

FALKIRK COUNCIL

**EQUALITY OUTCOMES AND
MAINSTREAMING REPORT 2013**

“ANE FOR A”



Including Education Authority

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CONTENTS

Page No

Introduction	3
The Legal Context	4
Mainstreaming Equality within Falkirk Council	5
Equality Outcomes	10
Employee Information	14
Appendices	
Appendix 1 – The Falkirk Area Strategic Community Plan 2010-2015 Summary of Key Themes and Outcomes	19
Appendix 2 – Poverty Strategy Aims	21
Appendix 3 – Developing Equality Outcomes Evidence Review Summary Document December 2012	24
Appendix 4 – Falkirk Council Equality Outcomes (2013-2017)	56
Appendix 5 – Employee Data	57

INTRODUCTION

In accordance with the Equality Act 2010, Falkirk Council is required to publish a report on the progress it has made in integrating the general equality duty to its functions, so as to better perform that duty.

This is Falkirk Council's first Equality Outcomes and Mainstreaming Report, and includes:

- The agreed Equality Outcomes that the Council will work towards over the next 4 years.
- An annual breakdown of employee information, such as the composition of the workforce and information on recruitment, development and retention;
- Details of the progress that the Council has made in gathering and using that information to enable it to better perform the general equality duty;
- Details of gender pay gap information and the Council's Equal Pay Statement;
- Information on occupational segregation on both a horizontal and vertical structural bands;

The report also includes information on the Gender Pay Gap within Falkirk Council, and the Council's Equal Pay Statement.

This report will identify what Falkirk Council has done and what it continues to do to enable equalities to be mainstreamed across the Council's functions and activities. It will also outline the work that will be done over the next few years to strategise mainstreaming, and to ensure that activities are structured and co-ordinated through a Mainstreaming Plan.

THE LEGAL CONTEXT

The Equality Act 2010 replaced the existing equality legislation and consolidates anti-discrimination laws into a single Act. The Act identifies 9 different protected characteristics:

- Age
- Disability
- Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race
- Religion or Belief
- Sex
- Sexual Orientation

A key measure within the Act is the Public Sector General Equality Duty which requires public bodies to be pro-active in tackling discrimination by:

- eliminating discrimination;
- promoting equality of opportunity;
- fostering good relations between those who share a protected characteristic and those who do not.

The General Equality Duty is supported by the Specific Duties set out by Scottish Ministers. The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 came into force in May 2012. These specific duties are designed to help public sector organisations meet the general duty.

The Specific Duties require that the Council must:

- Report on mainstreaming the equality duty;
- Publish equality outcomes and report on progress;
- Assess and review policies and practices;
- Gather and use employee information;
- Publish gender pay gap information;
- Publish statements on equal pay etc;
- Consider award criteria and conditions in relation to public procurement;
- Publish in a manner that is accessible.

The Council is also required to fulfil these duties in its role as an Education Authority. Within schools, the following protected characteristics apply:

- Disability
- Gender Reassignment
- Pregnancy and Maternity
- Race
- Religion or Belief
- Sex
- Sexual Orientation

The General Equality Duty is mainstreamed throughout the Council's work as an Education Authority, playing an integral role in both *Curriculum for Excellence* and *Getting it Right for Every Child* (GIRFEC).

MAINSTREAMING EQUALITY WITHIN FALKIRK COUNCIL

What is Mainstreaming?

Falkirk Council describes mainstreaming as *"The systematic integration of an equality perspective into the everyday work of the Council, involving policy makers across all Services, as well as equality specialists and external partners."*

Why is Mainstreaming Important?

Falkirk Council acknowledges that mainstreaming:

- is a long term strategy that aims to make sure that policy making is fully sensitive to the diverse needs and experiences of people;
- leads to improved policy making through better information, greater transparency and openness in the policy process;
- involves groups and individuals who experience inequality and discrimination in informing policy making through effective consultation mechanisms;
- tackles the under-representation of disadvantaged and excluded groups through encouraging wider participation;
- tackles structures, behaviours and attitudes that contribute to or sustain inequality and discrimination;
- can help to avoid policies and programmes being adopted that continue existing inequalities or make them worse;
- complements lawful positive action that is designed to address long-term historic disadvantage experienced by specific groups as a result of discriminatory practices and structures.

How is Mainstreaming Achieved?

As mainstreaming aims to change organisational cultures so that an equalities perspective becomes an integral part, Falkirk Council recognises that it is a long term process that requires a number of "foundations":

- leadership and political commitment to the principles and processes of mainstreaming equality;
- commitment and ownership across the organisation for the principles and processes of mainstreaming;
- work on mainstreaming equality to be integrated with Service work plans and policy objectives;
- mainstreaming equality within *Learning to Achieve*, the Council's strategy for implementing *Curriculum for Excellence*;
- guidance, advice, training and support to help Services to develop mainstreaming;
- appropriate data, information and research to inform the development of policy and programmes;
- policy appraisal and impact assessment with ongoing monitoring, evaluation, audit and review;
- networks and effective mechanisms of consultation with external bodies and interests.

Present and Historical Perspective within Falkirk Council

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"*.

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.

Our Community 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 Community Plan include:

- 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.

“*Equal Opportunity and Equity of Access*” is included as an overarching theme within the Community Plan. The purpose of this is to ensure that all people in our community have equal access to services and can play an equal part in all aspects of community life, which includes:

- Taking specific action towards people or groups who may not normally be included in society, or whose circumstances may make it difficult to access facilities or services;
- Endeavouring to provide equal opportunities for everyone and make sure that no one person has a poorer standard of service than any other;
- Mainstreaming equal opportunities and equity of access into our policies, procedures, strategies and plans;
- Monitoring the impact of policies, procedures, strategies and plans on equal opportunities;
- Ensuring the diversity of service users is reflected in the information we provide;
- Operating in a manner consistent with statutory obligations and requirements in these areas.

The Community Plan sets out the vision for the Falkirk Council area and as the Local Authority, Falkirk Council has a significant part to play in achieving this. The “One Council – One Plan – Corporate Plan 2012 – 2017”, underpins the Community Plan and sets out in more detail the Council’s own contribution to be the “*Place to be in the 21st Century*”. The Corporate Plan further enhances the commitment to equality and community engagement, and sets out priorities:

- Alleviating the causes and affects 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.

