



Strathclyde Partnership for Transport  
Advancing Equality Progress Report 2013-15



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## 1. Introduction

In 2013 SPT produced [Advancing Equality](#), a report setting out how SPT meets the public sector legislation (“the Equality Duties”) as set out in the Equality Act 2010. Specifically this reported how SPT was progressing the advancement of equality, elimination of discrimination and the promotion of good relations.

As a listed public authority, SPT must comply with The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 (referred to hereafter as “the Specific Duties”). This statutory instrument sets out specific obligations which demonstrate commitment to the “Equality Duties”, including reporting obligations.

This report demonstrates progress made between April 2013 and April 2015 regarding the advancement of equality, elimination of discrimination and promotion of good relations with particular reference to the reporting requirements set out the Specific Duties, namely:

- Mainstreaming the “Equality Duties”;
- Meeting SPT’s equality outcomes ;
- Gather and use employee information, including how this has enabled SPT to better perform the “Equality Duties”; and
- Publishing gender pay gap information.

SPT’s equality outcomes are as follows:

**Outcome 1:** SPT understands and responds to the needs of communities, passengers and staff

**Outcome 2:** SPT’s passengers and staff feel safe

**Outcome 3:** SPT advances equality through working with partners

**Outcome 4:** SPT is a fair, flexible and supportive employer

Further detail can be found in SPT’s [“Advancing Equalities”](#) report.

### 1.1 Background

Strathclyde Partnership for Transport (SPT) is the Regional Transport Partnership<sup>1</sup> for the west of Scotland and a partnership of twelve councils: 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.

The SPT area is home to 2.2 million people (41% of Scotland’s total), covering 7000 square kilometres, and with a population density of 315 people per square kilometre.

SPT delivers transport solutions across the Strathclyde area and has a number of planning and operational responsibilities that deliver significant

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<sup>1</sup> See <http://www.spt.co.uk/corporate/about/> for further information

benefits to residents and business in the west of Scotland. SPT works with its constituent councils and other key stakeholders to develop aspects of the regional transport network including bus, rail, road, walking and cycling infrastructure as well as taking forward initiatives to enhance the passengers experience such as smartcard ticketing and information provision. SPT also:

- Works with its constituent councils, Transport Scotland, transport operators and the travelling public to plan the regional transport network;
- Supports socially necessary bus services;
- Operates the Subway;
- Delivers school transport;
- Provides Demand Responsive Transport; and
- Acts as the Secretariat for the Strathclyde Concessionary Travel Scheme.

Full details on SPT's roles, responsible policies and governance arrangements can be found in SPT's [Annual Report 2013/14](#).

## 2. Mainstreaming Equality

Mainstreaming equality is about the systematic integration of equality and diversity principles, strategies and practices into the everyday work of SPT. SPT is committed to mainstreaming and has made considerable progress in embedding equality and diversity into its culture. This leads to a better understanding of the needs of staff and service users, and enables SPT to meet the Equality Duty through the advancement of equality and the tackling of discrimination.

### 2.1 Mainstreaming and delivering services

The Regional Transport Strategy (RTS) objectives demonstrate SPT's focus on mainstreaming equality, particularly the objective of "Access for All", where SPT works with partners to promote and facilitate access that recognises the transport requirements of all people including those who share protected characteristics. In addition a number of the key work streams emanating from the RTS focus on promoting equality, improving travel information and improving socially necessary public transport. Many of SPT's core activities actively advance equality, while the way in which SPT undertakes its functions can be seen to tackle discrimination.

SPT acts to promote the needs of all its customers and staff including those with protected characteristics. The nature of the services we deliver and the practices we undertake inevitably has a strong focus on connecting people with daily services. SPT's services by their very nature improve the journey experience for those people with reduced mobility or for whom accessing everyday services and facilities is challenging.

In terms of SPT's external profile and its relationship with service users and stakeholders, we work to ensure that services cater for the needs of all passengers. A range of methods are used to ensure that information about journey planning is accessible and caters to the needs of all service users. SPT's website has been redesigned taking into account good practice in web design to ensure high levels of accessibility. Additional accessible documentation is also available on request. Blind or partially sighted people can find detailed instructions for navigating each station at [Describe Online](#). Ticket offices have amplification equipment for passengers with hearing impairments.

