"(SPT is) ...still male dominated compared to councils and consultants."

"Have development jobs (3/6 months) where staff can take on a new role. Try it out. Opportunity to experience different aspects."

- **Improvements needed on flexible working / 'family friendly' policies / maternity/paternity leave arrangements, and in perceptions of those employees who wish to take advantage of these, and the effects this may have on other employees**

Quotes from participants:

"(I had)...experience of being thrown in to cover maternity leave when a proper changeover could have helped. There was plenty of time to arrange this."

"(There is a perception that some senior managers regard part-timers)...as a waste of space, not interested in their career, or don't care about the job."

"SPT not as imaginative as other organisations with part time and flexible working, e.g. 11 month year, not working school holidays: family friendly policies: elderly care: compressed hours: annualised hours: no core time: home working. SPT could look at all options. Explore and develop."

- **Tackling traditional attitudes regarding male / female job duties**

Quotes from participants:

"People assume being young and female equates to lack of knowledge and therefore not being taken seriously."

"There are examples of unprofessional / offensive language...for example, 'that wee lassie', 'our girl'"

- **Better training required on gender issues for employees, more 'flexible' training for those with outside commitments, more use of training as a staff development tool to improve gender balance**

Quotes from participants:

"Need to look at how training difficulties will be managed, e.g. child-care, travel distance and start times."

"Attitudes become entrenched and same messages perpetuated."

- **Lack of facilities should be addressed e.g. rest room, crèche facilities, separate shower facilities, introduction of child care voucher scheme, information on nurseries.**

Quotes from participants:

"(SPT)...don't provide a lot (of facilities)"

- **Better evening/night-time safety and security for employees who are customer-facing, and customers**

Quotes from participants:

"Stations / subways intimidating at night. Don't feel safe."

"Stairs a bugbear. What's round the corner? Make use of mirrors."

"There is a staff issue at Consort House at night. Have to fight your way through people at door, sitting on steps/ramp, spitting aimlessly. All very intimidating. Need for some space between a 'safe building' and 'the crowd'."

5.5.6 SPT employees who were unable to attend the workshop had the opportunity to voice their opinions through an interactive questionnaire. The questionnaire was open for responses for two weeks. The breakdown of respondents was:

- Sex: 62% male, 25% female, 13% no response
- Ethnic background: 85% white, 2% Asian, 13% no response
- Country of origin: 72% Scottish, 8% English, 2% Irish, 1% Chinese, 17% no response
- Age: 30% 45-54yrs, 28% 35-44yrs, 12% 55-65yrs, 10% 25-34yrs, 7% 16-24yrs, 13% no response
- Disability: 87% no disability, 2% had a disability, 12% no response

5.5.7 The 'headline' statistics from the questionnaires are set out below:

- 76% thought SPT treated men and women equally, particularly with regard to recruitment, pay, training, employee support, and policies and procedures.
- 57% thought SPT treated men and women equally on 'family-friendly' policies. However, of those who disagreed with this, 41% thought men were treated less favourably, and 2% thought women were treated less favourably.
- 64 % thought SPT treated men and women equally regarding leave (annual/maternity/paternity). However, of those who disagreed with this, 36% thought men were treated less favourably, and no respondents thought women were treated less favourably.

- Over 80% rated gender equality for recruitment, pay, job duties, training, leave, promotion opportunities, family-friendly policies, provision of facilities, employee support, workplace practices/support, and policies and procedures as either 'fairly important' or 'very important'.
- Over 80% rated SPT as 'performing well' or 'performing very well' on pay, recruitment and leave. 45% thought SPT was 'performing not very well' or 'not well at all' on family-friendly policies.

Quotes from respondents:

"Paternity leave is too short. Flexible working arrangements (e.g. going jobshare) are looked on more favourably for women than men"

"In practice, nothing is actually done to encourage use of family friendly concepts."

- 17% stated that they felt they had been treated less favourably at work because of their gender

Quotes from respondents:

"A decision to appoint a less qualified male had been demonstrably made prior to the interview stage"

"(I was given the impression) ...that if a promotion opportunity came up it was likely to go to a female."