Equalities Scheme: 2002 onwards

Much of the work that we have undertaken to mainstream equalities across the Council’s functions and activities, including as an Education Authority, was carried out through our Equality Scheme, initially produced in November 2002 and updated thereafter. Throughout the life of the Equality Scheme, the Council has tried to ensure that its work was inclusive of all relevant equality strands.

We wanted to ensure that the outcomes make a difference to the lives of those discriminated against or treated unfairly and ensure continuation, where relevant, of efficient, effective and responsive services. The focus of Services' equality work was on outcomes and tangible improvements and the Scheme was the delivery mechanism of the work being undertaken.

The Scheme incorporated all duties and commitments of different equality groups into one document and highlighted how the Council met our obligations, as a local authority and an Education Authority, under the legislation. The action plans within the Scheme also highlighted the actions which would be taken to promote equalities and improve opportunities. In setting the key priorities within the Scheme the Council reflected the commitment made within the Single Outcome Agreement - the agreement between the Falkirk Community Planning Partnership and the Scottish Government which set out what we wanted to achieve in our area in terms of national and local outcomes for the period 2009-2011.

When developing its action plans under the Equality Scheme, the Council took account of the ten point equalities capabilities framework (produced as part of the national Equalities Review) as well as local and national priorities within the Single Outcome Agreement in relation to work being undertaken. Evidence gathered by the Community Planning Partners as part of the Single Outcome Agreement identified key areas of priorities for the Council and other partners and agencies. The Single Outcome Agreement and supporting evidence were used as a basis for the Equality Scheme Action Plans and indicators set in the SOA were used to measure progress.

Equality Impact Assessments

The way that the specific equality duties have been interpreted within the Council is that they make local authorities more accountable and more aware of the consequences of their decisions.

The Council has had an Equality Impact Assessment (EQIA) process in place for a number of years. The purpose of the Equality Impact Assessment process is to assess the impact of a particular policy or function on different protected characteristics and where appropriate lessen or remove any potential adverse impact. The evidence gained from the initial screening is used to inform the ongoing development of policies and/or functions and any adverse impact or barriers which are identified will be investigated and alternatives considered. The EQIA toolkit is being reviewed to incorporate Poverty Assessments to ensure well informed decisions are made in respect of service delivery to meet the needs of our community.

The Council uses both internal and external evidence and consults with the community and equality groups as required.

The Committee decision making structure is changing and as part of these changes, a new report format will be developed which will incorporate a section on equality, which will now be mandatory for all reports. This will ensure Elected Members continue to be aware of any significant impact of decisions.

Given the importance of budget consultation, Falkirk Council has included an approach to EQIA's for all its budget proposals at an early stage, to ensure that all decisions are transparent and have considered impacts and mitigating actions.

Policies to support the Equality Agenda

The Council has adopted the following policies to reflect our commitment to equality and help promote awareness of issues within the community, with the aim of improving life chances of our employees and citizens:

- **Communication policy** - guidelines and recommendations on how to communicate with minority ethnic communities and people with a sensory impairment. Interpretation and translation services are included.
- **Dignity at work policy** - we believe that every employee has the right to dignity at work and recognise that harassment of employees at work is a form of discrimination that is intolerable and unacceptable. While harassment can affect any employee, we also accept that particular groups and individuals may be more likely to experience harassment. The Council is committed to preventing all forms of harassment and to dealing with the problem effectively where it occurs.
- **Equal opportunities policy** - reflects our commitment to equality in line with our goals and values. This policy ensures equality of access to employment and service provision and incorporates the commitment to equal pay.
- **Workplace Policy on Domestic Violence and Abuse** – raises awareness within the Council and offers guidance to managers on identifying and supporting victims of domestic abuse.
- **Good Practice Guidelines for working with women and children experiencing domestic abuse** – a guide for Forth Valley services and practitioners on how best to identify and/or respond to situations of domestic abuse that may present themselves in working situations.
- **Protocol for Forced Marriage** – this joint protocol raises awareness of the issues of forced marriage and offers guidance to managers on supporting issues of Forced Marriage of employees or citizens.
- **Protocol on Human Trafficking** - the joint protocol is aimed at raising awareness of human trafficking within agencies and offers advice on supporting and responding to issues involving victims of human trafficking

The Corporate Approach: Working Collectively with Services and Partners

In Falkirk Council, the Human Resources and Customer First Division has taken the lead role in corporate equality matters for many years. To continue to mainstream equalities into day to day working, the responsibility for equalities has been moved to Corporate and Neighbourhood Services within the Corporate Policy and Planning Unit. This will further enhance the work already done to mainstream equality, with equality and poverty work being further integrated into the strategic planning process and demonstrating corporate ownership. Responsibility for employment related equality matters will remain within Human Resources and Customer First.

We have recently appointed a Corporate Equalities Champion: currently the Chief Governance Officer. As a member of the Corporate Management Team (CMT), the Equalities Champion works to embed equality within the Council's business, planning and processes by engaging Members, CMT, Services and Community Planning Partners. Coming from a legal background, the Equalities Champion has a strong technical knowledge of the Equalities agenda and has a clear commitment to improving equality of opportunity, providing strong leadership with a clear link to Elected Members.

Our Community Planning Strategy, which provides a framework for combining and integrating measures and policies to tackle disadvantage and discrimination, inequality of opportunity and social exclusion is an area of key priority with the Council. The Community Plan has a clear equality focus and ensures Partner Agencies work jointly to tackle disadvantage and discrimination.

Engaging the main external partners in the delivery of public services, as part of the corporate structure, is essential for mainstreaming in local government. Falkirk Council gives priority to stabilising regular and effective channels of communication and opportunities for involvement with policy and service planning. In April 2011, the Council approved a three-year community participation strategy to develop the ways in which we do this - 'Have Your Say, a plan for local involvement'. Equally important, the authority's influence over its local partners and contractors means that it can require them to ensure equality in their internal operation and service delivery.

The Falkirk Area Strategic Community Plan 2010 – 2015 clearly specifies and recognises the contribution our communities and the Third Sector can make towards the attainment of our vision.