All customer facing staff are regularly trained in how to assist passengers who have additional needs. Staff are happy to assist passengers when required and evidence gathered in developing the Equality Outcomes reflected that SPT staff are confident and well equipped in assisting passengers with a range of needs, including passengers with prams, passengers with limited mobility, and passengers who do not speak English as a first language. The substantial majority of passengers interviewed in a recent Subway Passenger Survey to measure passenger satisfaction across a variety of issues concluded that almost all passengers were either very or fairly satisfied with customer service. No significant differences were identified in satisfaction levels between older passengers or passengers who had a disability or physical impairment (self-evaluation) and the survey sample as a whole.

Within the Subway, staff are happy to help passengers if it is safe to do so and will call ahead to destination or interchange stations to arrange for a colleague to provide further assistance. All trains have clearly marked priority seating and all trains have voice announcements. Tactile surfaces have been installed on platforms and stairs as part of the refurbishment of the stations. Tactile maps have been installed at Hillhead and St Enoch Subway stations showing the layout of the station and the surrounding area. The opportunity is being considered to install similar maps in other Subway stations where space allows.

SPT is currently undertaking a major refurbishment of the Subway network which will include new trains, lifts installed at St Enoch and Govan stations and the refurbishment of all Subway stations. A number of stations have been refurbished. Improvements include double height rails, which are non-reflective and designed not to be 'cold to touch'; lighting improvements to create a brighter environment which is consistent throughout routes used by passengers; the use of colour and lighting to guide passengers from the front entrance to the platform entrance via ticket machines and ticket offices; and branding and signage have been reviewed to legibility, interpretation and way finding. In addition within the newly refurbished station buildings, there are no height irregularities except for the tactile surface indicators; the floor surface is slip resistant and obstacle free, with no single steps which are considered likely to cause a trip hazard. Fire alarms are fitted with flashing beacons in public areas in order to alert people who are deaf or hard of hearing that there is an alarm. To assist blind and partially sighted customers when using stairs, a colour contrast is in place on each step with tactile strips at the top and bottom of each flight

SPT also operates Buchanan, East Kilbride, Greenock and Hamilton bus stations and provides travel centres within each of these. All areas of the bus stations and travel centres within stations are wheelchair accessible. In addition, contrasting and tactile paving helps to guide visually impaired travellers around the Buchanan, Greenock and East Kilbride bus stations. Within Buchanan and East Kilbride bus stations the REACT audio way finding system provides an alert to direct the traveller to key locations. In addition talking signs are in place in Buchanan, Greenock, East Kilbride and Hamilton bus stations which identify the stance number and give information on the next departure from the stance. All service and departure information and instructions are displayed in large print on screen and in an audio format. In addition, bus station and travel centre staff are aware from equality training of the need to ensure clear space at all entrances and exits, and actively monitor the use of space.

Another piece of technology in use at Buchanan bus station, the Terminal for the Visually Impaired (TVI) system, gives on-screen and audio access to timetable and stance information. Four large Braille style coded buttons are used to guide passengers through the system and the information is provided in both an audio and large text format to ensure easy reading.

A further range of measures ensures that SPT bus stations cater to the needs of service users. Baby changing facilities are available in the male and female toilets at Buchanan bus station, there is seating for people with

limited mobility, and refreshments which cater for people with a variety of religious beliefs.

The travel centres at Buchanan and Hamilton bus stations have dropped counters and induction loops to assist disabled travellers and accessible toilets are also available at Buchanan, Hamilton and East Kilbride bus stations.

