

# **GMPTE**

## **RACE EQUALITY SCHEME**

### **1. INTRODUCTION**

1.1 Section 71 of the Race Relations Act 1976 as amended, places duties on various public authorities to promote race equality.

1.2 The Race Relations Act 1976 (General Statutory Duty) Order 2001 has added to the list of public bodies which are required to comply with this general duty. GMPTE is listed as one of the bodies to which this duty applies.

1.3 The general duty means that in carrying out its functions, GMPTE must have due regard to the need:

- (a) to eliminate unlawful racial discrimination; and
- (b) to promote equality of opportunity and good relations between persons of different racial groups.

1.4 The Race Relations Act (Statutory Duties) Order 2001 imposes 2 specific duties on bodies specified in that Order. The first is to publish a Race Equality Scheme. This duty applies to GMPTE. This document is GMPTE's Race Equality Scheme and it will be developed further over the next three years.

1.5 The second duty is that GMPTE must conduct monitoring of its employees by reference to racial groups to which they belong. These duties are set out in further detail in section five.

1.6 This scheme sets out how GMPTE will meet both the general duty and the specific duties concerning a Race Equality Scheme and employment monitoring. This scheme sets out GMPTE's proposals for:

- assessing and consulting on the likely impact of its proposed policies on the promotion of race equality;
- monitoring its policies for any adverse effect on the promotion of race equality;
- publishing results of assessments and consultation;
- ensuring public access to information and services which it provides; and
- training staff in connection with the duties imposed by Section 71 (1) of the Race Relations Act and the Orders referred to above.

## **2. THE ROLE OF GMPTE**

Greater Manchester Passenger Transport Authority wants to develop a passenger transport network that will contribute to Greater Manchester by helping to secure economic regeneration, reduce social exclusion, protect the environment and develop safe, secure and sustainable communities. It has one key objective. In partnership with others and within the resources available:

***To provide the people of Greater Manchester with the best possible public transport network: integrated, accessible, and safe; high quality and which provides an attractive alternative to the private car.***

Stemming from this objective is a series of policies, which it is the responsibility of GMPTE to implement as the Authority's executive arm. These policies are reflected and articulated in a number of statutory documents:

- PTA Policy Plan
  - Local Transport Plan (in conjunction with the ten District Councils of Greater Manchester) including the Bus Strategy
  - Best Value Performance Plan
- In addition, the Authority has a number of duties placed upon it by legislation and regulation including the Transport Act 2000.

## **3. THE GENERAL DUTY AND HOW GMPTE PROPOSES TO COMPLY**

3.1 GMPTE will consider which of its functions are relevant to the general duty. In doing so, it will test proposed policies and activities when it publishes documents in order to show that it is not unlawfully discriminating on racial grounds. It will devise means to overcome such possibility.

3.2 As an employer, GMPTE will consider how its policies comply with the general duty and also the specific employment duty, details of which are set out in section five.

3.3 GMPTE will communicate and brief the details of the scheme to the organisation and how this affects them.

3.4 GMPTE will assess the obligations and requirements that it imposes on others to ensure that this is not in contravention of the general duty.

3.5 GMPTE's initial assessment of its functions/activities, which are relevant to the general duty, are set out below :-

Finance

Operator Reimbursement

Ticketing

Metrolink  
Facilities  
Bus Station Operation  
Passenger Information  
External Communications and Media Strategy  
Transport Planning  
Bus and Rail Services  
Monitoring  
Corporate Services  
Corporate Development

It will keep this list under continuous review.

3.6 GMPTE will set priorities for these functions, based on their importance or likely importance for race equality.

3.7 GMPTE will consider the impact of its functions and activities on other organisations and consider how these might be changed where necessary to meet the general duty and if so to make such changes. Such bodies include for example:

- Passenger Transport Authorities (PTA)
- Government (predominantly Department of Transport Local Government and the Regions)
- Passenger train operators
- Bus operators

3.8 Because of the nature of its public duties GMPTE will review means of measuring the effect of its functions and policies on different racial groups. However to the extent that it overlaps with other organisations it will seek to ensure that its functions are exercised consistently with the general duty.

3.9 GMPTE will assess the extent to which its functions and policies affect different racial groups, including availability of information in other languages.

#### **4. THE SPECIFIC DUTIES AND HOW GMPTE PROPOSES TO COMPLY**

4.1 GMPTE will comply with the specific duties imposed on it by the following:

- publishing this scheme; and
- publishing details of its employment duty – this is set out in the scheme and is part of it. See section five.

4.2 GMPTE will within a period of three years from the publication of this Race Equality Scheme and within each further period of three years, review the

assessment of its functions and policies which are relevant to the performance of the general duty under the Race Relations Act.

