

**FALKIRK COUNCIL**

**Subject: EQUALITY MAINSTREAMING AND EQUALITY OUTCOMES  
UPDATE 2015**  
**Meeting: EXECUTIVE**  
**Date: 28<sup>th</sup> APRIL 2015**  
**Author: DIRECTOR OF CORPORATE & NEIGHBOURHOOD SERVICES**

**1. INTRODUCTION**

- 1.1 The requirement to produce an Equality Mainstreaming and Equality Outcomes Update report is included in the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012.
- 1.2 The purpose of this report is to outline the progress the Council has made against its 2013 Equality Outcomes and adjust where appropriate for the next reporting cycle in April 2017.

**2. BACKGROUND**

- 2.1 In 2013 the Council produced its first Equality Mainstreaming Report and set of Equality Outcomes. To meet the public sector equality duty the Council is required to provide an interim progress report for publication by 30<sup>th</sup> April 2015. This is attached as appendix one.
- 2.2 Included in the mainstreaming report is the following information:
- Employee equality information as at March 2015. This is compared with the data reported in 2013 and analysed to assist the Council identify improvement actions;
  - Equality outcomes progress from 2013;
  - Gender pay gap; and
  - A continuing action plan for the next reporting period of 2015 – 2017.
- 2.3 It is important that there is an understanding of what is meant by ‘mainstreaming’ and within the report we have used the following definition:
- “Mainstreaming simply means that equality is built into the way the Council works; the way decisions are made; the way people who work for and on behalf of us behave; our performance and how we can improve”.
- 2.4 Our equality outcomes from 2013 are listed in Appendix 1 and section 5 of the attached document outlines case studies which we have included to demonstrate progress and recognised good practice.
- 2.5 As part of the equality outcomes review we have taken the opportunity to improve the alignment to respective service performance plans thus strengthening the principle of mainstreaming.

- 2.6 Appendix 3 in the attached document provides detail of the proposed action plan for the period 2015 – 2017. This will take the Council up to the next statutory reporting timescale at the end of April 2017.
- 2.7 The action plan not only identifies specific service actions but highlights that over 2016 a range of community consultations should take place to assist the Council identify a new set of equality outcomes beyond 2017. This will help the Council meet the requirement to involve people with protected characteristics in developing new outcomes.
- 2.8 Making good use of time in 2016 will be important as this will afford the opportunity to:
- Further address gaps in employee monitoring by identifying future actions and improvements
  - Evaluate performance against the public sector equality duties
  - Build relationships with partners and organisations particularly where significant operational changes are taking place e.g. health & social care; criminal justice etc.
  - Consider the review of our equal pay statement and work on issues of occupational segregation

### **3. INFORMATION HIGHLIGHTS**

- 3.1 The 2011 Census data became available over 2013/14 and this indicates that across the equality protected characteristics we now have up to date figures which tell us that there are more females 51% than men 49% in the population and this difference becomes higher as the population ages with women making 59% of over 75 year olds.
- 3.2 The black and minority ethnic (BME) population is now 1.3% while 0.7% of the population are from Poland.
- 3.3 In terms of disability and health 30% of the population are living with one or more long term health conditions with 20% responding that they felt limited by a disability and/or health condition. The remaining data across the other protected characteristics is contained in Section 2 of the full document.
- 3.4 Section 5 of the attached document has a focus on the progress made against the Equality Outcomes from 2013 and a number of case studies are presented which demonstrate our work with the gypsy/traveller community, older people and the lesbian, gay and transgender communities. Of particular note is the recognition of the work of the Development Services Planning function with the gypsy/traveller community which was highlighted as good practice by the Equality and Human Rights Commission. Some of our outcomes were thematic and information is provided on work around gender based violence and hate incident reduction campaigns as well as internal improvements to our employee equality monitoring data capture.
- 3.5 On this latter point the composition of our workforce in terms of age and gender reflects that across the public sector. In terms of our BME profile this currently stands at 0.5% and has remained static since the 2013 report.

Our application rate from BME potential candidates was 2.95% in the year up to March 2015 and with our population profile as noted in para. 3.2, we should reasonably expect to see a higher percentage profile of employees. This is an area for further examination.

- 3.6 Another area for further consideration is our workforce disability profile which again has remained fairly static since 2013 with the most recent data indicating that 2% of our employees have disclosed they have a disability. This lack of disclosure (54% for teachers and 35% for employees) is an area for review. In addition when the recruitment data was examined 7% of applicants declared a disability while the appointment rate was 0.18% suggesting an area for further examination.
- 3.7 As we move into the next 2 year action plan we have taken the opportunity at this mid-term to re-frame our equality outcomes so that there is a better link to the service planning process and the Council goal of *'increasing our efforts to tackle disadvantage and discrimination'*. The employee profile issues which have been identified for further scrutiny will be actioned as part of our Employment Equality Outcomes.

#### **4. CONCLUSIONS**

- 4.1 This is the first interim report under the equality legislative framework as introduced under the Scottish public sector equality duties.

#### **5. RECOMMENDATION**

It is recommended that Members:

- 5.1 **note the case study examples and progress against the 2013 Equality Outcomes;**
- 5.2 **agree the Equality Outcomes action plan covering the period 2015 – 2017;**
- 5.3 **agree the publication of the report on the Council website by 30<sup>th</sup> April 2015; and**
- 5.4 **note the timescale of the next report due by end of April 2017.**

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**DIRECTOR OF CORPORATE & NEIGHBOURHOOD SERVICES**

Date: 28<sup>TH</sup> APRIL 2015

Ref: EQUALITY MAINSTREAMING

Contact Name: Celia Sweeney

#### **LIST OF BACKGROUND PAPERS**

1. Equality Mainstreaming and Equality Outcomes 2013

Any person wishing to inspect the background papers listed above should telephone Falkirk 01324 506028 and ask for Celia Sweeney



**Falkirk Council**  
*Corporate & Neighbourhood Services*

**Equality Mainstreaming**

**And**

**Equality Outcomes Update Report**

**April 2015**

**[Including Education Authority]**

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## FOREWORD

I am pleased to present this update report on Falkirk Council's Equality Mainstreaming and Equality Outcomes activities over the period May 2013 to April 2015.

Falkirk Council recognises the importance of equality and believes that achieving equality and fairness for all of our community and workforce is an essential part of our goal to *"increase our efforts to tackle disadvantage and discrimination"*.

As a local authority we are a major employer in the district and we are pleased that we pay our employees the living wage.

We also contribute to making sure that our citizens receive and can access a range of services from social work; education and community learning; employability and training opportunities; to protecting our more vulnerable citizens from doorstep crime and fraud.

You will read within this report Service case studies of work which we are highlighting with specific equality communities and we are particularly pleased to have been recognised for our work in supporting the development of successful site provision for the Gypsy / Traveller community. This was work included in a report by the Equality & Human Rights Commission in January of this year.

In addition over the past three years we have hosted a local Holocaust Memorial Event and this year's poignant and moving occasion was even more so due to the involvement of our different local communities as well as the participation from our school pupils who will, in keeping with this year's theme, 'keep the memory alive'.

We are committed through our services to unlocking the potential of our citizens to participate and be informed which bring benefits to all of us and to the communities we live in.

It is also important to recognise the difficult financial times we are living in for local authorities and the public sector in general. Over the past two years we have developed our equality and poverty impact assessment process to help us in our decision making and to increase our confidence that we are making fair financial decisions.

Our equalities work has been driven not only by legislative requirements but also by recognition of the diverse needs of the communities across Falkirk. We aim to ensure these needs are taken account of and reflected in all our activities.

**Mary Pitcaithly**  
**Chief Executive**

## 1. INTRODUCTION

- 1.1 The requirement to produce an Equality Mainstreaming and Equality Outcomes report lies in the Equality Act 2010 and the specific duties which are imposed by The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012.
- 1.2 The purpose of this report is to outline the progress the Council has made against its Equality Outcomes and adjust accordingly for the next reporting cycle in April 2017.
- 1.3 The specific duties include a duty to publish information and progress reports in 2015. In exact terms this means:

### **A mainstreaming report**

- 1.4 Mainstreaming simply means that equality is built into the way the Council works; the way decisions are made; the way people who work for and on behalf of us behave; our performance and how we can improve.

### **Annual employee information together with details of the progress made in gathering and using the information to better meet the duty**

- 1.5 This means gathering the following information from our employees in terms of age; disability; gender; gender identity; nationality and ethnicity; religion & belief and sexual orientation. This information is known as equality protected characteristics.
- 1.6 We will compare the information by capturing data on our employee equality profile at the same time each year. This will allow us to compare profiles, identify changing trends and areas for improvement. If the information suggests, for example, that our profile of disabled employees does not reflect that of the population then we need to identify what we need to do to improve this. This applies for every protected characteristic so that we can demonstrate how we use the data to work towards having a workforce that reflects the population.

### **A report on progress made towards achieving equality outcomes published in 2013**

- 1.7 Appendix 1 outlines the equality outcomes the Council produced in 2013. These in effect became the Council's equality actions up to 2017. This mid-term report is a way of measuring what has changed since 2013 and what we need to do by way of improvement. It might also be that since 2013 some of our equality outcomes are no longer relevant or that we are unable to make progress. Where this is the case it is important that we are able to explain the position and what our plans are going forward to 2017.

**Public authorities with 150 employees or more must also publish updated gender pay gap information.**

- 1.8 The gender pay gap is the difference in women's and men's earnings. The guidance from the Equality & Human Rights Commission indicates that the Council must calculate the pay gap using its most recent data. The calculation is made by working out the difference between women's and men's pay [excluding overtime].

## **2. DEMOGRAPHIC INFORMATION**

2.1 The 2011 Census data became available over 2013/14 and this update report outlines the current population data and changes since 2001.

