



Tay Road Bridge

TAY ROAD BRIDGE JOINT BOARD

Mainstreaming Equality Progress Report 2021-2023

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Approved for Issue:	Alan Hutchison
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1.0 **Introduction**

- 1.1 The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 places a specific duty on the Tay Road Bridge Joint Board to report and publish every two years on the progress made to achieve the equality outcomes identified in the Tay Road Bridge Mainstreaming Equality Report 2021 -2025 and published on the Tay Road Bridge Web site. This report provides a progress update as of 31 December 2023. This report must be read in conjunction with Tay Road Bridge Mainstreaming Equality Report 2021 -2025.
- 1.2 The progress made against the Tay Road Bridge Joint Board's Equality Outcomes 2021-2025 are set out in Appendix 1 of this report. An update of Employee Monitoring data for 2022 and 2023 is included at Appendix 2.

Tay Road Bridge Joint Board Equality Outcomes

**2021-2025
Progress Report as of 31 December 2023**

Appendix 2 Details of Employee Monitoring Data

Equality Outcomes 2021 - 2025

No.	Outcome	Actions	Target Date
1	Increase awareness of mental health issues throughout the Tay Road Bridge work force	<p>Roll out initiatives:</p> <p>Develop a mindfulness programme for employees.</p> <p>To continue to support the delivery of relaxation programmes to staff.</p> <p>Rollout Manager’s awareness training on mental health</p> <p>Mindfulness and stress management interactive presentations to staff have taken place every year since 2021 by different suppliers, with Dundee City Council Learning and Development team delivering a Mental Health and Wellbeing course in 2023. This is ongoing.</p>	All actions ongoing over period of plan

No.	Outcome	Actions	Target Date
2	Bridge information is accessible in suitable mediums for all groups	<p>Engage and consult with local communities to eliminate disadvantage</p> <p>Give consideration to designing a public questionnaire regarding the new website to gather information to check service delivery is effective to all groups as hoped and improve as required.</p> <p>The Bridge Manager considers that the website needs updating again to be better at sharing information. This is since the social media platform twitter (now X) removed the embedded facility that was prominent on our website. X is used to share up to date information about the reasons for restrictions, and any other news item deemed of interest, and the Bridge Manager considers that the website is no longer dynamic enough to do this effectively. DCC Communications team will be asked for input into any changes that might help improve information sharing and consultation processes that might be required.</p>	December 2025
3	Increase knowledge and understanding of staff about religion and belief in the workplace to demonstrate inclusivity.	<p>Consider formal training for managers and staff to raise awareness and understanding.</p> <p>To be progressed</p>	December 2025

No.	Outcome	Actions	Target Date
4	Increase awareness of hidden disabilities to Tay Road Bridge work force	<p>Consider formal training for managers and staff to raise awareness and understanding.</p> <p>To be progressed</p>	December 2025
5	Raise awareness and understanding regarding sexual orientation and gender reassignment	<p>Use flag poles fixed to the Tay Road Bridge Walkway to fly flags that demonstrate our commitment to supporting communities, e.g transgender flag, and explain the reasoning behind the flags on our social media pages and website</p> <p>Flags are flown on the Administration building as flag poles on the walkway are proving difficult to maintain. The new website will be designed to assist with explanation of flag significance.</p>	<p>Partially actioned.</p> <p>December 2025</p>
6	Increase awareness that the bridge walkway / Dundee is a safe crossing for commuting or social enjoyment.	<p>Deliver signage on the bridge walkway that is universally understood, and work with the third sector to help with initiatives that promote healthy living, both from physical and mental standpoints</p> <p>New signage has been delivered and is in place on the bridge's shared path. An inclusive NHS "Get Out Get Active" sports initiative was undertaken under the Tay Road Bridge on 28 August 2022. It is hoped that further events will take place.</p>	All actions ongoing over period of plan

Appendix 2 – Equalities Statistics 1 January to 31 December 2022

Please note for all tables:

The Equality and Human Rights Commission guidance states that sub-sets of less than 10 should not be published. The guidance also ensures compliance with the Data Protection Act. Sub-sets of less than 10 are reported as "" above.*

TRB Grades	Men	Women
3-6	16	*
7-9	*	*
10-12	*	*
Above 12	*	*
Totals	*	*

At 31 December 2022. On average men earned a higher hourly rate than women, with an average gender pay gap calculated at 3.36%. Therefore, for every pound a man earns, a woman earns 96.64 pence. Please note that all men and women are paid the same if they are on the same pay grade.

Table 2

Job Applicants and Existing Employees broken down by Age for 1 January to 31 December 2022

Age	Employees in post	Job Applications	Successful Applicants	Part Time - Employees	Full Time - Employees	Training & Development	Annual Employee Development Review	Employees Lodging Grievance	Employees Subject to Disciplinary Procedures	Leavers excl. Dismissals
Up to 20		*								
21 - 30		9								
31 - 40	*	12			*	*	*			
41 - 50	*	17			*	*	*			*
51 - 60	*	15	*		11	11	11			
61 - 70	11	1			*	*	*			
No Entry										

No Entry - Applicant/Employee chose not to answer this question

Please note that the Tay Road Bridge has had no “Dismissals” for the period 1 January to 31 December 2022

Table 3

Job Applicants and Existing Employees broken down by Disability for 1 January to 31 December 2022

	Employees in post	Job Applications	Successful Applicants	Part Time - Employees	Full Time - Employees	Training & Development	Annual Employee Development Review	Employees Lodging Grievance	Employees Subject to Disciplinary Procedures	Leavers excl. Dismissals
Age										
Yes	*	*			*	*	*			
Yes-No Entry										
Yes- Sensory Impairment										
Yes-Physical Impairment										
Yes-Longstanding Illness or Health Condition										
Yes- Mental Health Condition										
Yes-Other										
Yes-Learning Disability or Cognitive Impairment										
Yes-Prefer not to Answer										
No	19	54	*			19	19		*	*
Prefer Not to Answer		*								
No Entry (Chose not to answer)		*								

Table 4

Job Applicants and Existing Employees broken down by Race for 1 January to 31 December 2022

Race	Employees in post	Job Applications No information available on this metric	Successful Applicants	Part Time - Employees	Full Time - Employees	Training & Development	Annual Employee Development Review	Employees Lodging Grievance	Employees Subject to Disciplinary Procedures	Leavers excl. Dismissals
African-(Inc.Scottish/British)										
African-Other (Inc.Scottish/British)	*				*	*	*			
Asian-Bangladeshi (Inc.Scottish/British)										
Asian-Chinese (Inc.Scottish/British)										
Asian-Indian (Inc.Scottish/British)										
Asian-Other (Inc.Scottish/British)										
Asian-Pakistani (Inc.Scottish/British)	*									
Caribbean or Black - Black (Incl.Scottish/British)										
Caribbean or Black - Caribbean (Inc.Scottish/British)										
Caribbean or Black - Other (Inc.Scottish/British)										
Gypsy/Traveller										
Mixed or Multiple Ethnic Group										
No Entry										
Arab-Other (Inc.Scottish/British)										
Arab-Arab (Inc.Scottish/British)										
Other Ethnic Background										
Prefer Not to Answer										
White-Eastern European										
White-Irish										
White-Other British	*				*	*	*			*
White-Other White Ethnic Group										
White-Scottish	16				16	16	16			*

Table 5

Job Applicants and Existing Employees broken down by Gender for 1 January to 31 December 2022

Gender	Employees in post	Job Applications	Successful Applicants	Part Time - Employees	Full Time - Employees	Training & Development	Annual Employee Development Review	Employees Lodging Grievance	Employees Subject to Disciplinary Procedures	Leavers excl. Dismissals
Female	*				*	*	*			
Male	18	56	*		18	18	18			*
No Entry										
Other										
Prefer Not to Answer										