In Falkirk, the local partnerships involve three sectors -community/ voluntary organisations, statutory agencies and traditional social partners - acting together at the local level. This structure offers the potential to build commitment, ensure consultation and representation in decision-making. There are a number of successful partnership forums in operation: the Community Safety Partnership; Domestic Abuse Forum; Multi Agency Hate Response Strategy (MAHRS), Central Scotland Regional Equality Council (CSREC), Forth Valley LGBT Development Group (FVLGDG)

Education Authority – Working Collectively with Services and Partners

Within Falkirk Council the overarching guide for our work is the Integrated Children's Services plan, For Falkirk's Bairns. In turn, we want all learners in our educational settings to have enjoyable, challenging experiences allowing them to work to their full potential. For economic and social reasons we must enable all young people to be pro-active and independent within their own learning experience. The service must support young people to develop resilience of character and the creativity and flexibility necessary to function in our rapidly changing society. Learners will then develop the skills and attributes which will allow them to make a positive contribution to society and achieve positive sustained destinations. We must inspire young people to become enthusiastic lifelong learners.

As an Education Authority, *Learning to Achieve* is Falkirk Council's interpretation of *Curriculum for Excellence*. It sets out our vision for children and young people aged 3-18 and describes the experiences they can expect throughout their education. Equality is central to *Learning to Achieve* and it demonstrates our commitment to mainstreaming equality through all of the functions of an Education Authority.

EQUALITY OUTCOMES

The Legal Context

Under the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 (the 2012 Regulations), listed authorities are required to publish a set of equality outcomes which it considers will enable the authority to better perform the general equality duty.

The Specific Duties require that:

- In preparing this set of equality outcomes, the authority must take reasonable steps to involve people who share a relevant protected characteristic and any group which appears to the authority to represent the interests of those people.
- The authority must also consider relevant evidence relating to people who share a relevant protected characteristic.
- If an authority's set of outcomes does not seek to further the needs of the general equality duty in relation to every relevant protected characteristic, it must publish its reasons for proceeding in this way.

The Development Journey

At the outset, it was agreed that wherever possible the Equality Outcomes should reflect the Council's vision as set out in the Corporate Plan, the Strategic Community Plan, the goals to achieve the vision, and the Council's Poverty Strategy (see Present and Historical Perspective within Falkirk Council on page 6).

This report outlines the process that Falkirk Council followed to develop its Equality Outcomes for the period 2013 to 2017, including Education Services. The report aims to show that Falkirk Council has developed justifiable outcomes, based on the best available data, and community involvement.

Stage 1 Evidence Review

From September to November 2012, the project team carried out an extensive evidence and literature review, using a broad range of UK-wide, Scotland-wide, local and Falkirk Council sources to provide sufficient data to help identify the key issues affecting the local communities defined by the main equalities groups. The project team was supported in this task by the representatives from all Services.

The evidence gathering phase required a scrutiny of the various Council-wide and service level surveys, engagement and consultation events. This includes for example, the wide-ranging consultation for the Local Housing Strategy which started in March 2011 ranging from a survey to focus groups and also drop-in events, as well as a number of other housing management consultation events which have taken place. Details of other previous consultations are available at:

http://www.falkirk.gov.uk/about_council/consultations/have_your_say.aspx

It became clear during the evidence collection phase, that a number of 'key themes' were emerging that reflected the themes outlined in the Council's Strategic Community Plan 2010-2015 (Summary of Key Themes and Outcomes are attached as Appendix 1 and the aims of the Poverty Strategy 2011-2021 (Appendix 2). For these reasons, the evidence is presented under those key themes, which are:

- Socio-Economic Inequality
- Targeted Violence and Discrimination
- Integration and Social Cohesion
- Health and Learning Inequality
- Falkirk Council as an Employer

A summary of the key data, data gaps, and existing priorities is given in the Evidence Review Summary Document (Appendix 3).

Because the evidence review is not exhaustive it was only used as a baseline to inform the development of a set of Equality Outcomes for Falkirk Council. In order to better inform the future development of Equality Outcomes, Falkirk Council will work with its local and national partners to develop a more comprehensive data set, including relevant quantitative data to fill the clear evidence gaps highlighted by the review. This work will be ongoing. In addition, the evidence will be made available across the Council so that it can be used to inform decisions in general, and support the Impact Assessment process in particular.

Stage 2 Analysis

The next task was to assess and analyse the available evidence and to help clarify and document what significant inequalities the evidence was pointing towards.

Initially, each member of the project team considered the evidence, in depth and individually, and noted what inequalities they thought that the evidence was highlighting, and which protected characteristic was impacted upon. As a team, they then agreed a set of significant inequalities that local community groups would be consulted on to determine whether any particular issue had not been identified.

The project team identified whether Falkirk Council was able to address the issue on its own, or with partners. It is recognised that because of the nature of the Council's business and partnerships, a number of potential outcomes will be shared by our local partners. As such, the work in developing the Outcomes was not restricted to matters that the Council could address on its own, but took a partnership view. This view was shared by colleagues at NHS Forth Valley, with whom the Council worked closely throughout the project.

Once the main inequality issues were identified, the issues which could be addressed by Falkirk Council on its own or with partners were highlighted, and Equality Outcomes were developed using a set of agreed criteria:

Scale – How many people are affected? How does the issue impact on people's life chances?

Severity – Does the issue present a risk to equality of opportunity for particular protected groups? Is it a significant barrier to opportunity or freedom?

Impact – Is the problem persistent or getting worse? What is the potential for improving life chances? Is the problem sensitive to public intervention?

Remit – Are we able to address the issue given our remit?

Because of the limitations of local qualitative evidence, a key criterion could only be assessed through active consultation with the local community (See Stage 3 below).

Stage 3 Define and Decide on Equality Outcomes

This key stage was carried out between November 2012 and February 2013. Throughout this stage, local community groups, and partners in the public and voluntary sector were involved in the development of the Equality Outcomes.

Stage 3 - Step 1 - On 30 November 2012, Falkirk Council hosted a Central Scotland Regional Equality Council led event, along with NHS Forth Valley, Central Scotland Police and Central Scotland Fire & Rescue Services. The purpose of the event was to:

- raise awareness of the new legislation to representatives of communities across the Falkirk area, enable the Council and its partners to present the information and evidence gathered so far, and outline the intentions of the outcomes being developed; and
- consult with community representatives to help inform the development of the final Equality Outcomes.

