



Strathclyde Partnership for Transport

Equality and Diversity Monitoring Report 2025

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1 Introduction

SPT remains committed to meeting its obligations under the Equality Act 2010 and subsequent Public Sector Equality Duties. SPT continues to work to identify improvements to how it gathers and analyses data from our workforce.

This is SPT's seventh Equality and Diversity Monitoring Report, with the last report issued in March 2023 reflecting data on 31 December 2022. In order to consistently assess progress and ensure compliance with SPT's governance, as well as external reporting requirements, this report is based upon data on 31 December 2024.

SPT regularly monitors the profile of our staff to meet our legal obligations and in line with good practice. Monitoring and analysis also inform our equality impact assessments.

Efforts to build a more comprehensive data set have continued. The Equality Monitoring survey undertaken in November 2024 achieved a response rate of 56%. Importantly, our staff chose to share their personal data against each of the protected characteristics which is testament to our efforts to increase staff confidence in how this data is used. This means that our analysis has fewer gaps where data is 'not known', notwithstanding the fact that some staff 'prefer not to say' which category applies to them, as is their prerogative.

2 Purpose of This Report

The purpose of this report is to provide evidence of progress against SPT's Equality Outcomes and to set out the results of employment monitoring over the year from 1 January to 31 December 2024.

The report focuses on the main protected characteristics of age, caring responsibilities, disability, gender reassignment, pregnancy and maternity, marriage and civil partnership, race, religion or belief, sex and sexual orientation.

3 Staff in Post

SPT had 486 employees (472 full time equivalents) as of 31 December 2024. This is an increase of 23 employees compared to our previous Equality and Diversity Monitoring report in 2023 when we had 463 employees.

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Annual Statistics for Protected Characteristics

4 Age

SPT’s overall staff profile in terms of age has remained static over the last few years. Staff within the 35-44 and 45-54 age groups represent 53% of the total workforce compared to 54% in our 2023 report, a reduction of 1% and staff within the 45-54 and 55+ age groups represent 54% of the total workforce compared to 56% in our 2023 report, a reduction of 2%.

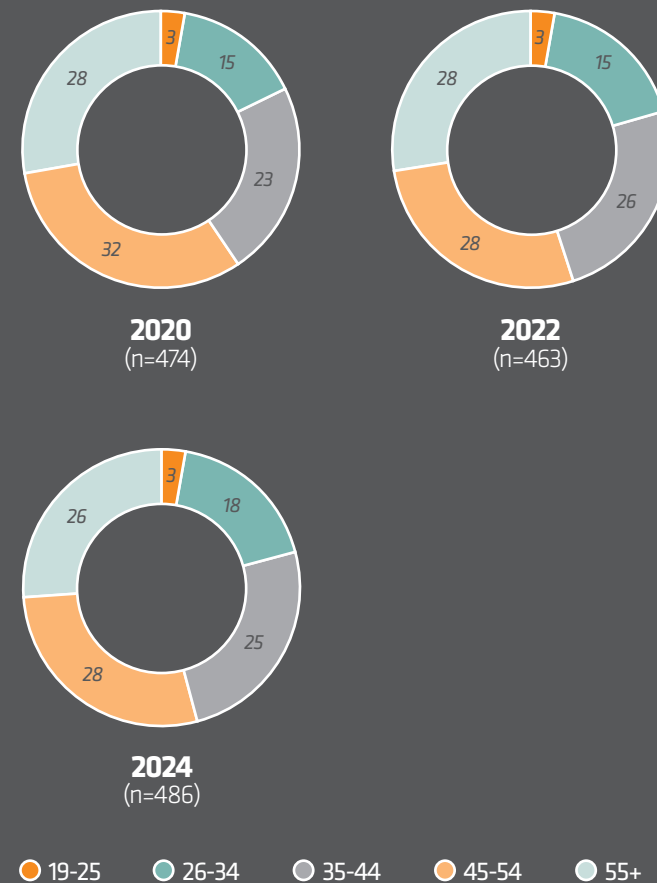
Figure 1 confirms that the overall ageing workforce profile has not changed significantly since our report in 2023; 26% of the workforce fall into the 55+ age group, 2% less than the 2023 report. SPT has revised the 20-25 age category to 19-25. This category remains the same at 3%. The 26-34 age group has increased by 3% to 18%. The 35-44 age group has decreased by 1%, the 45-54 age group has remained unchanged and the 55+ age group has increased by 2%.

UK government statistics show that there is an ageing workforce in the UK as a whole. This is due to a number of contributory factors including changes to state pension age, the removal of the compulsory retirement age, general societal pressures and the fact that people are living longer.

Employment statistics for workers aged 50 and over published by the Office for National Statistics in June 2023 show that the employment rate for workers over 50 has grown significantly in the past decades to 73.5%¹.

SPT is developing long term resource plans to ensure continuity in terms of skills and knowledge, within its operational teams in particular, as many staff approach traditional retirement age.