Hamilton and Greenock bus stations and travel centres have recently been redeveloped, providing improvements in safety, security and accessibility. The facilities at Buchanan and East Kilbride are older, however improvements have been undertaken to improve safety, security and accessibility. These include:

- New dropped counters to assist customers using wheelchairs
- Induction loops to assist travellers with hearing problems
- Painted yellow kerbs at all stances to illustrate boarding points
- Glazed panels which have been marked to define walkways
- Seating with armrests to help people with mobility problems
- Lighting levels specifically set to minimise reflections, glare and shadows but improved to create a safer more secure environment
- Contrasting paving installed to provide a line of sight and assist way-finding
- Level access provided wherever possible with plenty of space to allow people with wheelchairs room to manoeuvre
- Paper based information displayed at a suitable height for people in wheelchairs
- The turnstiles at the Buchanan bus station toilet entrance have been replaced to allow easier access.

SPT also operates and supports the delivery of a variety of socially necessary bus services across the region including supported bus services, MyBus demand responsive transport, school transport and supports community transport. These services, taken together, fill gaps within the commercial bus network, including evening and weekend services and rural routes; provide direct 'door to door' services for older people, disabled and other passengers; transports children between home and school; and support locally-identified transport needs including travel to supermarkets, healthcare facilities, local employers and social events. These services directly support more vulnerable members of our communities.

SPT's MyBus service is a bookable bus service taking people directly from their home to their destination. MyBus can be used for shopping, visiting friends, attending local clubs, healthcare appointments, hospital visits and much more. MyBus also serves rural parts of the west of Scotland that are not served by regular public transport services. Bookings for journeys on these services are processed within SPT's dedicated telephone contact centre, using bespoke scheduling which optimises resources. Bookings can be made by phone, by going online or by text message. In addition, a

Minicom facility is available which enables customers to type bookings, and send these by telephone.

In recent years, SPT has invested in the quality of its vehicle fleet in operation on supported bus services, including the purchasing of over 100 adaptable buses which not only offer full low floor accessibility but also have the facility to remove seating to increase the number of wheelchairs which can be carried. Additional vehicles have been introduced in the East Kilbride, Greater Glasgow, Hamilton, Inverclyde and Monklands areas due to growing demand for services. Operational control has been improved with the fitting of Mobile Data Terminals on all services, which provide the contact centre with real-time information on vehicle location and scheduling. The contact centre uses information from this system to provide updated information to customers on the expected arrival time of the bus.

In late 2013, SPT also launched a smartcard system on the Subway. In development of the smartcard, SPT liaised with various equality groups regarding such issues as the ticket barriers and ticket vending machines. The information gained from the sessions with equalities groups was very useful and led to direct improvements in our plans for smartcard ticketing infrastructure.

In addition to delivering projects which directly affect customers, SPT works with a range of partners to improve passengers' experience of public transport across the west of Scotland through the delivery of projects such as, improved transport facilities at hospitals and expansion of real time bus information and on-going engagement on key transport issues. SPT also grant fund projects undertaken by its constituent councils. As part of the grant fund process SPT requires all such projects ensure equality is integral to delivery. Projects delivered by SPT's partners include: Fastlink bus rapid transit to the new South Glasgow University Hospital; bus infrastructure improvements; park and ride car parks; roads' infrastructure and investment in walking and cycling routes.

## **2.2 Mainstreaming as an employer**

SPT embeds equality into our relationship with staff by recognising the right of all employees to be treated fairly and considerately in an employment framework that demonstrates commitment to equality and fairness for all. The recruitment processes, terms and conditions of employment and training and development opportunities reflect this commitment to mainstreaming.

SPT's equality policy was updated in 2013, following consultation with staff representatives and approved by the organisations Personnel Committee.

Equality and diversity is a fundamental principle in all HR policies and procedures, which are effectively promoted throughout the organisation. The fairness and effectiveness of these equality policies is assessed through workforce monitoring.

SPT operates a fair and objective recruitment and selection system, which places emphasis on individual skills, abilities and experience. Selection

criteria are reviewed regularly to ensure that it is justifiable and essential for effective performance of the role. Staff involved in this process receive training which makes them aware of the potential for bias in recruitment and selection, and how to apply good and fair practice. We ensure that advertising of posts reaches a wide and diverse audience through placement of opportunities online. The recruitment and selection process is monitored through the use of questionnaires.

The same ethos is applied for staff restructuring exercises and all staff affected are fully consulted on proposals.