- Respondents suggested a variety of improvements SPT should put in place to improve gender equality:

"Ensure consistency in approach to flexible working requests, and provide training to staff in equality."

"Promotion should be based on experience, knowledge and ability."

"Flexible working arrangements, home working."

- Respondents provided a variety of suggestions to the promotion of gender equality:

"(SPT)...should publicise any work it does in this area e.g. through newsletter, website, and ensure employees (of all levels) are aware that sexism will not be tolerated in any form"

"Ensure that both gender are given opportunities to gain 'experience' and training"

5.5.8 In conclusion, the involvement of the travelling public, stakeholders and employees has raised a range of issues. These can be summarised as follows: (numbers are for reference purposes only)

Issue 1 - Gender equality in the treatment of employees and service is essential

Issue 2 - Better training for staff in gender equality, tackling outdated, traditional attitudes; more use of training as a staff development tool to improve gender balance

- Issue 3 - Better gender balance in promotion / experience opportunities**
- Issue 4 - Better gender balance in senior levels of organisation, and in 'industrial' positions**
- Issue 5 - Improved 'family friendly' policies - flexible working / maternity/paternity leave arrangements, for those with other caring responsibilities, and consistency in approach of requests being granted**
- Issue 6 - Better support for those employees who have extra work as a result of another employee using 'family friendly' policies**
- Issue 7 - More 'flexible' training arrangements for those with outside commitments**
- Issue 8 - Improved facilities for both men and women e.g. rest room, crèche facilities, separate shower facilities, introduction of Child Care Voucher scheme, information on nurseries.**
- Issue 9 - Better safety and security for employees who are customer-facing, who work in the evening, and customers**
- Issue 10 – Improved publicity of what SPT does to promote and ensure gender equality for employees and service users**
- Issue 11 – Continued monitoring and addressing of issues regarding equal pay between men and women**
- Issue 12 – Continued provision of policies and procedures which ensure women and men have support in workplace should they experience discrimination, harassment or victimisation**
- Issue 13 – Research, investigation and implementation for transport interventions that are particularly likely to improve transport options for women**

6. Gender Equality Objectives and Outcomes

6.1 Developing the Gender Equality Objectives and Outcomes

6.1.1 Chapter 6 highlights how SPT involved the travelling public in the west of Scotland and SPT employees in developing this Scheme. As a result of their involvement, SPT has developed a series of Gender Equality Objectives that will help to guide our activities towards the areas requiring the greatest attention. A series of Gender Equality Outcomes have also been developed to allow SPT to measure progress to achieving these objectives.

6.2 SPT's Gender Equality Objectives

6.2.1 SPT's Gender Equality Objectives (2007-2010) are as follows: (numbers are for reference purposes only)

- **Objective 1 - Eliminate gender-based discrimination, harassment and victimisation**
- **Objective 2 -Improve workplace practices and procedures to ensure opportunities for all**
- **Objective 3 - Promote gender equality in SPT's activities for employees and services users**
- **Objective 4 - Address all sources of inequality in terms of pay that relate to, whether directly or indirectly, gender.**
- **Objective 5 – Give higher priority for transport interventions that are particularly likely to improve transport options for women, such as better public transport access to education and health facilities, better off-peak public transport and better personal security on public transport**

6.2.2 These objectives are in line with national legislation and policies and also SPT's Gender Equality Scheme and Equal Pay Statement.

6.3 SPT's Gender Equality Outcomes

6.3.1 The outcomes set out below above provide SPT with a means of measuring the success of the Gender Equality Scheme throughout the lifetime of the Scheme.