Approximately 50 people from across Falkirk and Forth Valley, representing all of the communities defined by the main equalities groups attended. Prior to the event, participants were sent Falkirk Council's Key Themes and potential Equality Outcomes that had been developed. At the event, participants identified what they saw as the key issues affecting people across Falkirk, and suggested a number of actions to address these issues. Participants were encouraged to contact the Council after the event to provide more evidence, and advise of any inequalities that had not been identified. Following the event, attendees and invitees who could not attend the event were sent the notes from the workshops. They were asked to identify any 'missing' issues and provide feedback on the potential outcomes by 15 December 2012. Feedback was received from one individual.

On 18 December 2012 the project team and the Service Representatives met to consider the feedback/ input from the community representatives. At this meeting, the group revised the potential Equality Outcomes to reflect the feedback/ input from the community representatives, resulting in them being more specific and measurable; and considered appropriate existing measures and actions.

Stage 3 - Step 2 - Community and Service Representatives were then asked for their views on the revised potential Equality Outcomes in January 2013. Feedback was received from Services. As a result, the outcomes were further revised and then presented to the Corporate Management Team (CMT) for discussion and then onto Committee for final approval in April 2013.

The agreed Equality Outcomes for Falkirk Council are noted as Appendix 4.

Ongoing Accountability and Progress Reports

Once approved by Elected Members, strategic responsibility for the outcomes lies with the Chief Executive. To assist, the Equalities Champion will provide support and guidance to the CMT and will also act as monitoring officer. Operational responsibility lies with CMT, again overseen by the Equalities Champion.

An interim progress report will be published in May 2014. This will identify progress on achieving activities and outcomes. This is in line with legislation which requires a report to be published every 24 months with a new set of outcomes published every four years.

In addition to a progress report, the Council has key performance indicators that help measure its progress on equality and help determine future priorities.

Information Gathering and Consultation

Given the importance of an evidence based approach, Falkirk Council ensures that data is collected with equalities in mind and that it is capable of analysis on the basis of all protected characteristics. We also recognise that it is necessary to network extensively with other organisations to share data and to promote an understanding of diverse needs and concerns.

The recent Equality Outcomes development work has identified a number of data gaps, both quantitative and qualitative. Work will be undertaken both internally and with local and national partners to fill these gaps.

Falkirk Council knows that consultation is a key element in mainstreaming, and an essential part of the best value approach. The contribution of our citizens is key is helping to shape and inform Council Services as well as identifying Equality Outcomes going forward.

Falkirk Council collects evidence to identify any inequalities in the way that services are currently delivered and to promote understanding of how these inequalities arise. In doing so, we have increased the level of understanding about the nature of inequality and what can, and should be, done to develop mainstreaming.

EMPLOYEE INFORMATION

Background

Falkirk Council is the largest local employer within Falkirk and believes that the recruitment and employment of local authority employees, at all levels, is an important activity through which mainstreaming can be achieved. By having a higher quality and more diverse workforce, the Council can provide better quality services to our citizens.

As an employer of choice, 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 such information, specifically the breakdown of the relevant protected characteristics in each category is used to better perform the general equality duty.

Employment Data

The data is collated from a number of different sources, including the Council's Payroll and Human Resource system (Resourcelink) and the Council's Recruitment Portal (the national myjobscotland portal). In analysing the information, some gaps have been identified, and work will be undertaken to better improve the data collection. The information available is based on the period 1st April 2012 to 31st March 2013, and covers the following areas:

- workforce profile;
- applications for employment, promotion and training;
- employees involved in discipline and grievance issues;
- leavers from the Council.

The latest available data is summarised below. Education Services is part of Falkirk Council, therefore, this information includes employees within Education Services, although additional tables and reports are provided which show Education separately. More detailed data is provided at Appendix 5. An employee monitoring exercise is also planned for 2013.

Employment Monitoring - Summary	
Race	<ul style="list-style-type: none">• The majority (99.45%) of Falkirk Council's workforce is White.• Only 40 employees (0.55% of the workforce) are from minority ethnic communities.
Religion and Belief	<ul style="list-style-type: none">• The majority of Falkirk Council's workforce (66.92%) is Christian. 27.22% of the workforce state that they have no religion, and 2.57% belong to other religions.• The largest non-Christian group is Muslim, but all the major religions are represented throughout the workforce.

Employment Monitoring - Summary	
Disability	<ul style="list-style-type: none"> • 1.8 % of the workforce state that they are disabled. However, this figure will be grossly inaccurate because many employees will not 'self-declare' their disability and some will become disabled during their working life. • According to the 2003 Labour Force Survey 21% of the working age population in Scotland are estimated to have a disability. • 24% of disabled employees work part-time compared with 41% of non-disabled employees.
Age	<ul style="list-style-type: none"> • The majority (56%) of Falkirk Council's workforce is above 44 years of age. Only 20% of the workforce is under 35 years of age. 4.3% of the workforce is aged between 16 and 24 compared with 11.25% of the local population. 2.3% of the workforce is aged between 65 and 74.
Gender	<ul style="list-style-type: none"> • 49% female employees work part-time compared to 10% of male employees. The percentage of part-time employees who are female is increasing and the percentage of males who work part-time has remained static, or in some cases, have reduced. This suggests the gender pay gap will increase if this trend continues. • In March 2012, women represented approximately 72% of the Council's workforce, but tended to be clustered in lower grades. Women make up 57% of the top 2% and 58% of the top 5% of employees.
LGBT	<ul style="list-style-type: none"> • There is currently no Council specific information available. • According to the Household Survey experimental statistics 2010/11, 1.4% of Scotland's population is Gay, Lesbian or Bisexual. • If these figures are applied to Falkirk Council, it could be estimated that there are just over 100 gay, lesbian or bisexual people working in Falkirk Council.

Good Practice

Falkirk adopts good practice recruitment practices; regularly reviews selection procedures; has job descriptions which detail equalities requirements; ensures that the composition of interview panels meets equality objectives; and undertakes equality training for everyone involved in recruitment. To help staff understand the nature of discrimination and inequality the Council offers a number of training and development opportunities including:

- Introduction to Equal Opportunities
- Online Diversity Training
- Equality Impact Assessment Training
- Online Gender Based Violence Module
- An equalities perspective is also covered within a number of other training courses including Recruitment & Selection, Discipline & Grievance, Absence Management & Capability, Dignity at Work and ILM First Line Management

- Good Practice Guidelines for working with women and children experiencing domestic abuse
- Protocol for Forced Marriage
- Protocol on Human Trafficking.