Staff are supported to develop the skills and abilities they require to carry out their current and any likely future role. Through a combination of training and awareness raising, staff have a sound understanding of equality and diversity, and managers have effective skills in managing diversity so that they can achieve the best performance and improve the overall performance of SPT.

SPT issues regular newsletters from its employee assistance scheme which often includes articles about equality and diversity and dignity at work alongside general advice covering a range of issues.

### 3. Equality Outcomes

#### 3.1 Progress update

Under the equality regulations “equality outcome” means a result that the listed authority aims to achieve in order to further one or more of the needs mentioned in section 149(1) of the Act<sup>2</sup>. SPT’s equality outcomes and the progress made to achieve these are set out below.

<b>Outcome 1</b>	<b>SPT understands and responds to the needs of communities, passengers and staff</b>
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To address this outcome, SPT has:

- Invested further in bus boarders (raised kerbs at bus stops to enable level access onto buses for passengers) and improved bus shelters including many with lighting;
- Invested further in real time information at bus stops;
- Invested in low-floor, wheelchair-accessible buses including a £1.5m investment to provide a fleet of new buses to serve the island of Arran.
- Continued to work with bus operators to reinforce the need to ensure that driver training includes ensuring passengers, particularly those passengers with a disability, older passengers or people accompanying children, can safely board, get seated and alight from buses.
- Established “Talking Bus” pilots on SPT supported services in East Kilbride and Kirkintilloch which provide regular audio–visual journey information for users, including people who are blind or partially sighted, This includes information on stops as they approach, when stops are reached as well as regular reminder announcements detailing the bus service number and destination. In future, all new buses purchased by SPT will come fitted with the audio-visual equipment already installed.
- SPT, in partnership with South Lanarkshire Council, has signed up to Alzheimer Scotland’s Dementia Friendly Communities initiative. As part of this, SPT staff at East Kilbride and Hamilton Bus Station will undertake dementia awareness sessions.
- Undertaken Equality Impact Assessments, including for Subway modernisation and Fastlink
- Implemented a revised complaints procedure to ensure it is responsive to public concerns.
- Introduced “Equality” in the “Consequences” section of all Committee Reports to help ensure equality implications have been considered in the organisations decision making process.

<sup>2</sup> public authority must, in the exercise of its functions, have due regard to the need to— .

(a)eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act; .

(b)advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; .

(c)foster good relations between persons who share a relevant protected characteristic and persons who do not share it. .

- Actively engaged on equality issues with service users, representatives of equality groups and staff, documenting where appropriate.
- Conducted passenger surveys on bus<sup>3</sup> and Subway to measure passenger satisfaction across a variety of issues including safety and security, travel information, physical accessibility and affordability and to identify any differences in satisfaction levels between demographic groups. There were few differences between groups, but older passengers had slightly lower levels of satisfaction with physical accessibility issues and Subway passengers who had a disability or physical impairment (self-evaluation) had moderately lower satisfaction levels with physical accessibility issues. The results will be tracked over time to measure any changes during and following completion of Subway Modernisation works.

In addition a new European Directive requires all bus drivers to have a valid Driver Certificate of Professional Competence (Driver CPC) before they can drive a passenger-carrying vehicle (PCV) for a living. This involves driver training and assessment and requires drivers to satisfactorily complete a range of training modules. Helping ensure passengers get on and off the vehicle safely is a requirement of this training and professional bus or coach drivers are required to complete 35 hours of periodic training every five years to maintain and enhance the standard of their driving.

<b>Outcome 2</b>	<b>SPT's passengers and staff feel safe</b>
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To address this outcome, SPT has:

- Continued to invest in improved lighting at its Subway and bus stations, including those stations revamped during Subway modernisation. The modernised stations at Hillhead, Kelvinhall, Partick and Ibrox all have improved design, wayfinding and lighting to ensure a welcoming, safe, ordered and calm environment. Modernisation is progressing with St Enoch Station substantially complete and work about to begin at Buchanan Street and Govan stations. Over the next few years all fifteen stations on the network will be completed to the same standards.
- Worked with South Lanarkshire and Inverclyde Councils, to invest in modernised bus facilities at Hamilton, East Kilbride, Gourrock and Port Glasgow which incorporate improved safety, lighting and passenger information.
- Reviewed its staff procedures for reporting incidents of verbal assault and reinforced to staff the importance of reporting such incidents.
- Conducted bus and Subway passenger surveys to identify any issues with safety and security at bus stops, Subway stations, on board buses