6.3.2 SPT's Gender Equality Outcomes (2007-2010) are as follows: (numbers are for reference purposes only)

- **Outcome 1 - Reduction in discrimination, victimisation and harassment based on gender for employees and service users**
- **Outcome 2 - Increase in opportunities to achieve a better work-life balance for women and men**
- **Outcome 3 - Increase in promotion of gender equality in SPT's activities for employees and service users**

- **Outcome 4 – Reduction in disadvantage experienced in transport by women**

7. Action Plan 2007-2010

7.1.1 The following Action Plan sets the action, responsible department, the target completion date, and the action's relationship to the Gender Equality Objectives and Outcomes:

| Ref No | Action | Responsible Department | Scheduled end date | Relationship to Objective, Outcome and Issue ⁴ |
|---------|---|---|-------------------------|---|
| GES 001 | Develop format for Equality Impact Assessment, ensuring compliance with relevant equality legislation and adoption of best practice | Major Projects / Policy and Strategy | March 2008 | Objectives 3, 5 Outcomes 3, 4 Issues 1, 9, 13 |
| GES 002 | Develop a training programme in equalities issues including recruitment. Implement Equality Training Programme and monitor its effectiveness. | Human Resources | March 2008 | Objective 1 Outcome 1 Issue 2 |
| GES 003 | Develop an ongoing programme of training in equality issues relating to employees and service users for Directors, Assistant Chief Executives and Chief Executive | Human Resources | March 2008 | Objectives 1, 5 Outcomes 1, 4 Issue 2 |
| GES 004 | Establish "People's Panel", ensuring continued public involvement and consultation in developing SPT activities. Ensure appropriate gender balance of members of Panel. | Policy & Strategy / Communications (Community Planning) | March 2008 | Objectives 1, 3, 5 Outcomes 1, 3, 4 Issues 1, 13 |
| GES 005 | Ensure Equality Impact Assessments are adhered to throughout project / policy / plan / strategy lifecycle including the implementation of any mitigation measures | Major Projects / Policy and Strategy | Ongoing from March 2008 | Objectives 3, 5 Outcomes 3, 4 Issue 1, 13 |
| GES 006 | Investigate possibility/feasibility of introducing childcare vouchers to support staff with children | Human Resources / relevant 'Line' Departments | June 2008 | Objective 2 Outcome 2 Issue 8 |
| GES 007 | Investigate home working, and develop objective criteria for granting of requests | Human Resources / relevant 'Line' Departments | December 2008 | Objective 2 Outcome 2 Issue 5 |

⁴ As referenced in sections 5.5.8, 6.2 and 6.3

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| GES 008 | Introduce "Back to work" interviews for women on maternity leave, and develop measures to ensure those on maternity leave are kept informed of organisational developments. | Human Resources / relevant 'Line' Departments | December 2008 | Objective 2 Outcome 2 Issue 5 |
| GES 009 | Monitor training and development, particularly management development courses, ensuring both women and men are afforded equal opportunity to progress through the organisation | Human Resources | December 2008 | Objective 1 and 2 Outcome 1 Issues 2, 3, 7 |
| GES 010 | Develop equality awareness training for customer facing staff | Human Resources / Relevant 'line' departments | December 2008 | Objectives 1, 3, 5 Outcomes 1, 3, 4 Issues 1, 13 |
| GES 011 | Supported bus services – review contract conditions to ensure operators of SPT supported services comply with relevant equality legislation | Bus Operations | March 2009 | Objectives 1, 3 Outcomes 1, 3 Issues 1, 13 |
| GES 012 | Standardise terms and conditions for staff. | Human Resources / relevant 'Line' Departments | December 2009 | Objective 2 Outcome 2 Issue 11 |
| GES 013 | In addition monitor address gender imbalance in following areas/activities. <ul style="list-style-type: none"> • Gradings • Grievances • Discipline • Training • Workplace Composition • Other areas as required | Human Resources | Ongoing | Objective 2 Outcome 2 Issue 1, 4 |
| GES 014 | Continue to identify and implement opportunities for Flexible working for employees | Human Resources | Ongoing | Objective 2 Outcome 2 Issue 5 |
| GES 015 | Continue to adhere to legislation regarding maternity and paternity leave, and investigate / identify / implement measures which go beyond legislative requirements | Human Resources | Ongoing | Objective 2 Outcome 2 Issue 5 |