2.2 There is an emphasis on having a workforce representative of the population therefore it is important to understand what the demography of Falkirk looks like and how this compares with the Scottish picture. This is important in many respects but particularly due to the location of Falkirk and its proximity to large conurbations of Glasgow and Edinburgh.

### **Geography and Population**

2.3 The Falkirk Council area is situated right at the centre of Scotland. It has a growing population which in 2015 was 157,140 making it the 11<sup>th</sup> largest council in Scotland. Our area is one of the best connected in Scotland, equidistant between Glasgow and Edinburgh and at the heart of the motorway network.

2.4 The population of our area has now been increasing for almost 20 years after many years of little change. The population has grown by over 10,000 since the last Census in 2001 – or 7.4% – compared to an increase in Scotland of 4.6%.

2.5 Some of the key highlights are:

### **Gender and age structure**

2.6 The population of the district has slightly more females to males (51% and 49% respectively). Looking at all the age groups men slightly outnumber women up to age 24 and from 25 years onwards women outnumber men. The difference becomes higher as the age range rises with women making 59.64% of those over 75 years.

### **Minority Ethnic population**

2.7 The majority of people in Falkirk and Scotland are white Scottish – 91.3% and 84% respectively. 1.3% of the Falkirk population are from the Asian sub-continent. The highest percentage of people from European Union states are people from Poland who make up 0.7% of the local population.

### **Gypsy/Traveller community**

2.8 Falkirk has six sites [one local authority site and five private sites] with 39 pitches for the Gypsy/Traveller community. Over the last 3 years, the local authority site has undergone some significant improvements; new windows, food preparation areas, showers and heating installed within utility and repainting of external areas.

2.9 The site has also seen landscaped improvements, new signage, refreshed children's play area and the installation of CCTV. In 2014 we refurbished offices to create a more comfortable environment for both residents and employees.

2.10 North Cairntow has an active Travelling Persons Site Advisory Group which meets quarterly and takes its membership from employees, residents and advocacy groups. The group works together to improve the site, ensures appropriate maintenance and repairs are carried out to public spaces and helps shape any changes to policy and processes. The site remains very popular and has no current vacancies.

### **Disability and Health**

- 2.11 30.1% of the Falkirk population are living with one or more long-term health condition. It is important to note that an individual may experience more than one condition. The most common health condition in Falkirk is a physical disability (7.0%). In response to whether or not people felt limited by a disability or health condition 20% said they were.
- 2.12 When this information is measured within an ethnicity context the average of people from an ethnic minority who felt limited is around 10%.
- 2.13 As age increases, limitation to everyday activities also increases – 28.6% of people aged 65+ said that they are limited a lot. In terms of gender, the information suggests that slightly more females are limited a lot, compared to males (10.4% and 8.9% respectively).
- 2.14 Often caring is linked to disability and health matters and in Falkirk our data shows that women are providing more unpaid care than men in all age categories. The most striking difference is in the 50+ category – with 2,356 women providing this level of care, compared to 1,735 men.

### **Faith Groups**

- 2.15 Church of Scotland was the most common religion in Falkirk (36.5%), followed by a ‘no religion response’ (36%).
- 2.16 Within Falkirk the largest faith community is Christian with 52.9% of the population. The Muslim population makes up 0.9% of the district.

### **Lesbian and Gay Groups**

- 2.17 We do not have accurate figures to reflect the lesbian, gay and bi-sexual community within Falkirk district as the sample size in the Scottish Household Survey which is the only source of this information was too small to be meaningful. The Scottish figures indicate that 98% were heterosexual, followed by those who preferred not to say (0.8%) and gay/lesbian respondents (0.7%).
- 2.18 We do however have a growing level of activity within the district by young people who for the first time in Falkirk organised an event in celebration of LGBT History Month in February 2014. The Council’s Community Learning and Development Service is also actively supporting FK1 which is a local group of gay and lesbian young people. [see case study later in the report].

### 3. THE STRUCTURE OF FALKIRK COUNCIL

#### Political

- 3.1 The Council is controlled by a Labour/Conservative/Independent coalition. The cross party breakdown of the Council is:

Party	Councillors
Conservative	2
SNP	13
Labour	14
Independent	1
Non-aligned independent	2

- 3.2 The political portfolio holder for equality and diversity is Cllr Craig Martin.

#### Overview and Scrutiny

- 3.3 The Council's Scrutiny Committee has a role in reviewing Falkirk's Public Pound initiative as well as scrutinising the work of Police Scotland; Scotland's Fire and Rescue Service and the Falkirk Community Trust. From an internal perspective the Scrutiny Committee also reviews Council Service performance. Examples of scrutiny include:
- Citizen Advice Bureaux
  - Consultation and Engagement
  - Outside organisations
- 3.4 The change and improvements arising from the scrutiny process is evident in the Council scrutiny on CABx which examined "How well do Citizens Advice Bureaux work together in order to deliver consistent services across the Falkirk Council area?"
- 3.5 The Scrutiny Panel made conclusions and recommendations under the following headings:
- Outreach
  - Working with Other Agencies
  - Pace of Change
  - Communication between Community Advice Service and CABx
  - Premises
- 3.6 The CABx willingly engaged in the Scrutiny process and have taken prompt action to address the recommendations. The Joint Action Group continues to oversee the area wide direction of the CABx and the CABx monitoring officer is a member of the group. The CABx have provided feedback stating that the process of Scrutiny was helpful in helping them focus on further joint working and approaches to service delivery.

## Service Divisions

### *Chief Executive Office (CEO)*

3.7 The Chief Executive office includes Finance and Governance. The divisions within Finance are as follows:

- Financial Strategy and Administration
- Revenue and Capital Budgeting
- Internal Audit
- Treasury Management
- Insurance
- Collection of Rents, Council Tax and Local Rates
- Benefit Administration

3.8 Governance

- Support for elected Members, election administration, civic functions, ombudsman liaison and corporate complaints.
- Customer and Development Services which includes: registration of births, marriages and deaths; life events including civil partnerships; baby naming and citizenship ceremonies.
- Democratic Services – deals with the decision making structure of the Council, including the management of the Council's Committee process as well as Community Council liaison.
- Licensing<sup>1</sup> – Falkirk Council is responsible for the administration of a wide range of licences and permits generally, these fall into the following categories: Alcohol and Gambling Licences and Permits; Civic Government Licences and permits.
- Legal Services where the principal role is to support the Council, its Members and front line service providers to achieve the Council's goals

### *Corporate & Neighbourhood Services*

3.9 This division includes: Policy, Technology & Improvement; Human Resources, Payroll and Pensions and Customer First; Resources & Procurement; Operational Services and Housing Services.

3.10 There is a diverse range of services in this division e.g. procurement continues to be a priority in order to deliver the highest standards of corporate governance by seeking to develop and improve our procurement activities.

3.11 Policy, Technology and Improvement have responsibility for developing corporate policy and practice; having technology in place to support efficiency and improvement processes to ensure effectiveness.

3.12 Much of the work with housing is underpinned by statutory duties. Our housing strategy seeks to address the challenges of providing sufficient quality and quantity of housing to meet needs. Our operational services consist of cleaning, catering, street cleaning and waste services.

<sup>1</sup> Falkirk Council's Licensing Service has produced a separate progress report which will be tabled at the Licensing Board for approval prior to publication.

- 3.13 Human Resources have responsibility for securing and managing the professional body of employees needed to deliver modern, effective and well focussed services.

### ***Education Services***

- 3.14 *During 2015 the Education Service merge with parts of Social Work to become Children's Services. The information outlined below is based on current structure.*
- 3.15 The primary vision for the Education Service is set out in 'Learning to Achieve' which states "we want all learners in our educational settings to have enjoyable, challenging experiences allowing them to work to their full potential". Within this, the Education service aims to ensure that learners have access to positive learning environments where there are opportunities to be successful; confident; responsible and effective; opportunities for play, sport, creativity and culture; opportunities to contribute to decision making; to develop skills for life and to transition through all stages of learning.

### ***Social Work Services***

- 3.16 *The adult and social care agenda will change the way adult services are provided in the future with transition arrangements being developed over 2015. The information outlined below is based on current structure. In addition parts of Social Work work merge with Education to form a new Childrens Services.*
- 3.17 Social Work Services provide a wide range of important services for individuals, families and communities, in order to protect, support and promote the independence of the most vulnerable people within the Falkirk area. Support is also important for those who are caring for relatives or friends at home.
- 3.18 At the moment the service is organised into three main areas:
- **Children & Families** – has as its focus responsibility to protect and support vulnerable children/young people and their families. Examples of the kinds of services are: protecting children who have/or are at risk from abuse or harm; supporting 'looked after' children; providing services for children/young people who are found to have been abusing alcohol and/or drugs; support children who are carers and dealing with young offenders.
  - **Community Care** – provides high quality assessment and care management services where the right support is arranged for vulnerable people; people with disabilities and their carers. Services are increasingly personalised and interventions have a focus on re-ablement to help service users become as independent as possible.  
  
Community care is achieved in partnership with NHS Forth Valley along with the voluntary sector and as part of this partnership we strive to make the best use of public sector resources.
  - **Criminal Justice** – contributes to community safety by working with others to assist offenders to reduce their offending behaviour and to encourage them into more constructive life styles.
- 3.19 The CJS plays an important role in the criminal justice system involving the preparation of background reports to working with local prisons.

- 3.20 This is a time of considerable change for the Councils Education and Social Work Services divisions. Over 2015 we will see a transition between the Council and the NHS through the new adult health and social care arrangements; integrated children's services and changes to the criminal justice system

### ***Development Services***

- 3.21 Development Services purpose is to contribute to safeguarding, developing and promoting our communities. There are currently three divisions:
- **Planning and Transportation** – providing development planning as well as development and building standards regulation and enforcement, transport planning and services, environmental improvements and biodiversity.
  - **Economic Development and Environmental Services**- including support for businesses, tourism, town centre regeneration, management and marketing of council properties, environmental health and protection as well as employment and training.
  - **Roads and Design**- including design and maintenance of bridges, roads and footways and building design, building improvement projects.