In addition, the Council utilises the knowledge and experience of external providers to facilitate specific training, for example Glasgow Centre for Inclusive Living, Capability Scotland and Forum Interactive. The Council also works with our partners in the Forth Valley area to share training opportunities and as part of this the opportunity is given to employees to attend accredited Domestic Abuse training.

More recently, a small number of employees have attended LGBT training with a view to rolling this out on a wider basis in 2013.

The Council works closely with Trade Unions when implementing policies and conditions to ensure equality matters are addressed. All policies are impact assessed prior to approval and this information is made available to Trade Unions. For instance, in 2012, the Council implemented new conditions for Car Allowances for all employees, which resulted in an increase in allowance rates for a large female dominated group of employees. In addition, in consultation with Trade Unions, the Council reduced the pay protection period following implementation of Single Status to help reduce any potential gender equal pay gap.

Job Segregation

The majority of the workforce in common with the rest of the public sector is predominantly female: females make up 72.82% of the organisation. 52% of the total females in employment are represented in the lowest 5 grades, demonstrating that females are less well represented in the more senior positions in the Council. Within the Teaching profile a significant female dominance is noted with 82% of Teachers being female. Female employment is dominated by the role of Teacher with 1034 out of a total female profile of 6115 or 17% of all female employees. Other significant roles include Cleaning, Catering, Clerical Assistants and Home Help, all with greater than 90% female dominance.

Male employment is focussed in the traditional male dominant Craft and Manual Worker categories. The occupational segregation is strong but these roles reflect the broader occupational segregation experienced across the Local Government sector. These areas were identified within an Equal Pay Audit which was carried out in March/April 2013. These will be taken forward as part of the Employment Equality Outcome associated to equal pay and job segregation.

Gender Pay Gap

According to the EHRC, *“The full-time gender pay gap has narrowed since 1975 when equal pay legislation first came into force, but in 2011 there remained a gap of 10.7 per cent between women’s and men’s pay in Scotland, down from 12 per cent in 2010. There are several ways of measuring the pay gap, but this figure is the average (or mean) gender pay gap between full-time employees’ earnings in Scotland, excluding overtime. The hourly pay gap is bigger if women working part-time are included.”*¹

¹ Equality and Human Rights Commission Scotland, 2012: *Employee information and the public sector equality duty: A guide for public authorities (Scotland)*

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 pay gap on previous years. In June 2010 the pay gap (for SJC and Craft posts) was 16.27%, which reduced to 13.91% in May 2011. Implementation of the Living Wage in June 2011 further reduced the pay gap by 0.5%.

Currently Falkirk Council has a gender pay gap in favour of male employees of 7.62%. This is based on the percentage difference between average base hourly rate pay between men and women. The pay gap for Teaching staff only is 2.31% in favour of male employees. The pay gap for all employees excluding Teachers is 15.45% 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. It should be noted however that this is not a like for like comparison on previous audits, as the most recent pay audit includes new categories of employees, including TUPE transfers and Chief Officers. Some significant issues have been identified with the TUPE transfer of a small number of employees which present an anomalous output in respect of equal pay and this will be managed in line with case law and with a view to mitigate inequality and reduce the pay gap further.

Whilst an assessment has been undertaken in respect of disability and ethnicity, the small representative sample does not allow the opportunity to identify clear patterns.

From the audit completed, there is an overall pay gap in favour of non-disabled staff of c3.46%. The cause of the minor overall base pay gap is the absence of any declared disabled employee in the Senior Management levels. In respect of ethnicity, the analysis notes an overall pay gap of 16.21% in favour of ethnic minority groups. This is however reflective of the TUPE transfer issue and like gender, this is not a valid measure until the application of job evaluation and assimilation to the main pay structure applies.

Equal Pay Statement

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.

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.

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.

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.

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.

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.

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.

The Falkirk Area Strategic Community Plan 2010–2015

Summary of Key Themes and Outcomes

1. Sustainable Falkirk Outcomes

- The quality of our infrastructure will help promote the growth of the local economy
- We will improve the built environment
- We will be greener
- Our open spaces will be attractive, accessible & safe

2. Fairer Falkirk Outcomes

- The wealth and prosperity of our area will increase
- People will have equitable access to local health, support and care
- Our housing continues to meet the needs of people who live and may wish to live in our area
- Our citizens continue to access critical services that meet their needs
- Disadvantaged communities will benefit from better services

3. Growing Business & Prosperous People Outcomes

- Our area will be recognised as having a culture & ethos of aspiration and ambition
- The wealth & prosperity of our area will increase
- The quality of our infrastructure will help promote the growth of the local economy
- Our profile will reflect our area as a destination of choice
- Our workforce will be highly skilled

4. Young People Who Are Confident & Successful Outcomes

- Our citizens & communities will be encouraged to take responsibility for their own health and wellbeing
- Our citizens will be supported to make positive health & lifestyle choices in order that they can live longer
- Our area will be recognised as having a culture & ethos of aspiration & ambition
- Our citizens continue to access critical services that meet their needs
- Our workforce will be highly skilled
- Vulnerable children will be protected

5. Safer Communities Outcomes

- Our citizens will be protected
- Vulnerable children will be protected
- Our citizens & communities will be encouraged to take responsibility for their own health & wellbeing

6. Healthier People Outcomes

- Our citizens will be supported to make positive health and lifestyle choices in order that they can live longer
- People will have equitable access to local health support and care
- Our citizens and communities will be encouraged to take responsibility for their own health and wellbeing
- Our citizens continue to access critical services that meet their needs
- Disadvantaged communities will benefit from better services

Poverty Strategy Aims

Employment: **In order to maximise the proportion of working age residents attaining and sustaining better paid, secure employment we will aim to:**

- Increase the number of young people participating in post 16 learning
- Increase the proportion of school leavers entering a positive sustained destination on leaving school
- Increase the number of young people attaining literacy and numeracy to SCQF level 4 and above
- Increase skills and qualifications of the workforce within the Falkirk Council area
- Reduce the proportion of working aged residents in receipt of employment related benefits
- Look at how we can improve the conditions of service for our own workforce including the provision of training

Financial Security: **In order to improve financial security we will aim to:**

- Ensure our citizens have increased choices when it comes to financial products and services
- Increase people's understanding of the consequences of the choices they make with regards to their finances
- Maximise the income of households that rely on benefits
- Reduce levels of debt
- Ensure that people are not pushed into poverty or prevented from accessing essential services, by revising our charging and concessions policy
- Working towards all of the above outcomes in relation to employment and financial security will also help to moderate the impacts of poverty, by reducing the number of people entering and remaining in poverty.

