

Nexus Equality Objectives



Background

Nexus is the trading name of Tyne and Wear Passenger Transport Executive. We are a statutory body corporate formed under provisions in the Transport Act 1968 (as amended). Passenger Transport Executives are listed bodies under Schedule 1 to the Equality Act 2010 (Specific Duties) Regulations 2011. Nexus must therefore prepare and publish one or more equality objective on or before 6th April 2012.

The Regulations were published in June 2011 and in the meantime Nexus has taken the opportunity to prepare and publish its Annual Equality and Diversity Report 2010/11 in September 2011. Doing so satisfied the specific duty for publication of equality information about employees and services. The other specific duty is for Nexus to prepare and publish one or more equality objective that the organisation considers it should seek to achieve in relation to the aims of the general equality duty.

Nexus intends that the publication of its equality objectives will start the process for preparation and production of its Annual Equality and Diversity Report for 2011/12 which will be published by 7th September 2012. This process, involving engagement with stakeholders, will be used as an opportunity to examine what we have achieved so far and our plans are for further improvement in regard to equality matters.

Nexus Equality Objectives:

Nexus has consulted on the preparation of its equality objectives and proposals for how they will be used.

The first objective is specific to Nexus as an employer of around 600 staff:

1. Nexus will seek to ensure the organisation is regarded as an employer of choice.

The second is specific to Nexus as a service provider:

2. Nexus will seek to ensure its services and facilities are as accessible as practicable.

Nexus equality objectives will be embedded in our corporate business planning processes and service delivery arrangements. Progress towards these objectives will be driven through targets and actions set during service improvement planning procedures. Performance will be monitored and reviewed through corporate performance reporting processes.

An assessment of achievement against these objectives will be set out in Nexus' Annual Equality and Diversity Report prepared through engagement with stakeholders. This engagement process will also be used to develop our proposals for future improvement planning with regard to equality matters.