### ***Partners***

- 3.22 Falkirk Council works with a number of agencies and organisations to provide services for the district as well as contributing to the running of many services along with the other local authorities across the Forth Valley:
- The Falkirk Community Planning Partnership is a strategic level body made up of key organisations, agencies and stakeholders that draws together partnership activity in the district and ensures that initiatives and services support each other and work together in delivering the strategic community vision and challenges.
  - Falkirk Council supports the Falkirk Community Trust which is a not – for profit organisation responsible for the management of a range of community sport, recreation, cultural and arts services.
  - Over the last few months work has been ongoing to develop proposals on the integration of local adult health and social care services. Under these proposed new arrangements, Falkirk Council and NHS Forth Valley will delegate accountability for the delivery of agreed health and social care services to a new Integrated Joint Board.
  - The Community Safety Partnership employ an evidenced based tasking and co-ordination approach to tackling and actioning community safety concerns. The Partnership's priorities are Anti-social behaviour; Reducing re-offending; Safety; Domestic Abuse; and Alcohol and Drugs. The aim of the Partnership is to support the delivery of Safer Communities and reduce the fear of crime across Falkirk communities.
  - Falkirk Alcohol and Drug Partnership (FADP) operates within the boundaries of Falkirk Council area with an estimated population of 157,140 (2013) with

approximately 65% of that number being aged between 16 and 65. There are eleven communities within the Falkirk Council area which contain a least one data zone in the worst 15% under the Scottish Index of Multiple Deprivation (SIMD2012). Membership of FADP is drawn from statutory and voluntary agencies/services who operate within Falkirk Council area and oversee work towards meeting Scottish Government Outcomes for Alcohol and Drug Partnerships and Falkirk Single Outcome Agreement.

- Falkirk Gender Based Violence Partnership [previously Falkirk Domestic Abuse Forum]. The Falkirk Gender Based Violence Partnership (FGBVP) brings together a range of services in the area which have an interest in, or responsibility for, work to address GBV. The Partnership's main objectives are to raise awareness of GBV issues, to identify and share examples of good practice, to identify opportunities for working together, to identify gaps in service provision and to develop services which effectively meet the needs of women, men, children and young people experiencing all forms of GBV in the Falkirk area.
- Falkirk's Children's Commission is the multi-agency partnership group responsible for the provision and monitoring of services to children across Falkirk. Membership comprises representatives from Falkirk Council, Central Scotland Police, NHS Forth Valley and third sector representatives. The Commission is committed to the principles of Getting it Right for Every Child (GIRFEC) and developing services in line with this. This helps to deliver commitments made in Falkirk's Single Outcome Agreement. The Commission's role includes: the development and implementation of the Integrated Children's Service Plan; proactive examination of services for children and young people across agencies, in consultation with young people and their families; monitoring of services for vulnerable children and young people; co-ordinated consultation on and responses to national documents and those arising from individual agencies; provision of an informed resource from which individual agencies can get a co-ordinated perspective on services/issues relating to children and young people; and monitoring of policies and expenditure across NHS Forth Valley, Falkirk Council, voluntary and private agencies and commenting as necessary, on any relationship to children and young people.

## 4. MAINSTREAMING EQUALITY WITHIN FALKIRK COUNCIL

### **Equality within the context of Corporate Planning**

- 4.1 Falkirk Council believes that the diversity of our community is an essential part of our values and we are committed to achieving equality for all citizens and employees. A key part of our vision for the Falkirk area is that *“Our future is one of the most culturally diverse and distinct areas in Scotland”*.
- 4.2 The Falkirk Area Strategic Community Plan 2010 – 2015 shows a commitment to an outcome-focused, evidence-based approach to policy making with a strong emphasis on Community Partnership working and community engagement. This approach provides a good framework for mainstreaming equality.
- 4.3 Our Corporate Plan also recognises that “All of our citizens must be given equality of opportunity, equity of access to services and the ability to play an equal part in all aspects of community life.” The goals within the Corporate Plan are:
- Further developing a thriving, sustainable and vibrant economy;
  - Continuing to improve the health, safety and wellbeing of both our citizens and communities;
  - Increasing our efforts to tackle disadvantage and discrimination;
  - Enhancing and sustaining an environment in which people want to live, work and visit.
- 4.4 The Corporate Plan further enhances the commitment to equality and community engagement, and sets out priorities:
- Alleviating the causes and effects of poverty and addressing inequalities;
  - Ensuring all people in our communities are valued and their contribution to communities is recognised, valued and celebrated;
  - Stimulating business, growth, jobs and investment;
  - Continuing to raise the ambition and aspiration of our children, our citizens, our businesses and our services;
  - Making sure that our communities and citizens come first and we don’t plan services for organisational imperatives.

### **Equality within the context of Service Planning**

- 4.5 Individual Services have their own Service Plan which is aligned to the Council Goals outlined within the Corporate Plan. As a focus on mainstreaming this report will reference Service performance against the goal of:

- Increasing our efforts to tackle disadvantage and discrimination;

### **Education extract**

- 4.6 During 2015 it is anticipated that with the new Children’s Service there will be new service plans developed to reflect this which may impact on the Education Equality Outcomes in place. Until this happens the current plans will apply.

- 4.7 Children who are 'looked after' either in or away from home are a priority group for Falkirk Council. Within this the performance effort is on monitoring and actions to improve the pupils educational and destination outcomes from and after school.
- 4.8 Improving core skills is also a key measurable particularly where pupils and adults have challenges in relation to English as a second language; communication, numeracy and ICT

**Social Work extract**

- 4.9 See later reference under future change proposals.
- 4.10 The priority groups for Falkirk Council Social Work services are: vulnerable children; critical care needs of citizens and making sure our citizens are appropriately protected via adult protection systems.
- 4.11 Specific indicators refer to respite care for children with disabilities; affordable and appropriate residential care facilities for older people; helping to reduce debt through the Councils financial inclusion strategy

**Development Services extract**

- 4.12 The priority groups for this service are our citizens who require access related support in the form of transport and services. The service also provides support under welfare reform in terms of the impact on job seekers and other employability support services. Environmental targets around the 'green' agenda are also important as are roads and transport management.

**Corporate & Neighbourhood Services extract**

- 4.13 The priority groups for this service are our citizens who rely on social housing and our efforts to make sure that our housing services meet the Scottish Housing Standards. Helping the more vulnerable of our citizens maintain tenancies is also important because of the impact this has on improving their overall life chances and opportunities.

**Chief Executive – Finance service extract**

- 4.14 Having high standards of corporate governance, financial stewardship and management of the Council resources is important within the current climate and over the past two years Finance has worked with the policy team on mainstreaming equality and poverty impact assessment within the process of setting the Council Budget. Assessing the impact of savings proposals as they are developed for consideration by Members is an important part of being able to demonstrate 'due regard' to decisions which may impact citizens with equality protected characteristics and those experiencing poverty as defined by the Council.

**Equality & Poverty Impact Assessment (EPIA) within the context of Policy, Practice and Decision making**

- 4.15 The development of a combined assessment for decision making started as part of the 2013/2014 budget setting process. A poverty assessment was being promoted across Services as part of the Council's Poverty Strategy and it made good business sense to combine the equality and poverty assessment processes into one.

- 4.16 By doing this the Council acknowledged the link between poverty and inequality. This encouraged services to start thinking about the impact of their decisions in a more rounded way.
- 4.17 Promoting the need to carry out an EPIA is achieved through a number of means:
- Regular EPIA training sessions for part of the Learning and Development annual programme
  - 1:1 coaching is provided where requests fall outwith the training dates
  - Production of an EPIA flowchart which outlines the importance of exploring the need to conduct an EPIA at the beginning of any changes to process, policy or practice.

#### **Equality & Poverty Impact Assessment within the context of Budget Setting**

- 4.18 The recession and the subsequent reduction in public sector spending have given greater prominence to the issues of poverty. The impact of the Spending Review, proposals announced in relation to Welfare Benefit Reform and other austerity measures announced by the UK government all increase concern that poverty and disadvantage will increase unless effective intervention is taken.
- 4.19 Equality and Poverty Impact Assessments do not dictate what the Council or services should do but they do help us better understand the consequences of the decisions we take for groups and individuals with protected characteristics. The impact assessments also help the Council recognise the importance of our poverty strategy in having regard to ways of reducing the impact on low income households.
- 4.20 The Council has adopted a practice of learning from each budget setting round and this is used to further improve our process and practice.

#### **Equality within the context of future change proposals**

- 4.21 Actions from the local improvement priorities up to 2017 across all of our services will help shape our next suite of Equality Outcomes so that there is improved synergy with the service plans and the mainstreaming of our equality outcomes.
- 4.22 It is also important to highlight that in the period since 2013 there has been significant development around the adult and social care agenda with the development of an Integration Joint Board between the Council and the NHS Forth Valley.
- 4.23 Legislative arrangements have been made to highlight the responsibility of the joint boards to meet the public sector equality duty  
<http://www.legislation.gov.uk/ssi/2015/83/article/2/made>
- 4.24 The new partnership will take an operational responsibility for adult health and social care services in April 2016 and it is anticipated that in the interim consideration will be given to developing relevant devolved joint equality outcomes as the partnership takes on board its new role and responsibilities.