Housing: **In order to reduce the impacts of poverty in relation to housing, we will aim to:**

- Improve the Council's core housing stock, in terms of improved energy efficiency and heating systems
- Prepare housing development strategies which meet local priority needs
- Provide a range of affordable housing options which meet the needs of local people, including those with specific needs
- Prevent and alleviate homelessness wherever possible
- Provide support to vulnerable people in their homes
- Reduce the number of households that live in fuel poverty

Health: **In order to mitigate the impacts of poverty in relation to health and reduce health inequalities, we will work with Community Planning partners and aim to:**

- Routinely consider inequalities in planning and delivery and thereby maximise the potential for Falkirk to successfully reduce health inequalities and deliver on health outcomes
- Focus our interventions and health promotion activities on specific areas of need
- Integrate an approach based on prevention and early intervention
- Promote health and wellbeing across our communities particularly focusing on individuals, communities and groups in need
- Ensure we promote well being and good mental health as essential to addressing the impacts of poverty

Children: **In order to mitigate the impacts of poverty on children, we will aim to:**

- Develop our Early Years Framework that sets out the Council's approach to targeting and working with our most vulnerable children and young people aged 0-8 years and their parents
- Build on our approach to Corporate Parenting and ensuring our most disadvantaged children have the encouragement and support to achieve
- Develop an approach to ensure that children and young people are not disadvantaged educationally as a consequence of living in poverty
- Increase young people's confidence and self esteem
- Develop services for young people with a disability
- Reduce the potential for our young people to develop harmful lifestyles
- Ensure that our approach to charging and concessions includes services for children and young people

Communities and Participation: **In order to reduce the impacts of poverty on communities and people's ability to participate in society, we will aim to:**

- Develop an approach to service provision that ensures that our most disadvantaged geographic communities are not adversely effected by reductions in public sector budgets
- Develop a pro-active approach within our most deprived areas to ensure that our most vulnerable communities are supported
- Continue to develop our approach to Community Safety and Anti-Social Behaviour so that our most vulnerable communities are supported
- Promote community participation and volunteering across the Council area but particularly in areas of deprivation.

FALKIRK COUNCIL

Developing Equalities Outcomes Evidence Review Summary Document December 2012

Contents

1. General Demography
2. Socio-Economic Inequality
3. Targeted Violence and Discrimination
4. Integration and Social Cohesion
5. Health and Learning Inequality
6. Falkirk Council as an Employer
7. Sources of Evidence

Note

This evidence review is a brief summary of key points found in a range of literature and more extensive evidence reviews, using specific Falkirk data wherever possible. These facts have been compiled to present a simplistic picture of some of the key issues affecting the communities defined by the main equalities groups. This review is not exhaustive; instead it should be used as a baseline to inform the development of a set of equalities outcomes for Falkirk Council.

Much of the data comes from the 2001 census, and may not accurately reflect the current profile of Falkirk. Initial results from the 2011 census are due to be published in early 2013.

Some people may fit within a protected characteristic, but may not define themselves as such. Some people may fit within more than one protected characteristic—and as such experience multiple inequalities. Also, an important consideration is how socio-economic status increases gaps in equality. For example, there is evidence that people with low income have poorer physical and mental health; people living in the most income deprived areas have a healthy life expectancy that is, on average, 10 years lower than those living in the most affluent communities. A person who experiences socio-economic disadvantage will not necessarily be protected from discrimination in the same way as people who experience disadvantage because of other characteristics, such as race or gender. However, Falkirk Council will continue to consider socio-economic disadvantage when planning services and making decisions.

General Demography

Known Facts

Race

- In 2001, the Census identified minority ethnic communities made up 1% of the population of Falkirk, half the Scotland figure of 2.0%. The largest group is Pakistani followed by Chinese and Indian.
- Since 2001, there has been an influx to the UK of migrants from the EU, particularly from the east European accession states. The Workers Registration Scheme, which ran from 2004 to 2011, recorded some 1,350 people from Eastern Europe coming to Falkirk within this period, of who around half were from Poland and 20% each from Lithuania and Slovakia. These figures however, are not a reliable indicator of the number of people from eastern Europe living in the area, as it does not include dependents and there is no guarantee that people who originally registered in any local authority area remained there – they may have returned home, or moved on to another area. It is hoped that the results of the 2011 Census will give a better picture of how many of these people have remained in the area.
- The ethnic minority population has a younger age structure than the population as a whole.
- The number of registrations of Polish people has decreased substantially since a peak in 2007; the number of registrations of Romanian people is relatively small but has increased substantially since 2007.

Religion and Belief

- Census 2001 information showed that half the population in Falkirk indicated they were Church of Scotland with 12% Roman Catholic. 5% belonged to other Christian groups and only 1% belonged to other religions. Half of these were Muslims. 29% of the population indicated they had no religious affiliation.
- The largest non-Christian group is Muslim, but all the major religions listed on the Census form are represented in the area.

Disability

- According to the Scottish Household Survey (2009-10), 15% of Falkirk's population had a disability, 13% had a limiting long term illness, and 19% had both.
- In February 2012, 2,950 people claimed Employment Support Allowance, 5,130 claimed Incapacity Benefit, and 10,630 claimed Disability Living Allowance.
- 40% of Claimants of Employment Support Allowance and 37% of claimants of Incapacity Benefit had a mental or behavioural disorder. 18% of the Disability Living Allowance Claimants were suffering from Arthritis and 10% had Learning Difficulties.
- Reported levels of disability increase with age. For example, the percentage of people aged under 25 with a limiting long term illness in the 2001 Census was 5.4% compared to 65% of people aged 75+.
- In November 2009, there were 10,370 Disability Living Allowance claimants within the Falkirk area. This represents 6.8% of the whole population; this is only slightly higher than the figure of 6.6% for Scotland as a whole. The highest claimant rate is 25-59 year olds with 55% (6,215 claimants).