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| GES 016 | Ensure appropriate work cover for staff when colleagues take maternity or paternity leave | Human Resources / relevant 'Line' Departments | Ongoing | Objective 2 Outcome 2 Issue 5 |
| GES 017 | Ensure that technology controls and policies are in place that minimise the opportunity for... <ul style="list-style-type: none"> • Illegal (or supporting illegal), immoral or unethical activities. • Obscene, sexually explicit, offensive or harassing behaviour. • Defamatory, abusive, intimidating, violent, threatening or discriminatory Relating to a person's gender. | Technology Solutions | Ongoing | Objective 1 Outcome 1 Issue 1 |
| GES 018 | Ensure advertising management contract prohibits advertising, which is likely to cause offence to women, men or transgender groups. | Communications / Relevant 'line' departments | Ongoing | Objectives 1, 3 Outcomes 1, 3 |
| GES 019 | Continue to recruit applicants based on objective criteria thereby ensuring applicants are recruited on ability, not gender | Human Resources | Ongoing. | Objectives 1, 2 Outcome 1 Issue 1 |
| GES 020 | Continue to develop safety and security measures for employees and services users | Head of Security / Relevant line departments | Ongoing. | Objectives 1, 3 Outcomes 1, 3 Issue 9 |
| GES 021 | Where a market exists for these, provide and publicise additional services to cater for special events aimed at particular gender groups, e.g. Women's 10k. | Relevant line departments / Communications | Ongoing. | Objective 3 Outcome 3 Issue 1, 13 |
| GES 022 | Continue engagement, consultation, research and monitoring of equality issues in relation to transport, service delivery and employment | Policy & Strategy / Human Resources | Ongoing | Objectives 1, 3 Outcomes 1, 3 Issue 1, 13 |
| GES 023 | Procurement – review standard contract conditions to ensure suppliers comply with relevant equality legislation | Finance / Legal & Admin | Ongoing | Objectives 1, 3 Outcomes 1, 3 Issue 1 |
| GES 024 | Ensure SPT continues compliance with relevant equality legislation and all departments are made aware of their responsibilities in this regard | Legal | Ongoing | Objectives 1, 2, 3 Outcomes 1, 2, 3 Issue 1 |

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| GES 025 | Ensure marketing and PR activities promotion of gender equality in publicising SPT activities | Communications | Ongoing | Objective 3 Outcome 3 Issue 10 |
| GES 026 | Establish initiatives which to promote equality for transport users | Communications / Policy and Strategy | Ongoing | Objective 3 Outcome 3 Issue 10 |
| GES 027 | Conduct further research into difference in trip making between men & women | Policy & Strategy | Ongoing | Objectives 3, 5 Outcomes 1-4 Issue 13 |
| GES 028 | Ensure SPT Capital & Revenue Programmes give high priority to interventions that are particularly likely to improve transport options for women | Policy & Strategy | Ongoing | Objectives 3 and 5 Outcomes 1-4 Issues 1, 13 |

8. Approval, Monitoring and Publication

8.1 Approval

- 8.1.1 SPT's Gender Equality Scheme was approved by the SPT Executive Team, and by the Partnership Board.
- 8.1.2 The accompanying Equal Pay Statement was approved by the SPT Executive Team.

8.2 Monitoring

- 8.2.1 SPT will monitor the effectiveness of the Gender Equality Scheme and prepare twice-yearly reports to the Corporate Equalities Working Group, which will itself report to the Executive Team and Strategy and Programmes Committee.
- 8.2.2 SPT will publish the results of this monitoring on annual basis for the lifetime of the Scheme (2007-2010) on our website.

8.3 Publication

- 8.3.1 SPT will be publicly accountable for the Scheme. SPT will make the Gender Equality Scheme available on our website, and our intranet site. All SPT employees will be informed of its existence, as well as key gender equality stakeholders, including the Equal Opportunities Commission.
- 8.3.2 The Scheme is available in alternative formats, for example:
 - Large print
 - Microsoft Word – for screen readers
 - Braille
 - Community languages
 - Audio

If you or someone you know requires the Scheme in any of these formats, please contact us using the details below.

8.4 Contact details

- 8.4.1 If you have any queries regarding this Scheme, or would like further information on how SPT is tackling gender inequality and promoting gender equality, please contact us using the details below:

By mail:

Policy and Strategy, SPT, Consort House, 12 West George Street, Glasgow, G2 1HN

By email: equality@spt.co.uk

By phone: 0141 333 3219