<sup>3</sup> Bus surveys were undertaken as part of the monitoring of the Glasgow and Paisley statutory Quality Partnerships (sQPs). Information on sQPs can be found at <http://www.gov.scot/Resource/Doc/277937/0083501.pdf>. The majority of bus services are operated commercially and SPT has no direct influence over these. However, sQPs promote partnership working between the public and private sectors and drive improved bus standards backed by statute,

or on board Subway trains. The surveys found high levels of satisfaction for bus and Subway passengers with safety and security. SPT will include specific questions about safety and security during the evening/night time in future surveys.

<b>Outcome 3</b>	<b>SPT advances equality through working with partners</b>
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To address this outcome, SPT has:

- Worked with local councils and bus operators to improve the public's perception of bus services. There are now three Statutory Quality Partnerships in the SPT area, which deliver improved bus corridors with modern buses and infrastructure enhancements, improving the quality and accessibility of services on these corridors.
- Worked with engineering students from Glasgow University, as part of their design module through Glasgow School of Art. Students developed projects to improve accessibility across the public transport network. This approach builds understanding of the needs of people with a disability when designing new infrastructure.
- Engaged with The University of Strathclyde Civil Engineering "4 Real" series to run a workshop for 25 mainly third year students looking at improving accessibility to the Subway in line with the Equality Act. Workshops like this can help challenge and change the way the organisation thinks about and approaches projects and are a great way to inject fresh thinking.

<b>Outcome 4</b>	<b>SPT is a fair, flexible and supportive employer</b>
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Progress against this outcome is as follows:

- SPT has updated its flexible working policy to align with the latest legislation and good practice. This was communicated to staff to remind them of their right to apply for flexible working arrangements
- SPT has undertaken Mental Health Awareness sessions for managers
- SPT has published details of the equal pay gap and occupational segregation. At SPT there is no discrimination in terms of equal pay for work of equal value. However, there remains a pay gap principally resulting from the disproportionately high number of men working in engineering and maintenance roles which have traditionally been male dominated.
- SPT has continued to update its family friendly policies to ensure practices are in line with legislation and staff understand their rights in this regard.
- In terms of occupational segregation, there are proportionately more male than female staff. This may be in part attributable to the perception that jobs within the transport sector are "male" orientated

and that personal safety can be a factor in choosing jobs within the transport sector

- SPT continues to monitor and review these factors to establish if they are impacting on pay and reward systems within the organisation. Over time, through a combination of recruitment and retirement, the composition of SPT's workforce will change and the gender pay gap will reduce.

## **4. Equality and Our Staff**

### **4.1 Duty to publish gender pay gap information**

SPT has a duty to gather and use employee information and must take steps to gather information on:

- the composition of the authority's employees (if any); and
- the recruitment, development and retention of persons as employees of the authority, with respect to, in each year, the number and relevant protected characteristics of such persons.

SPT must use this information to better perform the equality duty. A report published by the listed authority in accordance with regulation 3 must include:

- an annual breakdown of information gathered by it in accordance with paragraph (1) which has not been published previously in such a report; and
- details of the progress that the authority has made in gathering and using that information to enable it to better perform the equality duty.

SPT must publish information on the percentage difference among its employees between men's average hourly pay (excluding overtime) and women's average hourly pay (excluding overtime). The information was first published April 2013 and is reviewed every 2 years.

### **4.2 Gathering and using employee information**

SPT currently employs 556 people as at 31 March 2015. This is a reduction of 2 employees from our previous report (2013). In November 2012, a large exercise was carried out to gather equality monitoring data from our existing workforce. This was a voluntary exercise and although staff were not compelled to disclose this information, 73% chose to do so. In an effort to ensure increase our response rate, we now ask new employees and job applicants to complete an equality monitoring form. An E-recruitment system is being considered which will be designed to increase response rates further. Our aim is to complete a full review our Equality and Diversity data by 2017.