Age

- According to the 2011 National Records of Scotland mid year estimates of population, Falkirk's population by age is:

0-15	28,366	18.4%
16-24	17,300	11.2%
25-44	40,858	26.5%
45-59	32,340	20.9%
60-64	10,004	6.5%
65-74	14,219	9.2%
75+	11,293	7.3%

- It is expected that the number of older people will increase significantly. Although the number of people aged 65+ years is expected to decline in the years to 2016, the figures for those aged 85+ years is expected to increase by almost 10%. In addition, the population aged 30 to 65 years is expected to increase by 12 – 15% during this time, which will have a significant effect on the size of the population aged 65+ years in 2026. Projections suggest that Over 85's will increase by 40% by 2021.

- Life expectancy at birth for females in Falkirk is 80.3 years; compared to 76.4 for males.

Lesbian, Gay, Bisexual and Transgender (LGBT)

- Data from 2000 suggests that 6% of men and 7% of women had ever felt attracted to an adult of the same sex. The UK Government estimates that 5-7% of the population are gay, lesbian or bisexual. Applying this to Falkirk's population suggests there are potentially between 7,720 and 10,800 lesbian, gay or bisexual adults in Falkirk.
- According to the British Social Attitudes Survey 2008, 94.6% of the population states that they are Heterosexual, 0.6% are Gay, 0.3% are Lesbian, 0.4% are Bisexual, 1.6% of respondents 'could not choose', and 2.5% did not answer. According to the Household Survey experimental statistics 2010/11, 1.4% of Scotland's population is Gay, Lesbian or Bisexual. If these Scottish and UK figures are applied to Falkirk, it is estimated that there are just over 2,000 gay, lesbian or bisexual people in the Falkirk Council area.
- The Census does not gather data on the number of transgender and transsexual people within the UK. There is no publicly available reliable statistical data on which to make a firm estimate. Estimates for UK vary from 1,550 to 300,000.
- In the UK, 2,801 Gender Recognition Certificates were issued by the Gender Recognition Panel between 2005 and 2010.

Gender

- Falkirk's population is roughly 52% female and 48% male. This split has remained largely unchanged since the 1980s. This split is not replicated by age, as there are more men than women in the 0 – 15 year age group, more women in the 15 – 64 year old age group and in older people (65+) there are substantially more females as females tend to live longer than men.
- Across the population as a whole there are slightly more women than men, but this ratio varies with age. For example there are generally more baby boys than girls born, but because of the slightly higher mortality rate among males across all age groups, by around the age of 40, the number of women overtakes the number of men. In older age groups there are substantially more women than men. For example among those aged 85+, 32% are male and 68% female.

Pregnancy and maternity (including breastfeeding)

- There were 1,757 births in Falkirk in 2011.
- The number of births increased during the 2000's by around one third, but in the last few years the numbers have stabilised.
- The age of mothers has been increasing. Over a quarter of births are to mothers aged 25-29 and 30-34 with only 6% to those aged under 20. Births to mothers aged over 40 have increased from 0.5% in 1991 to 4% in 2011.
- Not all pregnancies result in a birth, some are terminated by abortion and in other cases the mother miscarries. There are no statistics on miscarriage at a local authority level and the figures only relate to those requiring hospital in-patient treatment.
- In 2011 there were 310 abortions carried out on women living in the Falkirk Council area. Abortion rates have been falling in the last few years. Rates are higher among younger women.
- In 2011/12, at the First Visit stage 29.7% of babies were exclusively breastfed, and 37.7% were breastfed (includes mixed breast and formula fed). At the 6-8 week review, 19.9% were exclusively breastfed, and 28.1% were breastfed. (*Note: Attempts to increase the proportion of mothers breast feeding have met with only limited success, with little sign of any noticeable increase.*)

Marriage and Civil Partnership

- High level data those aged 16 and above in Falkirk shows:

Status	Number	percentage
Single never married	31,613	27.1%
Married (1 st marriage)	55,147	47.2 %
Remarried	6,910	5.9%
Separated	4,364	3.7%
Divorced	8,096	6.9%
Widowed	10,667	9.1%
Married and living with spouse	59,587	51.0%
Single, never married	36,219	31.0%
Widowed	10,515	9.0%
Divorced	7,010	6.0%
Separated	3,505	3.0%

- There were 49 civil partnerships in the Falkirk Council area between 2006 and 2011. While the number of civil partnerships is low, the fact that these can be celebrated in many different places may mean that there are more people living in a civil partnership in the area than there have been civil partnerships celebrated.
- Marital status varies with age. For example, in the 2001 Census, for those aged under 25, 96% were single (never married), while for those aged 65+ only 7.6% were single (never married), but 38% were widowed. On the other hand 67% of those aged 40-44 were married or remarried.

Gaps Identified

Race

- It is always difficult to examine ethnic minority groups in Scotland using data from the large population surveys because the small ethnic minority sample sizes involved limit the analyses that are possible. This is even more acute at a local level.
- There is limited information about in and out flows of population. We do not have sufficient information about migrants who leave, and we also do not know what proportion have dependents with them.

General

- Census data from 2001 is out of date now. The 2011 Census data should reveal some changes and provide a more accurate dataset.

Disability

- Data on disability is relatively sparse.
- Apart from the Census data, a question on disability is often included in questionnaire surveys but these suffer from a lack of comparability and sampling error.

Lesbian, Gay, Bisexual and Transgender (LGBT)

- There is no data on sexual orientation apart from high level surveys. Questions on sexual orientation have only been asked in surveys in the last few years.
- Robust estimates of the number of lesbians, gay, bisexual and transgender people in Falkirk or Scotland do not exist. There is almost no data on this topic and none at a council area level. The data that is currently offered is speculative rather than exact.
- We do not have robust statistics about the sexual orientation of people from minority ethnic groups.
- The Census does not gather data on the number of transgender and transsexual people within the UK. There is no publicly available statistical data on which to make a firm estimate. Estimates for UK vary from 1,550 (Office for National Statistics) to 300,000.

- In the UK, 2,801 Gender Recognition Certificates were issued by the Gender Recognition Panel between 2005 and 2010. This data suggest that the lowest estimate of 1,550 in the Office for National Statistics paper is too low and the number must be considerably higher.

Marriage and Civil Partnership

- In Scotland, there are no regular updates of marital status except for the Census although questions on marital status are often included in surveys.
- Data on civil partnership will suffer from the same issue as information on marriages to a greater or lesser extent – people often have their ceremonies in areas other than those in which they live.