Figure 1 - Age profile by reporting year by %

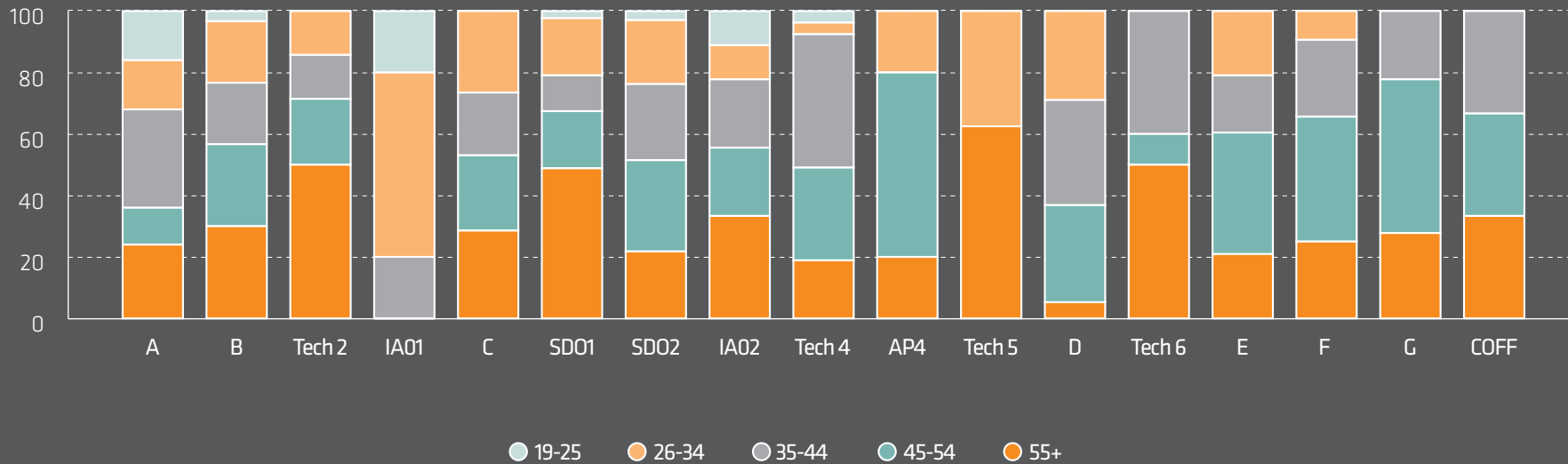


4.1. Age and Job Grade

Figure 2 shows that there have been significant changes since our report in 2023 in terms of our ageing workforce in specific roles. Within our Operations technical grade Tech 5 the proportion of staff in the age 55+ category has reduced from 63% to 29% and in our Permanent Way infrastructure grades, IA01 and IA02 the proportion of staff in the age 45 and over category has increased from 55% to 75%. Within our Chief Official grade COFF the proportion of staff in the age 45 and over has reduced from 100% to 66.66%.

The 19-25 age group is mainly represented in lower grades throughout SPT. SPT is similar to many organisations in the UK in that it typically seeks work experience in addition to qualifications and does not often recruit directly from education institutions.

Figure 2 - Age and job grade profile by %





4.2 New Starts

SPT appointed 49 employees to our workforce in the year to 31 December 2024. Most of our new starts (61%) (n=30) came from the 26-34 and 35-44 age groups. 12% of our new employees came from the youngest 19-25 age group (n=6).

In terms of contract type, 88% (n=43) of our new staff joined on a permanent, full-time basis. 5 were appointed on a temporary full-time basis.

The e-Recruitment system enables SPT to monitor candidate data closely and accurately. Young people are just as likely to be selected for roles in SPT as any other group based on objective criteria such as skills and experience. In the 2023 Report, this age group represented 10% of applications. The percentage of new starts in the 19-25 age group has remained static at 10% in 2024.

4.3 Leavers

Staff leave SPT for a number of reasons including career progression, alternative employment, retirement including early retirement, medical retirement and end of contract. 73 people left SPT during 2024, including 10 retirements (14% of all leavers). Of those who left, the proportion of leavers who resigned decreased from 69% in 2022 to 56% in 2024 whilst there has been an increase in the number of people leaving at the end of their fixed term contracts (from 1% to 3%).

In terms of age distribution, Table 1 shows that 30% of leavers were aged 55 and over, which is a slight decrease from our 2023 report which showed 34%. The 45-54 age group has increased in terms of leavers from 16% to 23%.

Table 1 - Leaver profile by age group by %

Age Category	Employees	%
19 - 25	4	6%
26 - 34	14	19%
35 - 44	16	22%
45 - 54	17	23%
55 - 64	19	26%
65 plus	3	4%

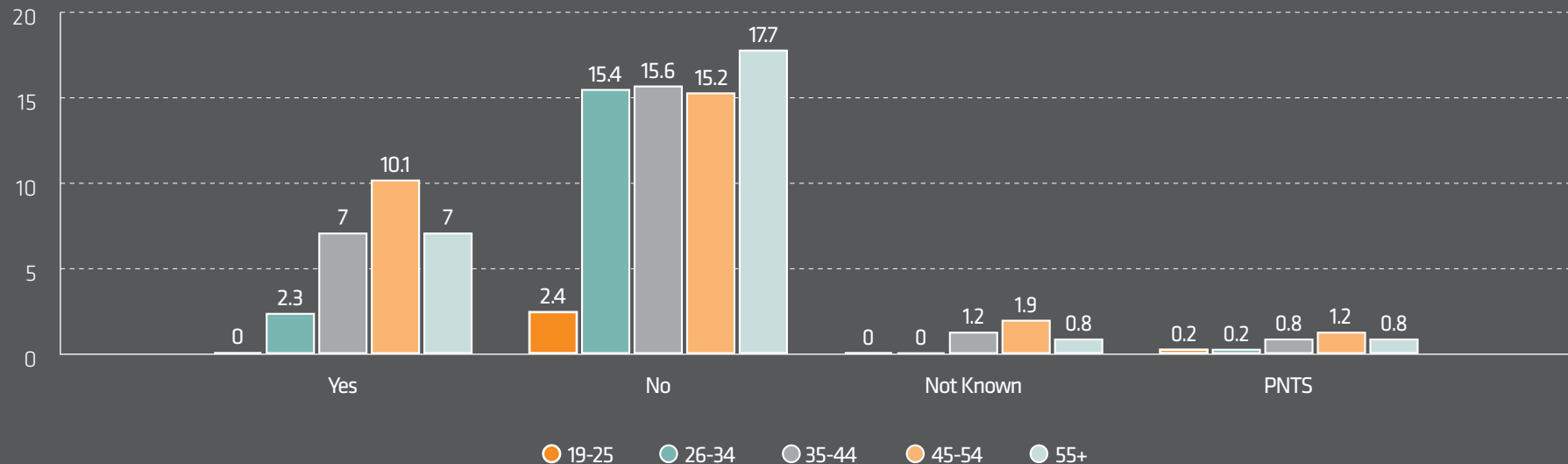
5 Caring Responsibilities

66% of staff (n=323) considered themselves not to have caring responsibilities. 26% (n=128) of employees confirmed that they had caring responsibilities, this has slightly decreased since our report in 2023 when it was at 29%. Of the 128 staff who considered themselves to have caring responsibilities 65% (n=83) of them were within the 35-44 and 45-54 age groups. There is a 4% gap in SPT's data set 'not known' and 3% opted to 'prefer not to say'. This shows a 4% reduction in the gap since our report in 2023. It is positive to note that a higher proportion of staff shared their personal data in this regard. Information gathered did not seek to distinguish between caring for elderly dependents, children, grandchildren or, for example, caring for a spouse or partner.