## **5. EMPLOYMENT DUTY**

5.1 In this section GMPTE sets out how it will comply with the monitoring of its workforce. GMPTE sets out here the arrangements it has in place for fulfilling the duty to undertake employee monitoring, which is referred to in section one. This includes monitoring employees by reference to racial groups to which they belong in terms of:

a) the numbers of staff in post and those applying for employment, training and promotion within different race groups; and

b) the numbers of staff from each group who:

- receive training
- benefit or suffer detriment as a result of our personal review scheme and its procedures
- are involved in grievance procedures
- are subject to disciplinary procedures
- cease employment with us.

As required by the legislation, GMPTE will also publish the results of this monitoring.

5.2 Human Resources will also be taking the opportunity to look at the personal information held and consider what it is that should be monitored and how this monitoring will take place.

### **5.3 Equality**

GMPTE's Equality Policy explains that we treat everyone equally with dignity, providing equality of opportunity for all, irrespective of sex, age, marital status, sexual orientation, race colour, nationality, national origin, ethnic origin, disability or religion.

### **5.4 Trades Unions**

GMPTE recognises the role of the trades unions UNISON and ACTSS, which represent the interests of members. The Joint Staff Committee comprising representatives of Management and staff provides a forum through which GMPTE is able to discuss issues that impact on employees.

## **6. ASSESSMENT AND CONSULTATION**

6.1 In publishing and consulting on its Race Equality Scheme, GMPTE will consider the extent to which copies should be available in other languages or formats.

6.2 GMPTE will establish means of consulting on its policies to ensure that they promote equality of opportunity and good race relations.

6.3 In developing these policies, GMPTE will consider all means of communicating them widely, to include representation of all racial groups.

6.4 GMPTE will ensure there is an equal opportunity for those being consulted to make representations. In considering representations, we will try to make sure that people from all ethnic backgrounds are properly consulted and that their views are taken into account when developing policy.

6.5 Internal communications will also be carried out, including the use of staff attitude surveys, training and development programmes, induction schemes, cascading from line managers, performance reviews and exit interviews.

6.6 External consultation will include surveys, questionnaires, regular meetings with bus, train and tram operating companies, partners, contractors, service users and potential users.

## **7 MONITORING**

GMPTE will consider the most appropriate means of monitoring its functions and policy in order to ensure that these do not have any adverse impact on the promotion of race equality.

## **8 PUBLISHING RESULTS**

8.1 GMPTE will consider the most appropriate means of publishing the results of its assessments and update this as the scheme is reviewed.

8.2 As required by the Act, GMPTE will publish the results of its employment monitoring annually. The use of the Intranet and Website will be considered.

## **9 ACCESS TO INFORMATION AND SERVICES**

9.1 In carrying out its functions, GMPTE will endeavour to ensure that access to information and services is provided widely, in order that it complies with the general duty.

9.2 In particular, it will consider how, through its interaction with operators, suppliers and other groups and organisations, it can ensure that equality of

opportunity and good relations between persons of different racial groups are promoted as part of delivering services.

## **10 TRAINING AND DEVELOPMENT**

10.1 GMPTE will consider its programme of internal training and induction in order to ensure that staff are aware of the duties imposed by the Race Relations Act.

10.2 It will consider how its current training and induction programme should be updated in order to take this into account.

10.3 In doing so, it will consider how best to train staff in the requirements of this scheme and that staff are engaged in further development of this scheme.

## Action Plan

This action plan supports the Race Equality Scheme and is regularly updated. If you require further details on any of actions please contact Muhammad Karim on 244 1250 or Bhupendra Mistry on 244 1269.

<b>Statutory Performance Indicators set by the Government</b>						
				2007-8	2008-9	2009-10
BV2a	Equality Standard for Local Government		Organisational Development	Part - Level 4	Level 4	Level 5
BV2b	The Duty to Promote		Organisational Development	84.2%	100%	100%
BV 11a	% of Women in senior management posts (top 5%)		Organisational Development	32.1%	35.7%	45.9%
BV11b	% of black and ethnic minorities in senior management posts (top 5%)		Organisational Development	10.7%	10.7%	14.3%
BV11c	Disabled GMPTE staff in top 5% earners		Organisational Development	3.6%	7.2%	7.2%
BV16a	Disabled GMPTE staff in workforce		Organisational Development	5.5%	6%	6.5%
BV16b	% of economically active disabled people in local population		Organisational Development	This is a contextual indicator – no targets are set		
BV17a	Black & minority ethnic staff in the PTE		Organisational Development	5.5%	5.5%	6.0%
BV17b	% of economically active Black and minority ethnic - in the local population		Organisational Development	This is a contextual indicator – no targets are set		
BVPP18	% bus fleet wheelchair		Service Delivery	63%	69%	75%

	accessible					
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