## 5. EQUALITY OUTCOMES AND PROGRESS

- 5.1 Within the terms of the Equality Act 2010 and the specific duties which are imposed by The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 the advice from the Equality & Human Rights Commission is to include and separately identify education equality outcomes within the overall mainstreaming report.
- 5.2 In 2013 the Council adopted a number of equality outcomes which were sub-divided into Community; Employment and Education outcomes. For each suite of outcomes we are able to demonstrate the following progress and as part of this review we have improved alignment between our equality outcomes and our service plans.

<b>COMMUNITY OUTCOMES</b>	<ul style="list-style-type: none"> <li>• Increased understanding of the people profile and experiences of Falkirk residents</li> <li>• Elderly people, Gypsy travellers and Minority faith communities have improved access to services</li> <li>• Minority ethnic groups, disabled people elderly people, young people and LGBT people are fully integrated and participating citizens, feel valued, their differences are respected, and can live in dignity</li> <li>• Housing for older people meets their needs and allows them to remain in their homes for as long as possible</li> <li>• Increased employment opportunities for minority ethnic groups; disabled people; young people aged 16 – 24; and LGBT people across Falkirk Council</li> <li>• Improved support and protection for people who experience gender based violence and other hate crimes</li> </ul>
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<b>OUTCOMES</b>	<b>PROGRESS</b>
Increased understanding of the people profile and experiences of Falkirk residents	People equality profile information produced based on Census 2011 data. This information is used as source data for services and to support equality and poverty impact assessments.
Elderly people, Gypsy travellers and Minority faith communities have improved access to services	Case studies.
Minority ethnic groups, disabled people elderly people, young people and LGBT people are fully integrated and participating citizens, feel valued, their differences are respected, and can live in dignity	Work with the minority ethnic community in the period since 2013 is an area of further development and this will continue to be part of our next suite of equality outcomes
Housing for older people meets their needs and allows them to remain in their homes for as long as possible	Case studies. As part of the service planning process the Housing Service will continue to progress work under the Council's goal of <i>'increasing our efforts to tackle disadvantage and discrimination'</i> . This will add to our actions for the period 2015 – 2017.

Increased employment opportunities for minority ethnic groups; disabled people; young people aged 16 – 24; and LGBT people across Falkirk Council	Case study. We are able to provide data and information for disabled young people and those in the 16 – 24 age groups.  As part of our next suite of equality outcomes we will have a focus on modern apprenticeships in terms of representation.
Improved support and protection for people who experience gender based violence and other hate crimes	Case study. Work on these areas will continue. GBV and hate crime are ongoing priorities of the Scottish Government and our community planning partners.

<b>EMPLOYMENT OUTCOMES</b>	<ul style="list-style-type: none"> <li>• Quality employee data across all protected characteristics</li> <li>• Increased representation of minority ethnic groups, disabled people, young people aged 16 – 24 and LGBT people across Falkirk Council workforce</li> <li>• Reduced job segregation and pay gaps</li> </ul>
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<b>OUTCOMES</b>	<b>PROGRESS</b>
Quality employee data across all protected characteristics	Case study. This work will continue with other service areas and will be reported on again in 2017
Increased representation of minority ethnic groups, disabled people, young people aged 16 – 24 and LGBT people across Falkirk council workforce	In this interim report we will compare the data captured in March 2013 with that of March 2015. From this we will identify areas for improvement.
Reduced job segregation and pay gaps	

<b>EDUCATION OUTCOMES</b>	<ul style="list-style-type: none"> <li>• LGBT school pupils feel included and safe in their schools</li> <li>• Improved educational achievement and attendance for (a) Gypsy Traveller children; (b) pupils with social, emotional and behavioural difficulties</li> </ul>
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<b>OUTCOMES</b>	<b>PROGRESS</b>
LGBT school pupils feel included and safe in their schools	Case studies
Improved educational achievement and attendance for (a) Gypsy Traveller children; (b) pupils with social, emotional and behavioural difficulties	Whilst some work has improved and been consolidated this is an area which will continue to be part of the equality outcomes up to 2017.

5.3 We have put together a number of case studies which help tell the story of our community, employment and education outcomes in practice.

### Community Equality Outcomes – Case studies

- 5.4 The following case studies demonstrate our work with the gypsy/traveller community and older people.
- 5.5 Some of our community outcomes were more thematic e.g. gender based violence and hate incidents.

#### Community Equality Outcomes – Improved Access to Services for the Gypsy / Traveller Community

In January of this year Falkirk Council was highlighted in an E&HRC report on developing successful site provision for Scotland's Gypsy/Traveller communities.

The focus for the study was on developing private sites which are an important accommodation mix for gypsy/traveller communities. Within Falkirk we have one single local authority site and five small private sites, one of which was established within the last five years. This site had been purchased by a gypsy/traveller family and developed.

The local community involved Development Services which is where the planning service sits within Falkirk Council and the Planning Department got in touch with the family. The view of the local authority was that it was important to keep dialogue going in a consultative way rather than opting to serve notice which it was felt would have resulted in relationships immediately breaking down.

The Development Service Planning Department and the gypsy/traveller liaison manager worked together to support the family submit their planning application through the use of a planning consultant. This help was recognised by the family:

*"I put the application in. We'd never done it before so it was trial and error. We had to do it again because it was wrong first time round. The enforcement officer was really nice – not prejudiced at all – he helped us fill the form in.....We were really lucky everyone was really helpful"*

Relations with the local community were mixed from there being a small campaign initiated by a couple of local residents to encourage objections. The Planning Department's response was to remove objections where there was obvious duplication. Overall the number of complaints received was no more than would be expected of any other development which had not secured planning permission.

During the decision making process the Planning Committee requested site visits to seek the views of the local community however no complaints about the site were raised at the site visit.

Since the setting up of the site relationships appear to be strong with friendships forming. The site itself is small and essentially is used by a single extended family.

**Community Equality Outcomes – Housing for older people meets their needs and allows them to remain in their homes for as long as possible.**

*The following case examples provide a sense of the very real impact from providing facilities which allow our residents not to lose confidence and remain in their own home. The benefit to the individual is clear from the examples but also the benefit and support this provides to other family members.*

The aim of Care and Repair is to give help and support to home owners and private tenants to adapt, maintain, repair or improve their homes. This service is available to home owners and tenants of private landlords in the Falkirk Council area, who are of any age and who have a disability or are aged 60 or over. The Care and Repair service is free. Grants are available to help with the cost of certain works including major adaptations (work) for disabled people. The number of grants paid out for major disabled adaptations in 2013/14 was 158 and this amounted to £381,270. Extra help may also be available from benefits agencies or charitable organisations.

Below is some information on the service for 2013/14 for major adaptations

1. Number of referrals to this service received in the period	177
2. Number of home visits made to deliver this service strand in the period	152
3. Number of jobs completed in this service strand in the period	106

**Care and Repair client, Mr 'X', aged 71** had a right hip replacement, unfortunately it was not a complete success and to compound matters he suffered from an autoimmune neuromuscular disease resulting in muscle weakness and fatigue. As a result of this Mr 'X' was unable to access his bath or indeed the stairs to his bathroom.

Care and Repair co-ordinated the installation of a wet floor shower and a stairlift through grant funding. On completion of the work, Mr 'X' felt more confident that he could continue to live independently in his home and felt less anxious about having a fall in his house.

**Mrs 'X'** who also had health issues benefited from the work carried out as well and now instead of it being a 'chore' to go upstairs she could go anytime she wanted with ease thanks to the stairlift.

**Care and Repair client, Mr 'Y', aged 92** suffered from many health complaints and as a result had difficulty in attending to his personal hygiene; Mr 'X' was very down about this and had to rely on his daughter for support. Care and Repair co-ordinated the installation of a wet floor shower and a geberit wc (a wc that washes and dries).

When Care and Repair visited after the work was completed, Mr 'X' was like a new man. He felt more confident that he could continue to live independently in his home and that he was more likely to get out and about and receive visitors. His daughter also, felt less anxious about her father having a fall in his home.

**Community Outcomes – improved support and protection for people who experience gender based violence – Gender Based Violence Partnership key objectives and actions**

Over this past year the partnership has worked to revise its strategy and has set core objectives on :

**The following are the outcomes across the partnership in relation to the key areas of prevent; protection, participation and provision.**

<b>Prevention – of all forms of gender based violence (GBV) including children</b>	<b>Protection – for those experiencing all forms of GBV (incl children)</b>	<b>Participation – of relevant services and engagement with clients / service users and the wider community</b>	<b>Provision – of appropriate services and information</b>
<b>OUTCOME:</b> The Falkirk GBV Partnership will raise the level of awareness about GBV in all its forms.	<b>OUTCOME:</b> The Falkirk GBV Partnership will work together to protect our diverse communities and individuals living with violence or abuse.	<b>OUTCOME:</b> The Falkirk GBV Partnership will make a positive contribution to community planning and partnership working including proactive engagement with local regional and national groups.	<b>OUTCOME:</b> The Falkirk GBV Partnership will work to ensure effective local services exist to support people and families affected by GBV.