SPT has a range of family friendly policies designed to support staff with dependent care commitments, including a Flexible Working Policy whereby a member of staff can request a change to their working pattern. In 2024, 1.2% of the workforce (n=6) requested a change in their working pattern. 5 of these requests were subsequently approved. The gender split for approved requests was 60:40 female to male staff.

SPT has had temporary hybrid working arrangements, 5 days in the office out of 10 for office-based staff, in place since November 2021.

Figure 3 - Caring responsibilities by age group by %



6 Disability

6.1 Staff Profile

The proportion of people in the UK estimated to be disabled, as defined within the Equality Act 2010, varies from study to study. However, recent statistics from the 'Employment of disabled people 2023' published by the Department of Work and Pensions in October², suggest that around 25% of working adults are disabled. At SPT, the proportion of staff declaring that they fall within the definition of disability, which includes an impairment, health condition or learning difference, has remained at 12% at December 2024. The data is detailed in Figure 4.

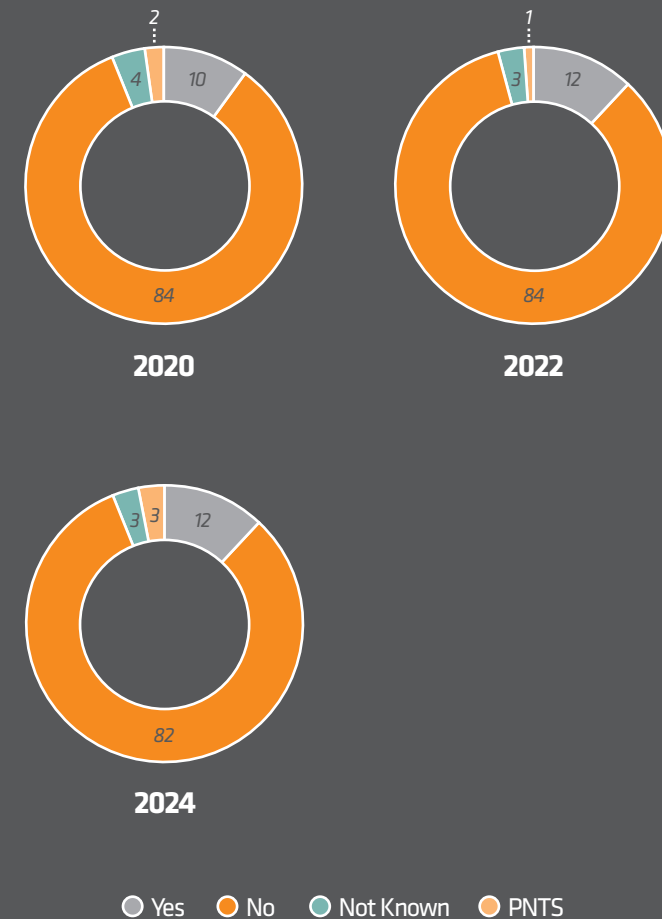
The 2023 report confirmed that 3% of the workforce chose 'not known' however, this has remained the same in 2024.

SPT has gathered further information regarding categories of disability from the updated data submitted in November 2024. In our 2023 Report 12% of staff confirmed that they had a disability. This figure has remained the same giving a total of 60 staff (12% of SPT's population).

Of the 38 staff who declared a disability in the recent survey, 37% (n=14) related to long standing illnesses e.g. cancer or diabetes. 16% (n=6) confirmed that they had a mental health condition. This applied to more men than women which is not in line with mental health statistics produced by the Mental Health Foundation in the UK which show that women are more likely than men to experience mental health problems³.

Statistics show that mental ill health (eg clinical depression or anxiety) continues to be the main cause of long-term absence in the workplace⁴. The Chartered Institute of Personnel and Development (CIPD) 'Health and Wellbeing at Work Survey Report September 2023' evidences that 76% of respondents confirmed that stress and mental ill health continue to be one of the main causes of short and long-term absence from work⁵.

Figure 4 - Disability profile by reporting year by %





SPT has well-established appropriate support measures for staff and managers. SPT has trained Mental Health First Aiders across the organisation to support staff experiencing difficult or challenging times and encourage more positive wellbeing amongst staff. SPT continues to review its approach to managing absence and supporting wellbeing, delivering training to line managers and staff on mental health, dementia awareness, men's health issues and women's mental health. SPT's focus is on early intervention where a mental health related absence is reported such as scheduling sickness absence review meetings within the first two weeks of absence and signposting employees to support services through PAM Assist our Employee Assistance Provider⁶. Feedback from users of this service remains positive.

6.2 New Starts and Leavers

Information gathered showed that 88% (n=43) of SPT new starts confirmed that they did not consider themselves to have a disability. The HR team actively monitor new start information from the equal opportunities monitoring forms completed and any occupational health review outcome information to ensure that any issues are addressed proactively with new employees with regards to adjustments and/or restrictions.

An analysis of leaver data throughout 2024 showed that the statistics are very similar to our previous report in 2022 with 84% of leavers indicating that they did not have a disability compared to 82% previously. 4% of staff did not provide the equality data. In terms of leavers who declared they had a disability; the figure was 12%.