Table 6

**NOTE: NO INFORMATION AVAILABLE TO TRBJB ON THIS METRIC
 Job Applicants and Existing Employees broken down by Religion
 or Belief for 1 January to 31 December
 2022. Information about existing employees
 religion is not known.**

Religion or Belief	Employees in post	Job Applications	Successful Applicants	Part Time - Employees	Full Time - Employees	Training & Development	Annual Employee Development Review	Employees Lodging Grievance	Employees Subject to Disciplinary Procedures	Leavers excl. Dismissals
Buddhist										
Church of Scotland		8								
Hindu										
Jewish										
Muslim		1								
No Entry		1								
None		40								
Other Christian		1								
Other Religion or Belief										
Prefer Not to Answer										
Roman Catholic		3								
Sikh										

Table 7

**Job Applicants and Existing Employees broken down by Sexual Orientation
January to 31 December 2022**

Gender	Employees in post	Job Applications	Successful Applicants	Part Time - Employees	Full Time - Employees	Training & Development	Annual Employee Development Review	Employees Lodging Grievance	Employees Subject to Disciplinary Procedures	Leavers excl. Dismissals
Hetrosexual/Straight	20	54	*		20	20	20			*
Bi-sexual		*								
Gay										
Lesbian										
Prefer Not to Answer		*								

Table 8

NOTE:
Job Applicants and Existing Employees broken down by Marriage/Civil Partnership for 1 January to 31 December 2022.
No Information is known about applicants.

Mariage/Civil Partnership	Employees in post	Job Applications	Successful Applicants	Part Time - Employees	Full Time - Employees	Training & Development	Annual Employee Development Review	Employees Lodging Grievance	Employees Subject to Disciplinary Procedures	Leavers excl. Dismissals
Married/Civil Partnership	12				12	12	12			
Single										
Living with Partner	*				*	*	*			
Divorced/Separated	*				*	*	*			
Widowed										
Prefer Not to Answer										

Table 1 - Occupational Segregation by Grade 1 January to 31 December 2023		
TRB Grades	Men	Women
3-6	16	*
7-9	*	*
10-12	*	*
Above 12	*	*
Totals	*	*

At 31 December 2023. On average men earned a higher hourly rate than women, with an average gender pay gap calculated at 0.63%. Therefore, for every pound a man earns, a woman earns 99.37 pence. Please note that all men and women are paid the same if they are on the same pay grade.

Table 2 Job Applicants and Existing Employees broken down by Age for 1 January to 31 December 2023

Age	Employees in post	Job Applications	Successful Applicants	Part Time - Employees	Full Time - Employees	Training & Development	Annual Employee Development Review	Employees Lodging Grievance	Employees Subject to Disciplinary Procedures	Leavers excl. Dismissals
Up to 20										
21 - 30		18								
31 - 40	*	27			*	*	*			
41 - 50	*	17			*	*	*			*
51 - 60	*	21	*		12	12	12			*
61 - 70	11	3			*	*	*			
No Entry										

No Entry - Applicant/Employee chose not to answer this question

Please note that the Tay Road Bridge has had no “Dismissals” for the period 1 January to 31 December 2023

Table 3

Job Applicants and Existing Employees broken down by Disability for 1 January to 31 December 2023

	Employees in post	Job Applications	Successful Applicants	Part Time - Employees	Full Time - Employees	Training & Development	Annual Employee Development Review	Employees Lodging Grievance	Employees Subject to Disciplinary Procedures	Leavers excl. Dismissals
Age										
Yes	*	*			*	*	*			
Yes-No Entry										
Yes- Sensory Impairment										
Yes-Physical Impairment										
Yes-Longstanding Illness or Health Condition										
Yes- Mental Health Condition										
Yes-Other										
Yes-Learning Disability or Cognitive Impairment										
Yes-Prefer not to Answer										
No	19	54	*			19	19		*	*
Prefer Not to Answer		*								
No Entry (Chose not to answer)		*								