### **4.3 Summary analysis for each relevant protected characteristic**

#### **4.3.1 Age**

At SPT those within the 35-44 and 45-54 age groups represent 63% of the total workforce compared to 65% in our 2013 report. These statistics are not unexpected as historically SPT has an older workforce population and turnover has remained low. In terms of recruitment 59% of the 39 newly appointed staff in 2014/15 are aged between 20-34, a slight increase compared to 54% in our 2013 report.

The age profile of staff at SPT remains in line with our 2013 findings, with a small increase in the youngest age group showing a total of 4% (n = 22) compared to 3% (n = 14) in our previous report. It is noted that 31% (n =

12) of appointments in 2014/2015 were from the lowest age group (age 20-24).

We now monitor Corporate Learning and Development data and this demonstrates that age is not a barrier to access to training opportunity, with training delivery broadly proportionate to SPT staff profile.

#### **4.3.2 Disability**

We are aware of the perceived stigma of disclosing a disability as there can be a perception that disclosure may detrimentally affect prospects of success or career progression. In order to help us understand the support needs of our staff, we asked if they have an impairment, health condition or learning difficulties that may be covered under the Equality Act 2010.

Overall 9% of existing staff have declared that they have an impairment which may be covered under the Equality Act 2010 compared to 10% in our 2013 report. We also found that 10% (n=4) of staff who left during 2014/2015 indicated they had an impairment, health condition and/or learning difference compared to 3% (n=2) staff members in our 2013 report. We will continue to monitor this to understand this trend and will take proactive steps if necessary. In terms of development, the number of people appointed to promoted posts is proportionate to the percentage of existing staff who have declared impairment.

#### **4.3.3 Gender Reassignment**

None of our existing staff have declared that they have undergone or intend to undergo gender reassignment. Whilst we ask for this information at recruitment, no applicants in 2014/2015 declared that they were transgender. We will continue to request information regarding this protected characteristic and will monitor this data annually.

#### **4.3.4 Pregnancy and Maternity**

5 members of staff took maternity leave in 2014/2015. All returned to employment at SPT following maternity leave. 40% of these staff returned to work on a part-time, flexible basis. No information regarding pregnancy or maternity was received through the recruitment process.

#### **4.3.5 Race**

Overall 1.9% (n = 11) of staff who elected to disclose their ethnicity stated they were from a BME group (Black/Minority/Ethnic) which is broadly in line with our findings in our 2013 report (2% = 13). This can be compared with the Scottish Government national figure of 4%<sup>4</sup>. We report that of the 39 new starts only 1 (3%) was from the BME group. This figure is lower than the 5% recorded in 2013 but reflects a reduction of only 1 person. We will continue to monitor this closely and will consider how to attract a more diverse pool of applicants. The provision of corporate training to the BME group is proportionate (2% of staff are BME receiving 2% of all corporate training).

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<sup>4</sup> <http://www.gov.scot/Topics/People/Equality/Equalities/DataGrid/Disability/DisabPopMig>

#### 4.3.6 Religion or Belief

The data shows a broad range of beliefs amongst staff. Christianity remains the most represented religion with 42% of staff declaring that they are Church of Scotland, Roman Catholic or Other Christian compared to 39% in our 2013 report. 1% of staff declared that they are Sikh, Muslim or Hindu compared to 2% in our 2013 report. For over 36% of staff, religion or belief remains undefined making comparisons more difficult. Our data is broadly in line with Scotland's national profile with the most represented religion being Christianity of 54%, and 2% as Sikh, Muslim or Hindu<sup>5</sup>.