7 Gender Reassignment

None of our staff have declared they have or intend to undergo gender reassignment. SPT will continue to seek information from all job applicants on this protected characteristic on a regular basis.

8 Marriage and Civil Partnership

48% of staff confirmed they are married with the proportion of staff confirming they are in a civil partnership increasing from 2% to 3%. 31% of staff confirmed they are single. 16% of staff confirmed they fall within other categories including divorced, widowed and other. 2% of staff preferred not to say.

9 Pregnancy and Maternity

5 staff took maternity leave in 2024. Two employees chose to reduce their working hours on their return. There are 2 employees on maternity leave at the time of compiling the report.



10 Race

10.1 Staff Profile

Figure 5 indicates that there has been limited change in SPT's race profile since our last report in 2023.

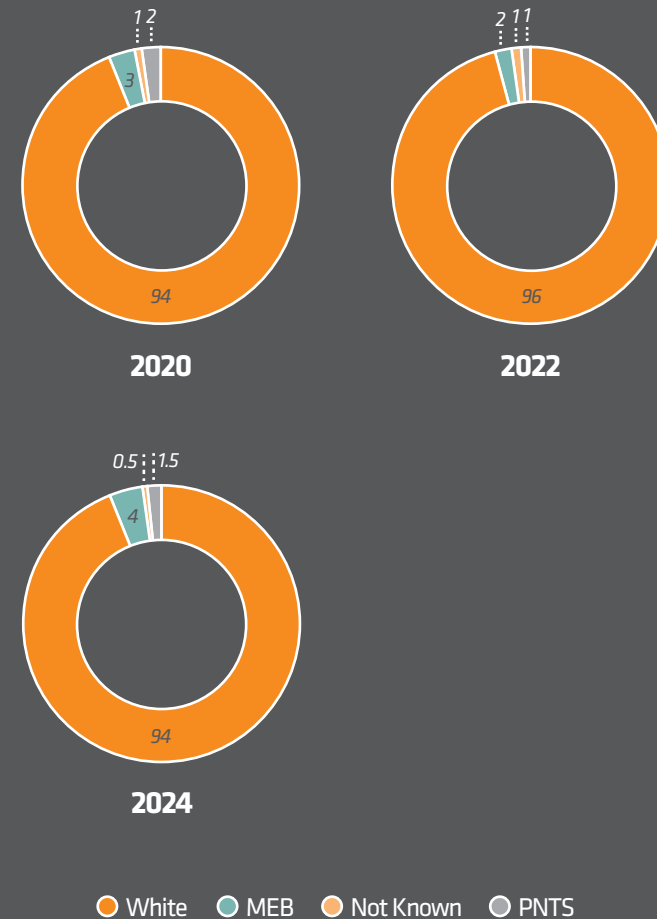
According to Scotland's Census 2022, the largest ethnicity group for adults is White Scottish at 77.7% and 3.9% for minority ethnic adults⁷. Labour Market Statistics for Scotland by Ethnicity, January to December 2021 show that the employment rate for the 'minority ethnic' group was estimated at 65.9% compared to the 'white group' at 81.8%⁸. 94% of staff are from a white background which is a decrease from our last report in 2023 with a slight increase in our Minority Ethnic Background (MEB) profile from 2% to 4%.

10.2 New Starts and Leavers

Of SPT's 49 new starts in the year to December 2024, 94% were from a White background. 6% of our new starts were from a Minority Ethnic background.

3% of staff who left SPT in 2024 were from a Minority Ethnic background. The number of leavers in 2024 was 73.

Figure 5 - Ethnicity profile by reporting year by %



11 Religion or Belief

A higher proportion of staff shared their personal data in terms of religion/belief when completing the equality monitoring survey in November 2024. The 2023 report confirmed that 7% of the workforce indicated 'prefer not to say' or 'not known'. This has reduced to 5% in 2024. Those reporting Christianity as a stated religion or belief has remained the same since our report in 2023 at 47% and it remains the most common category. The 2023 report confirmed 43% of the workforce as 'no religion'. This has slightly increased to 44% in 2024. This overall profile has not changed significantly from previous reports.

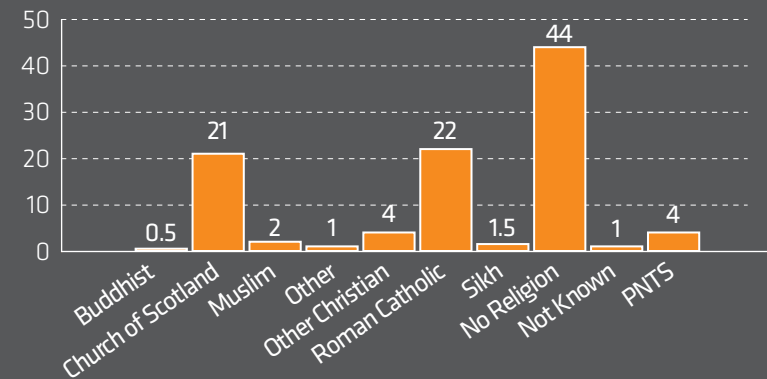
11.1 New Starts

31% of our new employees in 2024 declared that they are Christian. Only 4% (n=2) of new starts chose not to say. There has been a slight increase in employees who declare that they have 'no religion' from 61% to 63%.

Table 2 - New starts religion or belief profile by %

Religion	%
Church of Scotland	14%
Muslim	2%
No Religion	63%
PNTS	4%
Other Christian	4%
Roman Catholic	12%

Figure 6 - Religion or belief profile by %



12 Sex

12.1 Staff Profile

In SPT the male to female ratio remains steady at 68:32 (332 males to 154 females). This figure has not changed by more than 1% at any point in recent years. Table 3 below demonstrates that the gender split in the 19-25 age group has significantly changed to approaching a 50:50 split. All other age categories remain broadly similar.