**It is recognised that partnership actions will cut across the 4P's and may not necessarily be contained under one aim. The following actions have been identified as priority areas of work.**

<b>OBJECTIVE</b>	<b>ACTIONS</b>
To improve data capture and intelligence sharing which contributes to effective services and strategies to address gender based violence	<ul style="list-style-type: none"> <li>• Agree a methodology around data capture and intelligence sharing</li> <li>• Trial a data capture pro-forma with partnership members</li> <li>• Identify patterns/information gap analysis</li> <li>• Develop participation opportunities with service users and the wider community to shape policy and the services in place.</li> </ul>
To deliver core services around gender based violence.	<ul style="list-style-type: none"> <li>• Services working together to make sure that those needing help and support receive this through a combination of 'right people'; 'right time'; 'right place' and right service/s.</li> </ul>
To generate a 'quality assurance' partnership protocol	<ul style="list-style-type: none"> <li>• Identify recognised quality standards e.g. Scottish Women's Aid standards for domestic abuse training; for delivering GBV work in schools which would make sure that there is a benchmarked 'quality standard' with the potential to be used across the Forth Valley</li> </ul>

<p>To raise the level of awareness around GBV in all its forms</p>	<ul style="list-style-type: none"> <li>• Commissioning/design/delivery of training for employees and volunteers</li> <li>• Specific topic information/training/awareness event e.g. 16 days and other national initiatives e.g. FGM; forced marriage; on-line safety etc.</li> </ul>
<p>To ensure a strategic approach to GBV.</p>	<ul style="list-style-type: none"> <li>• To inform, engage and improve joint working through community planning and public protection partnership working</li> </ul>

## Community Equality Outcomes – improved support and protection for people who experience hate crimes

### Partnership working:

Joint no-bystanders initiative with the NHS and Police Scotland:

*"Stonewall Scotland is delighted that NHS Forth Valley, along with community partner organisations, have today pledged not to be a bystander and stand up against all forms of discrimination. By publicly making this commitment they are sending out a strong and powerful signal that they will work to ensure the people of Forth Valley feel safe and secure at work, at home, at school and in their communities." Colin Macfarlane, Director, Stonewall Scotland*

In Forth Valley, public sector partners are members of the Multi-Agency Hate Response Strategy (MAHRS) group and deal with all reported hate crimes. For further information on the MAHRS Group go to [www.stophateincentralscotland.org.uk](http://www.stophateincentralscotland.org.uk).

If you wish to report any Hate Incident or Hate Crime you can contact the police on 101 or via [www.scotland.police.uk](http://www.scotland.police.uk)



## Tackling Hate Crime with See Me & #NoBystanders Campaign



A Forth Valley partnership approach has pledged to work with [See Me](http://www.seemescotland.org) ([www.seemescotland.org](http://www.seemescotland.org)) which aims to eliminate any stigma and discrimination associated with mental health issues.

As such, we recognise that people with mental health problems are not a uniform or homogenous group.

### Introduction

Our vision is to end mental health stigma and discrimination, enabling people who experience mental health problems to live fulfilled lives.

With partners we have agreed to bring together the 'See Me' and 'No Bystanders' Campaign developed by Stonewall to address the damaging effect and impact that discrimination and negative language can have on people's mental health and well being

### What is the No Bystander campaign?

This campaign highlights the damaging effect that discriminatory language can have in our playgrounds, streets and workplaces. It calls on individuals and organisations to commit to challenging bullying and discrimination wherever they see it, and stand up for fairness and kindness.

### Why is the campaign important?

99 per cent of lesbian, gay and bisexual young people hear phrases like "that's so gay" being used in a derogatory manner on a daily basis; and 97 per cent hear phrases like "poof" and "dyke" being used in our schools.

Homophobic, biphobic and transphobic hate incidents are serious problems in our country. One in six LGBT people in Scotland experienced discrimination when accessing public services in the last three years, and an estimated 162,000 Scots of working age have witnessed verbal homophobic, biphobic or transphobic bullying at work. At the same time, two in five people think that employers should be responsible for tackling public prejudice against LGBT people.

*"This campaign promotes our continuing zero tolerance approach to discrimination, so that staff can see the support from their colleagues who have made both a personal and professional commitment to challenging bullying and unfair treatment."*

Lynn Waddell, Equality and Diversity Manager, NHS Forth Valley

### Who is involved?

Representatives from NHS Forth Valley, Clackmannanshire Council, Falkirk Council, Forth Valley College, Terence Higgins Trust, Forth Valley LGBTI Development Group, Stonewall Scotland, CSREC and Police Scotland (Forth Division) have signed up to show that we are organisations committed to tackling discrimination in its many forms, including homophobia, biphobia and transphobia.

We are calling on individuals and organisations to commit to challenge bullying and discrimination wherever they see it, and stand up for fairness, kindness and in promoting good mental health and wellbeing

### How to get involved

The associated social media campaign '#NoBystanders' is also being supported by public sector colleagues in a bid to encourage others to 'take the pledge' and sign up to end discrimination. You can take the pledge at <http://nobystanders.org.uk/>.

## 5.6 Employment Equality Outcomes – Case study

### **Progress on improving employee data**

- 5.7 Since the last report in 2013, work has taken place to include the characteristics of: gender identity; religion & belief and sexual orientation within our personnel recording systems. The categories within MyView which is the Council's personnel self service point, have been expanded to include religion & belief and sexual orientation. Further technical work is required to add gender identity as a data capture field.
- 5.8 We are confident, however, that employees with issues on gender identity would be handled sensitively and appropriately whether this was identified as part of our recruitment process or if any of our employees disclosed their intention to change their gender.
- 5.9 In 2014 we carried out a data capture exercise with our catering & cleaning employees to try and improve the level of equality information we hold on any employees group who do not have ready access to our self service personnel system.
- 5.10 The return rate from this group of employees was 35% and on this basis we felt it worthwhile to share the process.

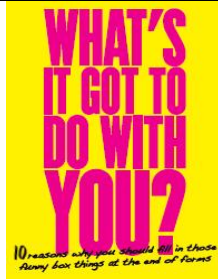
### **Employment Equality Outcomes – Quality employee data across all protected characteristics**

This exercise began by producing a hard copy equality monitoring survey which covered all of the equality characteristics. In its draft form discussions took place with the catering and cleaning manager about the best way to proceed in order to get the best response possible.

It was decided to consult with a supervisor and a couple of the cleaning employees to get a sense of their response to the equality monitoring survey as drafted. This gave us the opportunity to explore views on the recent categories of gender identity, religion and belief and sexual orientation.

It became evident that although employees had worked with the Council for some time they were unsure as to whether they had completed such a form as part of their recruitment process. What was of interest is that some employees have jobs in other workplaces e.g. retail and from this employees were able to compare what was being asked by the Council. This gave us a level of confidence that in the main the equality monitoring questions would present no great concern to employees. For employees who worked in other places this did not seem to present any concerns however, employees who did not want reassurance about why and what the Council would do with the information.

This reassurance was outlined in the Council's internal employees newsletter which was used to signpost the survey was on its way. The Stonewall booklet :



was used to help give out information to employees in advance.

The risk with a paper survey is that questionnaires go out but are not returned and again speaking to the managers we followed their advice about using the supervisor team meetings to distribute the survey alongwith a sealed envelope [addressed to HR] for return by the supervisor.

This resulted in a return rate of: 35%.

Over December and January the information was uploaded onto the system in good time for the annual end of March data capture exercise.

This exercise will be repeated during 2015 with our employees in environment/development services who also do not have access to electronic personnel information systems.

As well as this paper exercise we reviewed our MyView personnel self service system in particular around the equality monitoring categories and carried out a cleansing process so that the categories better reflected those in the Census. This tidying up process meant that for employees completing the ethnicity section it was much easier for them to quickly find the relevant descriptor for them.

We anticipate further improving our overall data capture from employees.

## Education Equality Outcomes – Case studies

- 5.11 Case studies are being shared which have a LGBTI focus. Case study 1 is not about the individuals but rather the school processes which resulted in successful outcomes.

### Education Equality Outcomes – LGBT school pupils feel included and safe in their schools

#### Case study 1

This is a combined case study highlighting schools response to supporting pupils on issues of gender identity.

The key from the schools experience is that the response was pupil – centred in that:

- Emerging behaviour/attendance issues were often the trigger for conversations between school, pupil and parents which led to identifying gender identity as the reason
- Communication was at a pace that respected the pupils, parents and siblings needs and wishes
- External support from relevant organisations with experience in gender identity as well as support from GPs and ongoing school pastoral support
- Working out a plan with all parties to make sure that the gender change could be facilitated within the school environment in a way which managed other pupil reaction; addressed practical arrangements and at the same time continued to support the pupil's academic journey.

*“Employees were on board to support the pupil’s decision from the start and because we made no fuss as a school the pupil reaction was under-whelming”*

*“Pastoral PT met with the pupil’s subject teachers ..... employees were very supportive and keen to do whatever to maintain the pupils academic progress”.*

#### Case study 2

LGBT young person’s group FKInclude meets every Thursday in Park Street Falkirk between 6.30 and 8.30 pm. There are approx. 10-12 young people who attend every week.

There is a programme of weekly activities, which include workshops on young people rights, sexual health, ‘coming out’, mental health, the National Youth Council, LGBT History Month and Film nights, to name but a few.

Workers and volunteers are also on hand for check-ins, support, advocacy and information.

- The Forth Valley LGBT Development Group worked together to plan an evening to mark LGBT History Month 2014, share the developments of the group, showcase art work from the Falkirk, Clacks and Stirling LGBT youth groups and to engage with service providers and LGBT communities from across Forth Valley.

Here are some comments from LGBT YP who attended the evening:

*“Falkirk Council has helped me through my childhood, and still do when it’s needed”*

*“The Provost being here makes me think that they must be supportive. He seemed liked he really cared”.*

*“I got my photo taken with the Provost-he obviously wants to do more for Equality”*

*“Falkirk Youth Services helped the group to be set up – brilliant. Hope they have ongoing funding for youth work”*

- 5.12 The Education Service had identified educational achievement and attainment for Gypsy Traveller children as another outcome and specific tasks were included within the Education Service Traveller Improvement Plan.
- 5.13 Consolidation work is being focused through weekly visits to the traveller sites alongwith home visits. From this good communication and contacts are made with the families and the site manager. The home visits have proved particularly helpful in giving advice and support with school enrolments and support to schools during enrolment meetings. This continues to allow links with families to be built and support the home school relationships.
- 5.14 A particular improvement up to this reporting period is the initiative supporting homework with parents and it is anticipated that this work will continue.
- 5.15 Due to employees movement and changes the timescale for some of this project work has been adjusted to later in 2015.
- 5.16 Some of the challenge areas for the Service have been:
- Advise teachers on resources.
  - Outcome – Gaps in education are recognised and strategies to support these are put in place
  - Encourage and support transition to secondary school. This is often a stage where travelling families disengage from education.
  - Outcome – still very difficult to get continued engagement with education post primary stage.
  - Liaise with teachers of Gypsy/Traveller pupils in other councils. Team members attend STEP (Scottish Traveller Education Programme) and are currently sharing information with them on transitions for their scoping study on successful transition models.
- 5.17 On this basis it is anticipated that the Education Service will want to continue with this equality outcome up to 2017.

