

TfL's Single Equality Scheme



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What we will cover today

- Legislative context, general and specific duties
- TfL context
- Service delivery and employment issues across equality groups
- Your views

The Equality Act 2010

The Equality Act 2010 (the Act) consolidates and replaces the previous discrimination legislation for England, Scotland and Wales and covers:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation



The General Duty

Section 149 of the Equality Act 2010 tells us public authorities subject to the general equality duty must have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act
- Advance equality of opportunity between people who share a protected characteristic and those who do not
- Foster good relations between people who share a protected characteristic and those who do not.

The specific duties

The specific duties were created by secondary legislation to support the general duty and require public sector bodies to:

- Publish information to demonstrate its compliance with the general equality duty
- Prepare and publish one or more objectives that it thinks it needs to achieve to further any of the aims of the general equality duty. The objectives must be specific and measurable

TfL's equality schemes to date

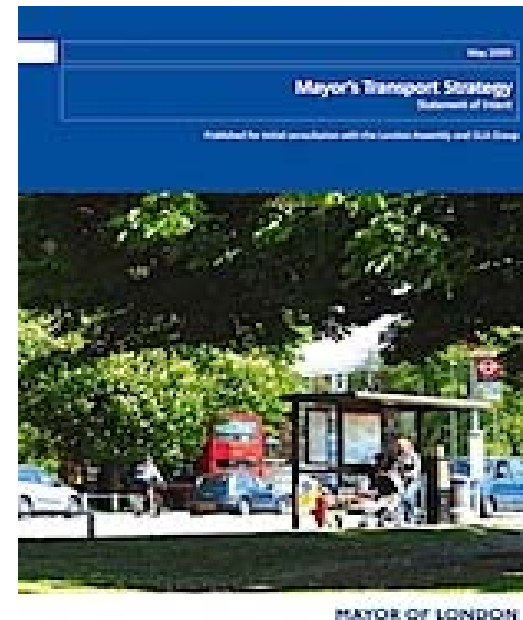
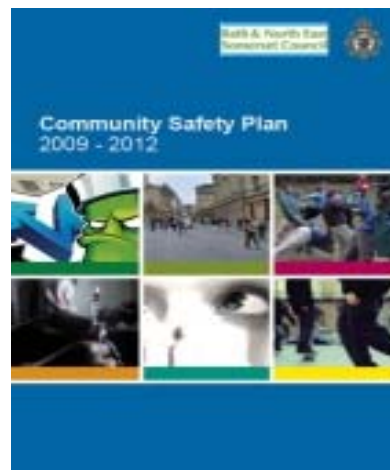
Prior to the Equality Act 2010, and in compliance with equality legislation, TfL has produced equality schemes covering :

- Gender
- Race
- Faith
- Sexual orientation
- Disability

In addition we have undertaken a range of research and consultation that seeks to understand the travel needs of London's diverse communities.

Providing transport services

- Mayor's Transport Strategy
- Accessibility Implementation Plan (AIP)
- Business plan
- Community safety plan
- Equality schemes



Key themes in the consultation document

Transport planning

Affordability

Safety & security

MTS – Accessibility Implementation Plan (AIP)

Procurement

Workforce diversity

Discussion – Your views

Next steps