Table 3 - Age profile by Female/Male by %

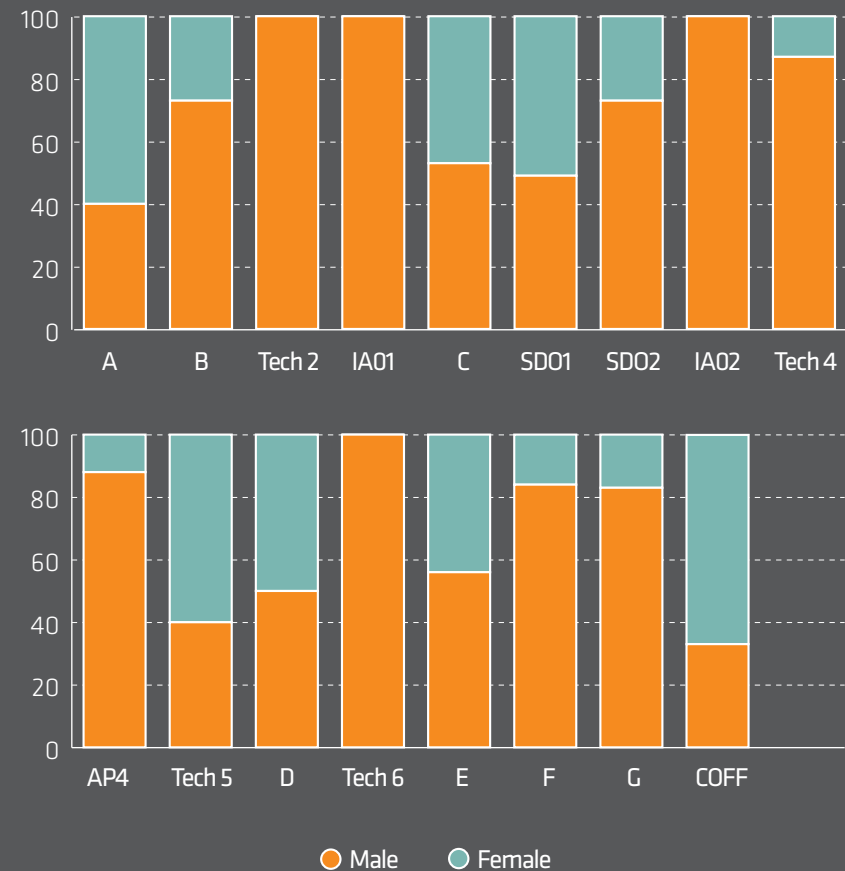
Age Category	Female	Male
19 - 25	46%	53%
26 - 34	31%	69%
35 - 44	23%	77%
45 - 54	33%	67%
55 plus	38%	62%

12.2 Sex and Job Grade

Figure 7 sets out the staffing profile by sex and job grade. There has been a significant change since our 2023 report with more women than men making up the workforce within the Admin and Professional AP4 grade. SPT's technical and infrastructure grades, which are typically found in the Engineering, Maintenance and Permanent Way teams, remain predominantly male.

In SPT's most senior grades F and G the male to female ratio remains static at 84% to 16% and 83% to 17% respectively. There has been a significant change in Chief Officials since our last report in 2023 with the male to female ratio changing from 66% to 33% to 33% to 66%.

Figure 7 - Sex and job grade profile by %





Statistics from the 'Scottish Government Annual Population Survey 2020/2021' confirm that "Gender segregation remains a persistent issue across several broad industry sectors and occupational groups in Scotland."⁹ SPT data broadly reflects the society in which we operate and the occupational segregation data at national level.

These national statistics also report that 33.7% of females are employees in part-time roles a decrease of 4% since 2019 as opposed to 10.6% of males an increase of 0.6% since 2019.

SPT's contract types by female/male are set out in Table 4 below. Two-thirds of full-time contracts are filled by men equating to 72%. 76% of all permanent part time contracts are filled by women. There are currently 8 men who work on a permanent, part time basis. This profile is not particular to SPT and we know that many of our female staff opted for part time roles to achieve a balance with childcare and flexibility in terms of work/life balance.

Table 4 - Contract type by Female/Male%

Contract Type	Female	Male
Permanent Full Time	28%	72%
Permanent Part Time	76%	24%
Temporary	33%	67%

12.3 New Starts and Leavers

There were 49 new starts in 2024, 69% of whom were men. This compares to 77% of new starts being male in our 2023 report.

SPT advertised 79 vacancies from 1 January to 31 December 2024 compared to 157 vacancies in our 2023 report. We received 1782 applications for these vacancies. The significant difference in the number of vacancies advertised in 2022 compared to 2024 can be attributed to the recruitment freeze during the Covid pandemic in 2021/2022.

There was a 68:32 split between male and females leaving SPT during 2024 (n=73). 17% of females left SPT in 2024 due to retirement whereas 12% of males who left retired. Overall, 56% of the staff who left SPT, resigned from their role giving the reason as other employment or they did not give a reason. Of the 56% who resigned the split was 42% male compared to 14% female. Other staff left SPT for a number of reasons including early retirement, medical retirement and end of contract.