## **6. WORKFORCE EQUALITY PROFILE**

- 6.1 Falkirk Council is the largest local employer within the district and believes that the recruitment and employment of local authority employees, at all levels, is an important activity through which equality mainstreaming can be achieved. By having a higher quality and more diverse workforce, the Council can provide better quality services to our citizens.
- 6.2 Falkirk Council is required to take steps to gather and collate information on the composition of its workforce, as well as a statistical analysis on matters such as recruitment, development and promotion. The collation of this information, specifically the breakdown of the relevant protected characteristics in each category, is used to better perform the general equality duty.
- 6.3 The latest available data as at March 2015 is summarised in the workforce profile monitoring summary appendices 2a which profiles all employees and appendix 2b which profiles teachers only.
- 6.4 Where we have been able to do so we have taken the opportunity to compare this information with the information captured as at March 2013 as per the following commentary.

### **Composition of the Workforce**

#### **Age**

- 6.5 All Employees - the age ranges are relatively comparable between March 2013 and March 2015 with the differences in the ranges of 1% point. Under-representation is still evident in the 16 – 24 year old age range. 65+ is steady.
- 6.6 Teaching employees – the age profile as at March 2015 indicates that there is a relatively even spread across the ages. The data suggests that in the next 5 years approximately 14% of employees are approaching retirement age.

#### **Gender**

- 6.7 All employees - the comparison data for men and women between the data collection points have remained static. Women 72%; men 28%. These percentages reflect the gender split across the public sector in general.
- 6.8 Teaching employees – the 2015 data indicates that 80% of teachers are women with 20% men.

### **Ethnicity**

- 6.9 All employees – at the 2013 collection point the % of employees from BME backgrounds was 0.58% this equates in numbers to 41 employees out of a workforce of 7322.
- 6.10 The 2015 data shows the % of employees from BME backgrounds is 0.5% and in terms of numbers this is 38 out of a workforce of 7459. This figure between 2013 and 2015 is relatively static.
- 6.11 When this is considered alongside the application rate from the BME community (2.95% which reflects the population as identified from the 2011 Census) we should reasonably expect to see a workforce profile which reflects the population therefore suggesting an area for further scrutiny.
- 6.12 The profile across the different BME categories as at March 2015 are: Asian 0.35%; Black 0.06%; Mixed heritage 0.05% and other 0.04%.
- 6.13 Teaching employees - the 2015 data shows 0.2% of the teaching workforce with a BME background which equates to 4 teachers out of a teaching workforce of 1789. The percentage of data where the information is unknown is 56%. This is an area for improvement and scrutiny.

### **Disability**

- 6.14 All employees – the comparable figures between the 2013 and 2015 reports are 1.8% and 2% (112 employees). This is a relatively static figure; however, when viewed alongside the application rate suggests an area for further scrutiny.
- 6.15 Teaching employees – the percentage of teaching employees who have disclosed a disability is 0.39% which equates to 7 in number.
- 6.16 The percentages of unknown data is 54% (teaching employees) and 35% (employees) which suggests an area for improvement and scrutiny.

### **Religion**

- 6.17 All employees – This is a relatively new recording category for the Council and as such we are presenting data as at March 2015 only. The main religion and beliefs represented are Church of Scotland – 33%; no religion / belief – 21%; Roman Catholic – 10.5%. Where the data is unknown this percentage is 31% which suggests an area for improvement and scrutiny.
- 6.18 Teaching employees – this is a new recording category. The following are the main religion and beliefs recorded; Church of Scotland – 20%; no religion/belief – 12%; Roman Catholic – 8.1%. The unknown percentage is 54.4% which suggests an area for improvement and scrutiny.

### **Sexual Orientation**

- 6.19 All employees – This is a relatively new recording category for the Council and as such we are presenting data as at March 2015 only. We have also only provided percentages and not numbers given the low numbers recorded. The % of blank/unknown records are: 96%. The % of employees who have recorded their sexual orientation is as follows; heterosexual – 3.8%; bi-sexual/gay/lesbian – 0.2%.

- 6.20 Teaching employees – this is a new recording category. The data at present shows 99% unknown with <1% where data has been provided which suggests an area for improvement and scrutiny.

### **Grievance and Discipline recording**

- 6.21 This information is being presented for gender, disability and ethnicity only.
- 6.22 In 2013 only female employees were recorded as being involved in the grievance process. In 2015 the ratio of employees involved in the grievance process was 62% men to 38% women.
- 6.23 No employees from a BME background were involved in grievance proceedings in both 2013 and 2015 from information disclosed.
- 6.24 In 2013 of the employees involved in grievances 33% disclosed a disability. In 2015 no disabled employees were involved in grievance proceedings.
- 6.25 In terms of disciplinary proceedings the gender recording for 2013 shows 39% women; 61% men and at 2015 the data shows women 29% and men 71%.
- 6.26 The BME ethnicity information is 1.4% in 2013 with no BME employees involved in disciplinary proceedings in 2015 from information disclosed.
- 6.27 No disabled employees were subject to disciplinary proceedings in 2013 while in 2015 2% of employees going through disciplinary disclosed a disability.

### **Leavers**

- 6.28 The data for age, gender, ethnicity and religion of leavers is comparable with the composition of the workforce.
- 6.29 The data for leavers with a disability is 3.7% which equates to 25 employees. This % is higher than the workforce profile and is an area for further scrutiny.
- 6.30 The data for sexual orientation is incomplete and work will be carried out over the next two years to improve this data collection.

### **Training**

- 6.31 The information for training applications is considered to be incomplete. This will be an area for future improvement. Therefore this report will focus on training accepted.
- 6.32 The data from 2013 for gender showed 43% women and 57% men while the data for 2015 shows 55% women and 44% men. The training differential between men and women does not reflect the workforce proportions and is more likely to reflect the nature of work between men and women e.g. mandatory training such as 'toolbox talks' in predominately male dominated work areas.
- 6.33 The data for age is comparable with the composition of the workforce.
- 6.34 The data for disability and ethnicity has improved with a nil return for 2013 compared with 2.1% - disability and 0.28% - ethnicity in 2015.

- 6.35 The data for religion is only available as at March 2015 and is proportionate to the workforce.

#### **Recruitment (application and appointment)**

- 6.36 It has not been possible at this stage to separate teaching applications from the total received. This will be considered for the future.
- 6.37 Also it is worth stating at this point that the scale of applications can outstrip the number of jobs available where the experience in services indicate some hundreds of applications for 1-2 jobs.

#### **Age**

- 6.38 This data is presented as at March 2015 only. The application and appointment picture indicates that the highest percentage of applications are in age range 25-34 (29%) closely followed by age range 16-24 (24%). This suggests younger people seeking work.

#### **Gender**

- 6.39 The male/female comparison in terms of application rate over the period shows that this has remained static. Figures compare as 69% and 68% respectively for women; for men 25% and 31%.
- 6.40 With regard to appointment the figures for 2014/2015 reflect the pattern of work as indicated by a workforce profile which equates to a one-third; two-thirds split in favour of women in the workforce. The appointment percentages are 74% women; 25% men which may be due to the gendered nature and type of vacancies available.

#### **Disability**

- 6.41 The comparable figures between 2013 and 2015 are 1% and 7% of applicants declared a disability. This most recent record is a significant rise and will be monitored over the next 2 years to see if this is an improving trend.
- 6.42 The appointment rate for 2014/2015 is 0.18% and will be focus for examination between now and the next reporting cycle.

#### **Ethnicity**

- 6.43 The comparable figures for 2013 and 2015 show an application percentage rate of 3.4% and 2.95% respectively. Appointments for BME applicants 2014/2015 in percentage terms was 1.6%.
- 6.44 The Census figures for the BME community indicate a percentage of 3% which stretches to 4% with the inclusion of the Polish community. This demonstrates an application rate which reflects the population.
- 6.45 This should be an area for further exploration of the potential to improve the representativeness of the workforce profile.

#### **Religion**

- 6.46 Applications by religion are only available for the period 2014/15. The highest applications were: no religion 47%; Church of Scotland 22% and Roman Catholic 12%. Other religions: Sikh - 0.12%; Muslim 0.87%; Hindu – 0.12%

- 6.47 Appointments over the same period show: no religion 48%; Church of Scotland 22% and Roman Catholic 11%. Other religions: Sikh – 0%; Muslim – 0.62%; Hindu – 0.12%.

### **Sexual Orientation**

- 6.48 Applications by sexual orientation is only available for the period 2014/15. The % are as follows: Heterosexual – 92%; Gay – 1.0%; Bi-sexual – 0.6%; Lesbian – 0.4% with the balance as non-respondents.
- 6.49 Appointments over the same period show: Heterosexual – 94%; Gay – 0.8%; Bi-sexual – 0.3%; Lesbian – 0.5% with the balance as non-respondents.