#### 4.3.7 Sex

In SPT our male to female ratio is 60:40 which is more balanced for the sector in comparison with Scottish Government statistics for the Transport, Storage and Communication Industry at 76% males<sup>6</sup>. There is generally a good balance of male/females across all corporate job grades. Although it is evident that there are significantly higher number of females in the lower job grade A and under representation at senior levels i.e. grades F, G, COFF. It is also evident that there are significantly more males undertaking technical roles. This is a reflection of the national occupational segregation with more females occupying roles within administrative, health, social work and education, while men are the majority of employees in construction, transport, manufacturing, machine operatives and skilled trades.<sup>7</sup> We will continue to monitor this trend and take appropriate action.

#### 4.3.8 Sexual Orientation

In the last two years, more staff declared their sexual orientation. In 2014/2015, 67% of our staff identified themselves as heterosexual (up from 62% in 2013) and 2% (n = 10) of staff disclosed that they are LGBT (no overall change). The remaining 31% did not respond or preferred not to disclose. Scottish Government statistics at December 2013 indicate that the number of people who self-identified as LGBT in Scotland was 1.3% - comparable to the figure for the United Kingdom (1.6%)<sup>8</sup>.

Of the 39 new starts in 2014/2015, 5% (n = 2) declared they were LGBT. Although this is lower than the 7% (n = 3) report in 2013, it is in line with the general population. We will continue to monitor this trend and take appropriate corrective action if required.

### 4.4 Gender Pay Gap information

The gender pay gap is 12.4% which indicates a small increase from 2013 figure at 12.34%. This gap is based on the percentage difference between men's average hourly basic pay on a full time equivalent basis and women's. Overtime and other allowances have been excluded from this calculation. The gap was calculated in March 2015 on the basis of 40% female and 60% male.

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<sup>5</sup> <http://www.gov.scot/Topics/People/Equality/Equalities/DataGrid/Religion/RelPopMig>

<sup>7</sup> <http://www.gov.scot/Publications/2013/04/8765/5>

<sup>8</sup> <http://www.gov.scot/Topics/People/Equality/Equalities/DataGrid/SexualOrientation/SOrientPopMig>

The SPT gender pay gap of 12.34% can be compared with the provisional results of the Annual Survey of Hours and Earnings (ASHE) 2013 where the equivalent gender pay gap in Scotland is 17.0%.<sup>9</sup>

While the SPT gender pay gaps compares well with the national pay gap, SPT is conscious of the factors that can contribute to disparity of pay. These can include occupational segregation, lack of flexible working and discrimination in pay systems, historical or cultural reasons or because women are more likely to take time out from their careers to care for children or relatives.

At SPT there is no discrimination in terms of equal pay for work of equal value. However, there remains a pay gap principally resulting from the disproportionately high number of men working in engineering and maintenance roles which have traditionally been male dominated. This is not surprising in an organisation with a strong operational and project delivery focus and where the age profile in these roles is towards more mature staff.

In terms of occupational segregation, it is noted that there are proportionately more male than female staff. This may be in part attributable to the perception that jobs within the transport sector are “male” orientated due to being technical, involving physical activity or working outside. There is also evidence that personal safety can be a factor in choosing occupations, and jobs within the transport sector can be perceived to have a higher factor of danger.

SPT has reviewed these factors to establish if they are impacting on pay and reward systems within the organisation. Over time, through a combination of recruitment and retirement, the composition of SPT’s workforce will change and the gender pay gap will reduce.

Engagement with staff demonstrated that SPT is providing a flexible working culture. There are a range of policies which enable staff with family responsibilities to work flexibly. Some staff suggested that there could be greater awareness of eligibility for flexible working, and a new policy was updated in 2014 to reflect current legislation which was communicated to both staff and Trade Unions.

#### **4.5 Living Wage**

Section 4.4 above outlines SPT’s position with regard to the gender pay gap, including the historic rationale for this, and is clear that there is no discrimination in terms of equal pay for equal value. At SPT the average hourly rate for male staff is £15.32 and for females its £13.42. Both average hourly rates are above the living wage rate of £7.45 and National Minimum Wage rate of £6.50 (2014/2015) which has been applied to this analysis. We continue to offer salary and benefits packages above the national average.<sup>10</sup>

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<sup>9</sup> <http://www.gov.scot/Resource/0044/00442340.pdf>

<sup>10</sup> <https://www.gov.uk/national-minimum-wage-rates>