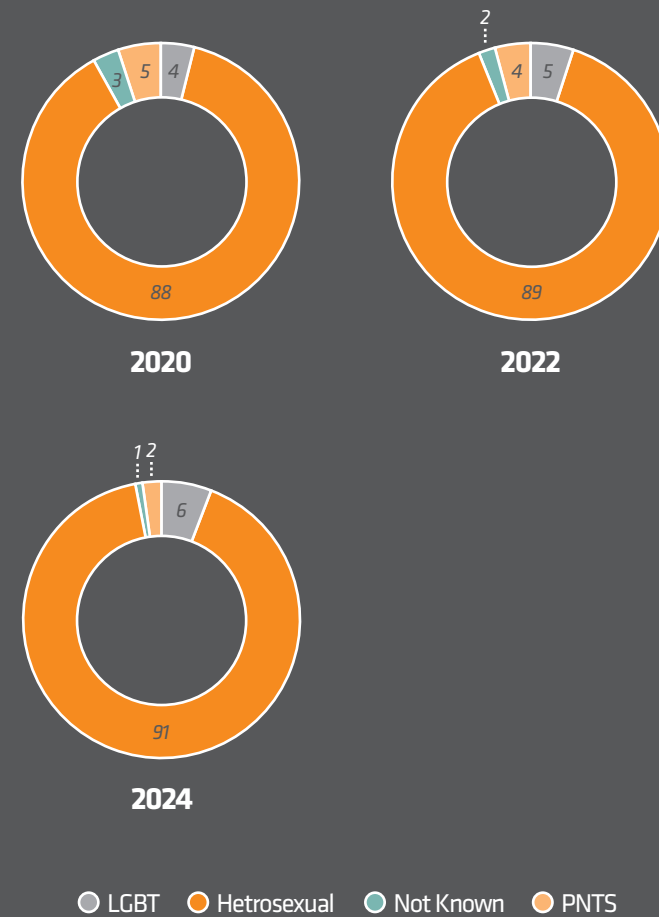
13 Sexual Orientation

Heterosexuals make up the single largest group in SPT in terms of sexual orientation at 91% of all staff. There has been limited change in our data since 2022 in terms of the LGBT this has slightly increased from 5% to 6%. However, more staff have confirmed their sexual orientation while completing the recent equal opportunities monitoring survey, reducing the proportion of 'not known' from 2% to 1%. The 2023 report confirmed 6% of the workforce 'prefer not to say' or 'not known'. This has reduced to 3% in 2024.

13.1 New Starts

86% of our new starts defined themselves as Heterosexual. 10% of our new starts in 2024 identified themselves as LGBT which is a decrease of 2% from our 2023 report.

Figure 8 - Sexual orientation by reporting year by %





Key People Management Activity Areas

14 Learning and Development

SPT remains committed to developing our staff to ensure that they have the skills so that they can work safely and perform well within their current roles as well as to increase their capability to adapt positively to change. Health and Safety is a key priority, particularly within our operational areas. Front line operational staff regularly attend training sessions to improve their knowledge of procedures to ensure they remain compliant with regulations and legislation.

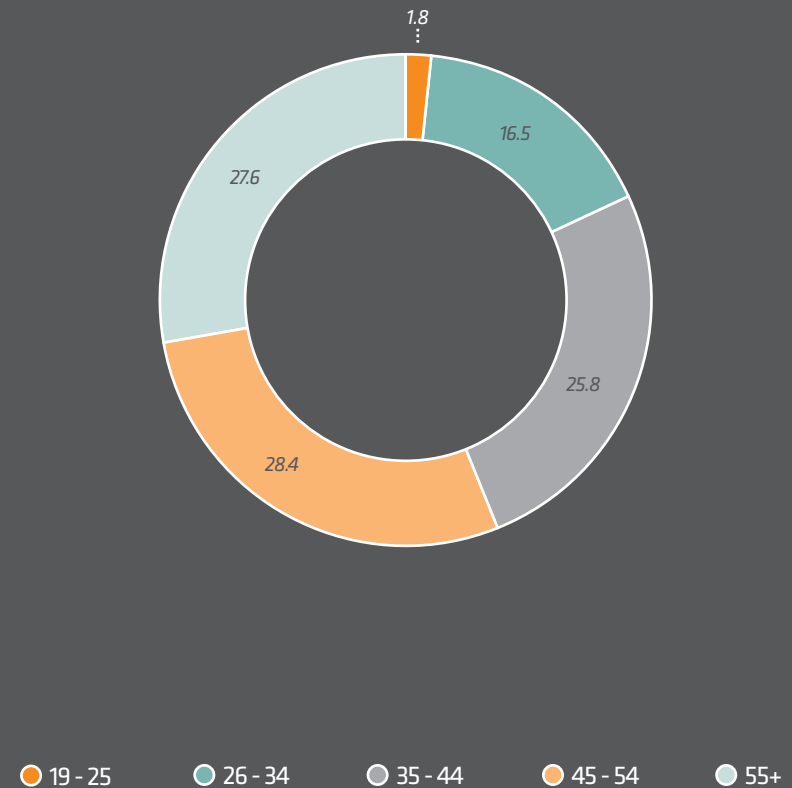
In total, 388 staff (81%) undertook learning and development activity, excluding induction, during 2024, as we endeavour to offer development opportunities to as many employees as possible. Health and Safety training accounted for 51% of all training days (40% of budget); continuous personal development (CPD) accounted for 18% of all training days (21% of budget) and IT/PC skills accounted for 13% of all training days (17% of budget). In addition, Further Education support (9% of budget) and Management Skills (7% of budget) were the next most common reasons for Learning and Development, with Further Education accounting for 5% of all training days and 6% for Management Skills.

The highest category of spend captured is for Health and Safety (£75.9k which includes £22k Contractor spend), with the highest percentage of overall budget spend on Subway Operations staff (£88k) who make up 57% of the workforce.

14.1 Age Profile

56% of staff who participated in Learning and Development activity during 2024 were aged between 45 - 54 and 55 plus age category. This is in line with SPT's overall age profile. This equates to 217 staff.

Figure 9 - Learning and Development age profile by %



14.2 Disability Profile

Staff who declared a disability were marginally under-represented with regards to participation in training. This group make up 14% of the total number of staff who undertook training in 2024, compared to 12% of the number of staff who undertook training in 2022.

14.3 Race Profile

Figure 10 shows that the figure remains at 3.5% of staff who undertook training were from a Minority Ethnic background, which is in line with SPT’s overall population.

14.4 Religion Profile

The Learning and Development data is similar to SPT’s overall employee profile in terms of religion or belief.

14.5 Sex Profile

The Learning and Development data is similar to SPT’s overall employee profile in terms of sex, with a 70:30 ratio men to women.