### **Equal Pay Audit – Pay Gap information.**

- 6.50 Within Falkirk Council, regular pay audits have been conducted since the implementation of Single Status in 2006 which show a general and positive reduction in the gender pay gap on previous years.
- 6.51 Since the end of the protection period in December 2009, the pay gap (for SJC and Craft posts) has reduced from 16.27% to its current level of 7.42%. This is based on the percentage difference between average base hourly rate pay between men and women.
- 6.52 The pay gap for teaching employees only is 3.95% in favour of male employees.
- 6.53 The pay gap for all employees excluding Teachers is 14.68% in favour of male employees. The gender gap profile is however consistent with the national average and is not anomalous in a local authority context.
- 6.54 Whilst an assessment has been undertaken in respect of disability, the small numbers (125 employees or 2.31% declared) do not allow the opportunity to identify clear patterns. From the audit completed, there is an overall pay gap in favour of non-disabled employees of c 10.46%.
- 6.55 In respect of ethnicity, the analysis notes an overall pay gap of 15.23% in favour of ethnic minority groups. Again the small numbers (433 employees or 7.4%) does not allow the opportunity to identify clear patterns.
- 6.56 Work will take place over the next 2 years in readiness to meet the reporting requirements as at 2017 to include data for ethnicity and disability.
- 6.57 A further equal pay audit will be carried out in 2016.

### **Equal Pay Statement**

- 6.58 Falkirk Council is committed to equal opportunities across all protected characteristics. The Council is committed to the principle of equal pay for all employees and aims to eliminate any sex bias or any form of discrimination in all pay structures and systems.
- 6.59 Falkirk Council believes pay is one of the key factors affecting motivation and relationships at work and therefore considers it important to develop pay arrangements that reward employees fairly and are free of unlawful bias. The Council is committed to

ensuring that men and women should receive equal pay for the same or broadly similar work, for work rated as equivalent and for work of equal value.

- 6.60 The Council will work with Trade Unions to develop fair and non discriminatory pay and progression systems which are understood and accepted by employees and by the managers who operate the system.
- 6.61 All aspects of the pay package will be reviewed and monitored regularly to ensure it delivers equal pay. Any pay inequalities identified which cannot be justified will be eliminated.
- 6.62 In accordance with the Employment Act 2002, employees have the right to request information in relation to equal pay from their employer. As such, Falkirk Council will respond to Equal Pay Questionnaires quickly and transparently, whilst maintaining the privacy of others.
- 6.63 To meet this aim, SJC and Craft jobs will be evaluated using the appropriate Job Evaluation Scheme. Those employees working with the scheme at local level will be trained in job evaluation and discrimination. For Teachers, the Council will comply with nationally agreed pay and conditions of service.
- 6.64 The Councils equal pay objectives are to:
- Regularly monitor and review existing pay and conditions
  - Conduct regular equal pay audits to monitor pay and job segregation
  - Any pay inequalities identified which cannot be justified will be eliminated.

## **7. Equality Outcomes 2015 – 2017**

- 7.1 Appendix 3 sets out the equality outcomes and actions for the Council up to the next reporting period of April 2017.
- 7.2 We have taken the opportunity at this mid term to re-frame our equality outcomes so that there is a better link to the service performance planning process.
- 7.3 During 2016 we will consult with the various equality communities representing the different equality protected characteristics. We have a funding joint working agreement with Central Scotland Regional Equality Council where over this next year they will lay the groundwork with the local community so that we are able to use a variety of engagement processes to obtain local views.
- 7.4 This will help us determine what will be the focus for the Council from 2017 onwards. It is also anticipated that further guidance will be released from the Equality & Human Rights Commission during 2016 which will outline the reporting expectations and timeframe beyond 2017.

### **Community Equality Outcomes**

- 7.5 Work with the minority ethnic community will continue to be part of our ongoing equality outcomes.
- 7.6 As part of the service planning process Council Services will continue to develop work under the Council's goal of *'increasing our efforts to tackle disadvantage and discrimination'*:
- Our citizens, who share equality protected characteristics, continue to access critical services that meet their needs
  - Disadvantaged communities, covering all protected characteristic, will benefit from better services
  - Our Housing services continue to meet the needs of people with protected characteristics who live and may wish to live in our area
  - Improved support and protection for people who experience gender based violence and other hate crimes.
- 7.7 The equality protected characteristics which will be focus against these outcomes will be women; older people; BME community; LGBTI community.

### **Employment Equality Outcomes:**

- 7.8 The employment equality outcomes identified in 2013 are considered to be still 'fit for purpose':
- Improved quality employee data across all equality protected characteristics
  - Increased representation of minority ethnic groups, disabled people, young people aged 16 – 24 years across the Council workforce
  - Reduced job segregation and equal pay gap

### **Education Equality Outcomes**

7.9 The Education Service will continue with the outcome below:

7.10 Improved educational achievement and attendance for (a) Gypsy Traveller children; (b) pupils with social, emotional and behavioural difficulties

In addition the following outcomes are taken from the Service Plan:

- Track, monitor and intervene to support vulnerable groups who share relevant equality protected characteristics, especially looked after children
- Build family capacity covering all protected characteristics

## 8. EQUALITY & HUMAN RIGHTS

- 8.1 Scotland's National Action Plan (SNAP) for Human Rights was launched in December 2013 the purpose of which is to embed a sustainable human rights culture in all areas of our lives including homes; schools; workplaces; hospitals; courts; councils and parliament.
- 8.2 SNAP is a 4 year plan with 3 overall outcomes:
- People understand and can affirm human rights and organisations are enabled and accountable to put human rights into practice
  - Scotland effectively tackles injustice and exclusion, improving lives
  - Scotland gives effect to its international obligations at home and abroad
- 8.3 Contained within these outcomes is a number of achievements to increase an organisation's ability to put human rights into practice including:
- Integrating human rights impact assessment into existing processes
  - Exploring how procurement systems can ensure human rights protection, and how budget analysis can assist human rights based prioritisation of resources
  - Increasing understanding of human rights and their relationship with equality, among those providing services
- 8.4 Over 2015, SNAP activity around 'better culture' will include a series of innovation forums..... To identify the best ways ... to empower people ...; increase organisational ability to protect rights in practice and improve accountability...
- 8.5 In addition SNAP will build on the commitment to embed human rights in the integration of health and social care.
- 8.6 In terms of the Council's relationship with Scotland's National Action Plan for Human Rights this will be forged over the remaining term of the Council's Equality Outcomes which are grounded within the Council's ambition to *"tackle disadvantage and discrimination"*.

## **9. CONCLUSION**

9.1 This report will be presented to the Council Corporate Management Team and Executive Committee where the following recommendations will be tabled for approval:

- note the case study examples and progress against the 2013 Equality Outcomes
- agree the Equality Outcomes action plan covering the period 2015 – 2017
- agree the publication of the report on the Council website by 30<sup>th</sup> April 2015.
- note the timescale of the next report due by end of April 2017.

## **APPENDICES**

## EQUALITY OUTCOMES 2013

	ACTIONS
COMMUNITY OUTCOMES	<ul style="list-style-type: none"> <li>• Increased understanding of the people profile and experiences of Falkirk residents</li> <li>• Elderly people, Gypsy travellers and Minority faith communities have improved access to services</li> <li>• Minority ethnic groups, disabled people elderly people, young people and LGBT people are fully integrated and participating citizens, feel valued, their differences are respected, and can live in dignity</li> <li>• Housing for older people meets their needs and allows them to remain in their homes for as long as possible</li> <li>• Increased employment opportunities for minority ethnic groups; disabled people; young people aged 16 – 24; and LGBT people across Falkirk Council</li> <li>• Improved support and protection for people who experience gender based violence and other hate crimes</li> </ul>
EMPLOYMENT OUTCOMES	<ul style="list-style-type: none"> <li>• Quality employee data across all protected characteristics</li> <li>• Increased representation of minority ethnic groups, disabled people, young people aged 16 – 24 and LGBT people across Falkirk Council workforce</li> <li>• Reduced job segregation and pay gaps</li> </ul>
EDUCATION OUTCOMES	<ul style="list-style-type: none"> <li>• LGBT school pupils feel included and safe in their schools</li> <li>• Improved educational achievement and attendance for (a) Gypsy Traveller children; (b) pupils with social, emotional and behavioural difficulties</li> </ul>

**COMPOSITION OF THE WORKFORCE 2015**

Age group	No	%
16-24	362	4.9%
25-34	1,293	17.3%
35-44	1,593	21.4%
45-54	2,426	32.5%
55-64	1,569	21.0%
65+	216	2.9%
Total	7,459	100%

Sexual orientation	No	%
Heterosexual	280	3.8%
Gay/lesbian	5	0.1%
Bisexual	<5	<0.1%
Not disclosed	<5	<0.1%
Other	<5	<0.1%
Unknown	7,169	96.1%
Total	7,459	100%

Gender	No	%
Male	2,053	72.5%
Female	5,406	27.5%
Total	7,459	100%

Disability	No	%
Yes	112	1.5%
No	4,738	63.5%
Unknown	2,609	35.0%
Total	7,459	100%

Ethnicity	No	%	
White	Scottish	4,890	65.6%
	English	179	2.4%
	Welsh	10	0.1%
	Northern Irish	26	0.3%
	Irish	31	0.4%
	Other	97	1.3%
Asian	Pakistani	16	0.2%
	Indian	<5	0.1%
	Chinese	<5	0.0%
	Other	<5	0.0%
Black	African	<5	0.0%
	Caribbean	<5	0.0%
Other		<5	0.0%
Mixed		<5	0.1%
Unknown		2,188	29.3%
Total		7,459	100%

Religion	No	%
Church of Scotland	2,456	32.9%
Roman Catholic	786	10.5%
Other Christian	228	3.1%
Buddhist	8	0.1%
Hindu	<5	0.0%
Jewish	<5	0.0%
Muslim	19	0.3%
Sikh	<5	0.0%
Other religion	100	1.3%
No religion	1,563	21.0%
Unknown	2,294	30.8%
Total	7,459	100%