Table 4 Job Applicants and Existing Employees broken down by Race for 1 January to 31 December 2023

Race	Employees in post	Job Applications No information available on this metric	Successful Applicants	Part Time - Employees	Full Time - Employees	Training & Development	Annual Employee Development Review	Employees Lodging Grievance	Employees Subject to Disciplinary Procedures	Leavers excl. Dismissals
African-(Inc.Scottish/British)										
African-Other (Inc.Scottish/British)	*				*	*	*			
Asian-Bangladeshi (Inc.Scottish/British)										
Asian-Chinese (Inc.Scottish/British)										
Asian-Indian (Inc.Scottish/British)										
Asian-Other (Inc.Scottish/British)										
Asian-Pakistani (Inc.Scottish/British)	*									
Caribbean or Black - Black (Incl.Scottish/British)										
Caribbean or Black - Caribbean (Inc.Scottish/British)										
Caribbean or Black - Other (Inc.Scottish/British)										
Gypsy/Traveller										
Mixed or Multiple Ethnic Group										
No Entry										
Arab-Other (Inc.Scottish/British)										
Arab-Arab (Inc.Scottish/British)										
Other Ethnic Background										
Prefer Not to Answer										
White-Eastern European										
White-Irish										
White-Other British	*				*	*	*			*
White-Other White Ethnic Group										
White-Scottish	16				16	16	16			*

Table 5

Job Applicants and Existing Employees broken down by Gender for 1 January to 31 December 2023

Gender	Employees in post	Job Applications	Successful Applicants	Part Time - Employees	Full Time - Employees	Training & Development	Annual Employee Development Review	Employees Lodging Grievance	Employees Subject to Disciplinary Procedures	Leavers excl. Dismissals
Female	*	5			*	*	*			
Male	18	78	*		18	18	18			*
No Entry										
Other										
Prefer Not to Answer										

Table 6

**NOTE: NO INFORMATION AVAILABLE TO TRBJB ON THIS METRIC
 Job Applicants and Existing Employees broken down by Religion
 or Belief for 1 January to 31 December
 2023. Information about existing employees
 religion is not known.**

Religion or Belief	Employees in post	Job Applications	Successful Applicants	Part Time - Employees	Full Time - Employees	Training & Development	Annual Employee Development Review	Employees Lodging Grievance	Employees Subject to Disciplinary Procedures	Leavers excl. Dismissals
Buddhist										
Church of Scotland		13								
Hindu										
Jewish										
Muslim		1								
No Entry		4								
None		56								
Other Christian		3								
Other Religion or Belief										
Prefer Not to Answer										
Roman Catholic		6								
Sikh										

Table 7

**Job Applicants and Existing Employees broken down by Sexual Orientation
January to 31 December 2023**

	Employees in post	Job Applications	Successful Applicants	Part Time - Employees	Full Time - Employees	Training & Development	Annual Employee Development Review	Employees Lodging Grievance	Employees Subject to Disciplinary Procedures	Leavers excl. Dismissals
Gender										
Hetrosexual/Straight	20	78	*		20	20	20			*
Bi-sexual		*								
Gay		*								
Lesbian										
Prefer Not to Answer		*								

Table 8

NOTE:
Job Applicants and Existing Employees broken down by Marriage/Civil Partnership for 1 January to 31 December 2022.
No Information is known about applicants.

Mariage/Civil Partnership	Employees in post	Job Applications	Successful Applicants	Part Time - Employees	Full Time - Employees	Training & Development	Annual Employee Development Review	Employees Lodging Grievance	Employees Subject to Disciplinary Procedures	Leavers excl. Dismissals
Married/Civil Partnership	12				12	12	12			
Single										
Living with Partner	*				*	*	*			
Divorced/Separated	*				*	*	*			
Widowed										
Prefer Not to Answer										