14.6 New Starts

Out of the 49 new employees who joined SPT in 2024, 22 participated in training activity, not including the corporate induction process, in their first few months of employment. New staff were equally as likely to receive support for learning and development, no matter their age, sexual orientation, marital status or religion/belief.

Figure 10 - Learning and Development race profile by %

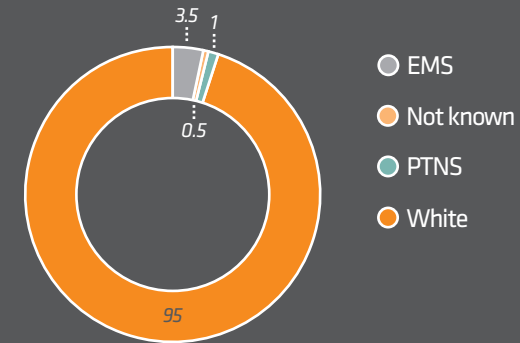
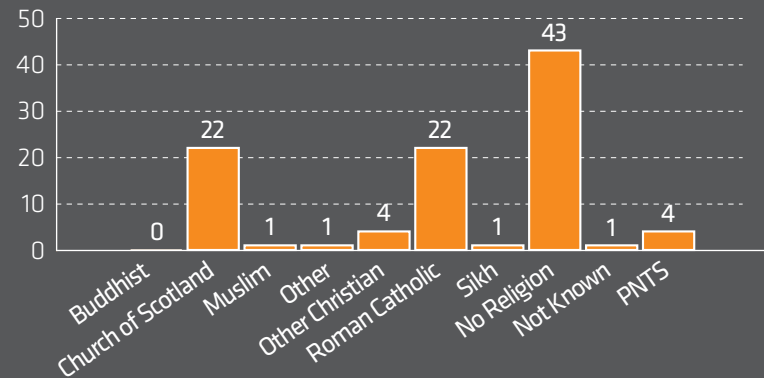


Figure 11 - Learning and Development by religion or belief by %



15 Recruitment

SPT’s e-Recruitment system is configured such that applicants are compelled to complete an Equal Opportunities Monitoring Form as part of the application process, albeit there is still the option to select ‘prefer not to say’ under each protected characteristic. As a result, SPT now has a much more reliable dataset with regards to the recruitment process and uses this information to monitor the profile of applicants and relative success rates throughout the recruitment process.

This analysis will also inform how we market SPT as an employer as well as help us to decide how and where SPT advertises in future to increase diversity in the selection pool.

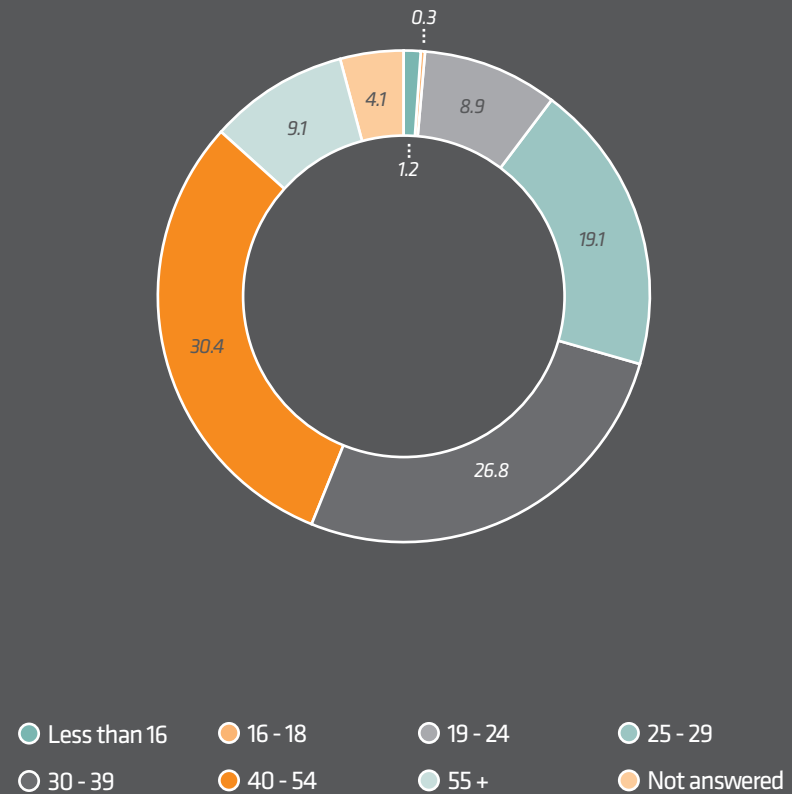
All equality monitoring data provided by applicants is accessed by HR only.

SPT advertised on 53 occasions for 78 vacancies, between 1 January and 31 December 2024. We received a total number of 1,782 applications for these vacancies.

15.1 Age Profile

The chart below sets out the age profile of all 1,782 applicants to SPT from 1 January to 31 December 2024. 4% of applicants declined to provide this information; the biggest single group of applicants were aged between 30 and 54 at 57%.

Figure 12 - Job applicants by age by %





15.2 Disability Profile

The statistics have remained the same for our disability profile of job applicants. Only 1% of applicants declined to provide information relating to disability; 7% confirmed that they had a disability and 92% did not consider themselves to be disabled.