## Workforce Profile Monitoring Summary – 2015    Appendix 2b

### COMPOSITION OF THE TEACHING WORKFORCE 2015

Age group	No	%
16-24	104	5.8%
25-34	595	33.3%
35-44	449	25.1%
45-54	382	21.4%
55-64	255	14.3%
65+	<5	0.2%
Total	1,789	100%

Sexual orientation	No	%
Heterosexual	7	0.4%
Gay/lesbian	<5	0.1%
Bisexual	0	0.0%
Not disclosed	0	0.0%
Other	0	0.0%
Unknown	1,781	99.6%
Total	1,789	100%

Gender	No	%
Male	1,436	80.3%
Female	353	19.7%
Total	1,789	100%

Disability	No	%
Yes	7	0.4%
No	805	45.0%
Unknown	976	54.6%
Total	1,788	100%

Ethnicity	No	%	
White	Scottish	687	38.4%
	English	23	1.3%
	Welsh	<5	0.2%
	Northern Irish	11	0.6%
	Irish	<5	0.2%
	Other	39	2.2%
Asian	Pakistani	<5	0.1%
	Indian	0	0.0%
	Chinese	<5	0.1%
	Other	0	0.0%
Black	African	0	0.0%
	Caribbean	0	0.0%
Other	<5	0.1%	
Mixed	0	0.0%	
Unknown	1,019	57.0%	
Total	1,789	100%	

Religion	No	%
Church of Scotland	365	20.4%
Roman Catholic	145	8.1%
Other Christian	73	4.1%
Buddhist	<5	0.2%
Hindu	0	0.0%
Jewish	0	0.0%
Muslim	<5	0.2%
Sikh	0	0.0%
Other religion	12	0.7%
No religion	215	12.0%
Unknown	973	54.4%
Total	1,789	100%

## Equality Outcomes Action Plan

The purpose of this plan is to demonstrate and deliver on the equality agenda in a way in which there is a clear 'line of sight' to the 'One Council – One Plan' vision and goals of Falkirk Council.

In turn this will allow the Council to show that equality is an integral part of its fabric thus achieving against **the general equality duty** of being able to:

- eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act
- advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
- foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

Case law has interpreted **the general equality duty** as not only applying to the formulation of policy but also applying to decisions made in actioning policy and how this might impact on individuals protected under the terms of the Equality Act 2010. The protected characteristics are: age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; sexual orientation.

Supporting the implementation of the general equality duty is a range of specific duties which came into effect as part of the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012. Specific among these is: the requirement to develop and report on Equality Outcomes.

In 2013 significant work took place around the development of the Council's Equality Outcomes for the period 2013 – 2017.

This work plan will shape the equality outcomes developed by Falkirk Council around the strategic Council priorities and identify actions to achieve against the outcomes. In terms of timescale the equality outcomes are legally required to be produced and monitored at points over a four year period from 2013 – 2017. This action plan will cover the period 2015 – 2017.

Community - Equality Outcomes			
Our citizens who share relevant protected characteristics continue to access critical services that meet their needs			
Disadvantaged communities (covering all protected characteristics) will benefit from better services			
Our Services continue to meet the needs of people with protected characteristics who live and may wish to live in our area			
Improved support and protection for people who experience gender based violence and other hate crimes			
Link to Corporate Plan	Increasing our efforts to tackle disadvantage and discrimination		
Lead Service	2015 – 2016 Actions	2016 – 2017 Actions	Review and report
C&NS (Housing)	In partnership with the Council's Finance Service, work with tenants to ensure income maximisation and tenancies are sustained.	Engagement with community, employees and services on the Equality Outcomes and identify the next set of key Equality Outcomes post 2017.	Equality Mainstreaming Report 2017 and revision of Equality Outcomes
	Develop a rent policy and work jointly to address income maximisation and welfare reform issues.		
	Develop a Housing Strategy for older people to meet the needs of increasing aging population by providing a range of housing options for a diverse older population.		
	Improve information about older persons housing options and services.		
	Engage with community and services to ensure integrated services at first point of contact particularly for disadvantaged groups.		Service Plan Annual Report
	Review and improve accommodation support to help sustain tenancies and reduce homelessness.		
C&NS (PT & I)	Implement and review the equality and poverty impact assessment process across the Council	Engagement with community, employees and services on the Equality Outcomes and identify the next set of key Equality Outcomes post 2017.	Equality Mainstreaming Report 2017 and revision of Equality Outcomes
	Explore the feasibility of combining other assessments within / alongside the EPIA process e.g. human rights		

Community - Equality Outcomes (cont'd)			
Our citizens who share relevant protected characteristics continue to access critical services that meet their needs			
Disadvantaged communities (covering all protected characteristics) will benefit from better services			
Our Services continue to meet the needs of people with protected characteristics who live and may wish to live in our area			
Improved support and protection for people who experience gender based violence and other hate crimes			
C&NS (Research & Information)	Promote equality data across Services to add value to understanding of the different communities in Falkirk and to inform service needs.	Engagement with community, employees and services on the Equality Outcomes and identify the next set of key Equality Outcomes post 2017.	Equality Mainstreaming Report 2017 and revision of Equality Outcomes
	Equality data will help to inform equality and poverty impact assessments.		
C&NS in tandem with the Falkirk GBVP	Delivery of local initiatives to promote awareness and understanding of the areas of work defined as gender based violence		Equality Mainstreaming Report 2017 and revision of Equality Outcomes
C&NS in tandem with Multi Agency Hate Response Strategy	Joint work with Council partners, Central Scotland Regional Equality Council and agencies in the criminal justice field to record and report on the level and number of hate incidents across the Forth Valley in order to: <ul style="list-style-type: none"><li>raise awareness of the nature and type of hate incident locally</li><li>improve the reporting of hate incidents as they occur</li></ul>		Equality Mainstreaming Report 2017 and revision of Equality Outcomes
Development Services (Transport Planning)	Review community mobility and accessible transport	Implement the findings of the accessible transport review	Equality Mainstreaming Report 2017 and revision of Equality Outcomes
		Engagement with community, employees and services on the Equality Outcomes and identify the next set of key Equality Outcomes post 2017.	
Development Services (ETU)	Develop a process for capturing equality data from Modern Apprenticeships and employment opportunities for 16 – 24 year olds in order to: <ul style="list-style-type: none"><li>create a trend analysis in terms of access, profile and occupational segregation</li></ul>		

Community - Equality Outcomes (cont'd)			
Our citizens who share relevant protected characteristics continue to access critical services that meet their needs			
Disadvantaged communities (covering all protected characteristics) will benefit from better services			
Our Services continue to meet the needs of people with protected characteristics who live and may wish to live in our area			
Improved support and protection for people who experience gender based violence and other hate crimes			
Social Work Services (Adult Services)	Ensure our services are accessible to our service users and citizens	Engagement with community, employees and services on the Equality Outcomes and identify the next set of key Equality Outcomes post 2017.	Equality Mainstreaming Report 2017 and revision of Equality Outcomes
	Vulnerable children will be protected		
Chief Executive Office	Build equality into the governance implications within the Committee reporting process		Equality Mainstreaming Report 2017 and revision of Equality Outcomes

Employment - Equality Outcomes			
Improved quality employee data across all equality protected characteristics			
Increased representation of minority ethnic groups, disabled people, young people aged 16 – 24 and LGBT people across Falkirk council workforce			
Reduced job segregation and pay gaps			
Link to Corporate Plan	Increasing our efforts to tackle disadvantage and discrimination		
Lead Service	2015 – 2016 Actions	2016 – 2017 Actions	Review and report
C&NS (Human Resources)	<p>Increase the volume of equality monitoring data from existing Council employees. In particular:</p> <ul style="list-style-type: none"> <li>To reduce the non-disclosure rate against the <b>disability</b> category over the next 2 years.</li> <li><b>Sexual orientation and religion and belief monitoring:</b> these are relatively new areas of data capture and will need to be monitored over time to measure improvements.</li> <li><b>Recruitment monitoring:</b> improve the data comparisons available between applicants; shortlisted and appointed.</li> </ul>	<p>Use the data analysis to identify improvement actions as required.</p>	<p><b>Equality Mainstreaming Report 2017 and revision of Equality Outcomes</b></p>
		<p>Engagement with community, employees and services on the Equality Outcomes and identify the next set of key Equality Outcomes post 2017.</p>	
	<p><b>Pay gap analysis</b> to include gender; disability and minority ethnic employees and occupational segregation analysis</p>	<p>Compare analysis against 2013 and 2014.</p>	<p><b>Capture and publish annually the equality profile of employees as per service metrics</b></p>
		<p>Reducing the equal pay gap</p>	
	<p><b>Local authority equality benchmarking development:</b> During 2015 a local authority benchmarking group will consider, develop and report on equality employment benchmarking for local Councils.</p>		<p><b>Benchmarking report produced</b></p>

Education - Equality Outcomes			
Improved educational achievement and attendance for (a) Gypsy Traveller children; (b) pupils with social, emotional and behavioural difficulties			
Track, monitor and intervene to support vulnerable groups who share relevant protected characteristics especially looked after children			
Build family capacity (covering all protected characteristics)			
Link to Corporate Plan	Increasing our efforts to tackle disadvantage and discrimination		
Lead Service	2015 – 2016 Actions	2016 – 2017 Actions	Review and report
Education Services	Identify areas of the curriculum being covered in school that a can be supported by the parents at the traveller site.	Engagement with community, employees and services on the Equality Outcomes and identify the next set of key Equality Outcomes post 2017.	Equality Mainstreaming Report 2017 and revision of Equality Outcomes
	Identify suitable ICT for the Traveller Site classroom and support parents with understanding and using the Westquarter homework BLOG.		
	Reduce exclusion particularly for vulnerable groups		Service Plan Annual Report
	Pilot a staged intervention approach to low attainment in literacy in the upper primary and build family capacity		