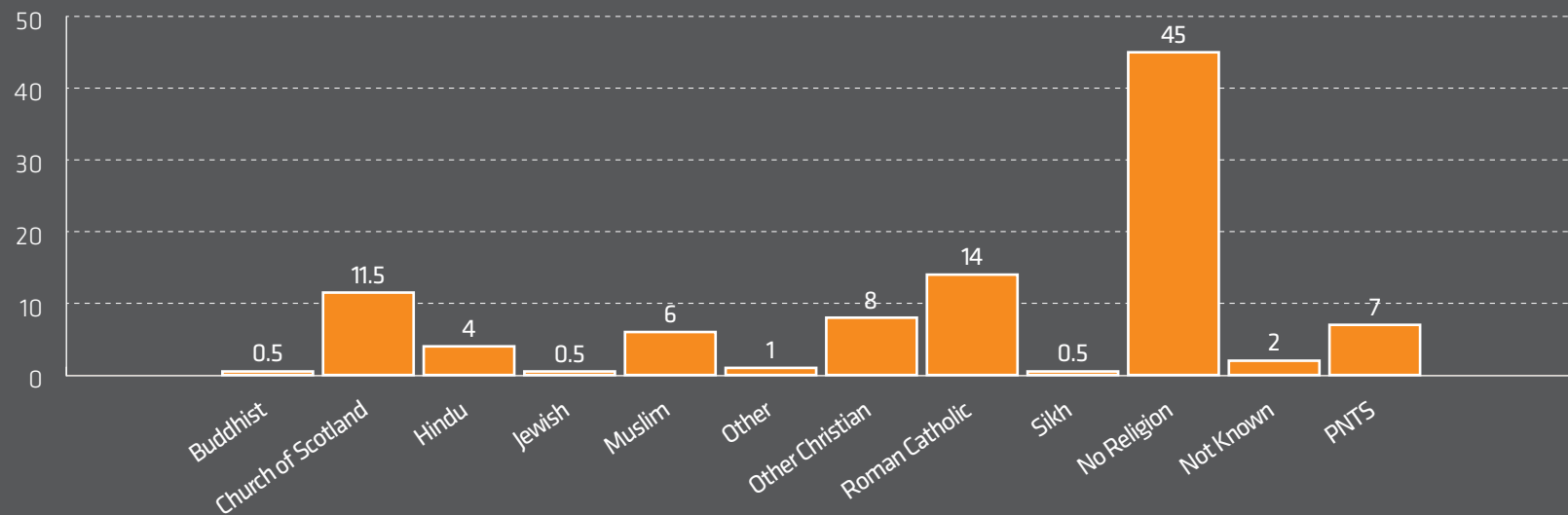
As previously stated, recruiting managers do not have access to this personal sensitive data while shortlisting. The HR team asks all applicants selected for interview/testing whether they require any additional support in order to participate in the selection process, whether they have declared a disability or not.

All offers of employment within the Transport Operation Department are subject to medical clearance; SPT does consider reasonable adjustments and restrictions within the workplace as recommended by our independent Occupational Health advisers.

15.3 Race Profile

Whilst only 5% of applicants (n=87) did not provide information and confirmed that they preferred not to say, 75% of applications came from people confirming that they were from a White background and 20% from a Minority Ethnic background.

Figure 13 - Job applicants by religion or belief by %



15.4 Religion Profile

91% of applicants chose to provide information with regards to this protected characteristic in comparison with our report in 2023, which was 90%.

15.5 Sex Profile

The ratio of male to female applicants is 3:1 (1,264 male, 453 female). 4% of job applicants preferred not to say or did not answer.

SPT will continue to develop its reporting capabilities with a view to creating more detailed reports that can inform SPT's future recruitment campaigns.



Report Recommendations



SPT meets the legislative requirement in relation to equality monitoring for staff and is committed to further developments to build on good practice, and most importantly, to ensure that SPT is a diverse and inclusive employer. We will continue to focus on the following issues:

Monitoring

The Equality Group will consider the key findings from the 'Advancing Equality Report' to ensure that any new risks or issues are identified and included in SPT's Equality Action Plan.

Ageing Workforce

SPT will continue to review its people policies and practice in relation to recruitment and selection and learning and development including knowledge transfer, health and wellbeing as well as retirement with a view to managing risks associated with an ageing workforce.

Equality Awareness

SPT will continue to provide managers and staff with regular updates on equality matters, access to personal support through the employee assistance programme and awareness training on matters such as mental health, unconscious bias, neurodiversity, 4B's for men's health and women's mental health awareness.

Diversity

SPT is committed to equality of opportunity and through our advertising and recruitment process we actively encourage applications from people underrepresented in our workforce. SPT will continue to promote diversity through its Disability Confidential certification and our engagement with primary and secondary schools and colleges providing work experience opportunities for all pupils. We will continue to work towards a workforce demographic that reflects the communities that we serve.

Recruitment

SPT is committed to systematically reviewing its recruitment campaigns; including the effect of blind recruitment and analysing equality data produced within our e-Recruitment system to establish how we can more effectively attract a diverse range of applicants.

References

¹ Office for National Statistics – Summary of Labour Market Statistics

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/datasets/summaryoflabourmarketstatistics>

² Employment of disabled people 2023

<https://www.gov.uk/government/statistics/the-employment-of-disabled-people-2023/employment-of-disabled-people-2023>

³ Mental Health Foundation – Men and women: statistics

<https://www.mentalhealth.org.uk/explore-mental-health/statistics/men-women-statistics>

⁴ CIPD – Health and Wellbeing at Work Survey Report September 2023

<https://www.cipd.org/globalassets/media/knowledge/knowledge-hub/reports/2023-pdfs/8436-health-and-wellbeing-report-2023.pdf>

⁵ CIPD – Health and Wellbeing at Work Survey Report September 2023

<https://www.cipd.org/globalassets/media/knowledge/knowledge-hub/reports/2023-pdfs/8436-health-and-wellbeing-report-2023.pdf>

⁶ PAM Assist – Employee Assistance Provider

<https://pamwellbeing.co.uk/core-services/employee-assistance-programme/>

⁷ Scotland's Census 2022: What do the latest statistics tell us about minority ethnic groups in Scotland?

<https://www.crer.org.uk/blog/census-2022-bme-population>

⁸ Labour Market Statistics for Scotland by Ethnicity, January to December 2021

<https://www.gov.scot/publications/labour-market-statistics-for-scotland-by-ethnicity-january-to-december-2021/>

⁹ Scotland's Labour Market Statistics from the Annual Population Survey 2020/21

<https://www.gov.scot/publications/scotlands-labour-market-people-places-regions-statistics-annual-population-survey-2020-21/pages/5/>



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