Socio-Economic Inequality

Known Facts

Race

- All minority ethnic groups appeared to be disadvantaged on one or more indicators of poverty. Analysis of income-based (ten-year pooled Households Below Average Income) datasets, for example, revealed that Pakistanis/Bangladeshis and black households in Scotland had higher rates of poverty than other ethnic groups. Qualitative research illustrated specific forms of disadvantage (not captured through survey data) experienced by other minority ethnic groups, notably among A8 migrants, asylum seekers, refugees and Gypsy Travellers. For example, destitution is a major concern among individuals whose claim for asylum has been refused, while among Gypsy Travellers, the poor conditions of some site amenities contribute to environmental deprivation.
- People from ethnic minority communities are more likely to be in poverty than the white population - 34 percent of people in "Asian" households and 28 percent of people in households of other non-white ethnic groups are in relative poverty compared with 18 percent for "White British" households (Source: Family Resources Survey). They also have lower employment rates than the white population, and are more likely to work in hotels, restaurants and distribution - data from the 2008 Annual Population Survey show that 37% of the total number of ethnic minority people in employment worked in distribution, hotels and restaurants compared to 18% of the white population.
- Minority ethnic people with disabled children are more likely to live in poverty and receive fewer services: disabled children from minority ethnic backgrounds can therefore experience disadvantage due to disability, ethnic origin and age.
- Historically, there have been higher unemployment rates among the Pakistani community (migration into low skilled jobs and challenges of inter-generational unemployment). This is related to issues of under-employment, with people from Pakistan and Bangladesh more likely to be in part-time work.
- There are fewer opportunities for employment networking and there is a lack of confidence to explore this within young minority ethnic communities.

In Falkirk, rates of owner occupation are higher in minority ethnic communities than in the white community.

Religion and Belief

- The Muslim community appears to have a substantially lower proportion of adults who are economically active. A large proportion of economically inactive adults look after the home or family.

Disability

- Disabled people are more than twice as likely to be living in poverty (11%) as non-disabled people (5%), and they are more likely to be out of work and dependent on benefits.
- Disabled children are emerging as some of the most-impacted victims of the recession. One-fifth of families with disabled children have incomes that are less than half the UK average.
- Young disabled people aged 16 are twice as likely not to be in any form of education, employment or training as their non-disabled peers.
- A third (37%) of disabled people have experienced discrimination in the workplace.

Age

- Pensioner poverty continues to be greatest among older and female pensioners, disabled pensioners not in receipt of disability benefits and ethnic minorities, despite a drop to 11% from 16% in recent years; accelerated ageing is related to low income and social status.
- Information from the Local Housing Condition Survey 2009 shows that 50.1% of elderly households in Falkirk are in fuel poverty and 9.2% in extreme fuel poverty, compared with 28.2% of all households in fuel poverty and 5.1% are in extreme fuel poverty. 29.8% of young people aged below 25 are in fuel poverty.
- Information from the Local Housing Condition Survey 2009 shows that 45% of households living in Below Tolerable Standard (BTS) housing are elderly. Elderly households are again over represented in dwellings with serious disrepair with 37% of elderly households living in dwellings in extensive disrepair. 19.2% of households affected by serious dampness/condensation are elderly households.
- There are a disproportionate number of people in the 16-19 and 20-24 age ranges who become homeless – 37% of all homeless applications in 2011/12 are from within these age ranges.
- Child poverty in Scotland has fallen to 1 in 4. Disproportionately, more very young children are more likely to live in the most deprived areas. 29% of Falkirk residents aged 0–24 live in data zones which are in the 15% most income deprived in Scotland [2008]

- 27 % of young people aged 16–19 are not in education, employment or training [2008]; 28 % of school leavers are in positive and sustained destinations [2008/09]
- In September 2012, the claimant rate for 18-24 year olds in Falkirk (8.8%) was higher than the rate for Scotland (7.6%) and the UK (7.5%).
- In 2008/09 approximately 44% of children (aged 0–19) in Falkirk lived in low income households.
- Nearly 500 young people are currently being supported in employment through schemes such as the modern apprenticeships and graduate training programmes. 95% who have completed their qualification secured employment in the last year of the programme.

Lesbian, Gay, Bisexual and Transgender (LGBT)

- There is no evidence to indicate that LGBT people are either more affluent, or from lower income backgrounds than the rest of the population.
- Half of the respondents to a recent survey had experienced issues in the past relating to employment, including limited opportunities, negative attitudes, discrimination, bullying or attitudinal barriers.
- In 2007, the Scottish Transgender Alliance found that transgender people in Scotland had a high unemployment rate (37%) and a high self-employment rate (20%). Despite high educational levels, there were low gross annual incomes.
- Research by Stonewall Scotland found that intolerance and expectations of homophobia may lead directly to or be one of the contributing factors to homelessness for young LGBT people. UK research found that 30% of young homeless people in urban areas were LGBT.

Gender

- According to the Scottish Government (2011), the pay gap between men and women is decreasing however women continue to be at a disadvantage in the labour market. In Scotland, women working full-time earned 5.8 per cent less per hour than men working full-time, based on median earnings, and 10.7 per cent based on mean earnings. Men earn more on average than females across every occupational group. The median pay gap varies from 2.5 per cent for full-time employees in Personal Service occupations to 29.8 per cent for Skilled Trades.
- Women are less likely to be economically active (55.5% men compared to 31.5% of women), but women are 10 times more likely to be in part time employment and 12 times more likely to be economically inactive because they look after home or family.
- Recent unemployment figures suggest that the number of women unemployed has hit a high not seen for 23 years.
- Women are more likely to have caring responsibilities than men, which will limit the opportunities available for employment. They are also less likely to have access to a car.
- 91% of the lone parent households in Falkirk are headed by females—of whom only 23% are in full-time employment.
- The Local House Condition Survey (LHCS) found that 49.5% of single parent families (The majority of whom are usually headed by a female) live in fuel poverty and 8.1% in extreme fuel poverty.

- In 2005 in Scotland, in households where men were the highest income earners, 74% were homeowners compared to 55% of households where women were the highest income earners. The Local House Condition Survey (LHCS) found that 74% of single parents. The majority of whom are usually headed by a female have an income of less than £20,000 which restricts the number of housing options open to them.
- In 2011-2012 single men (36%) formed the largest group of homeless applicants followed by single women (23%) and female one parent families (22%).
- 60% of the applicants housed were female compared to the waiting list where 56% are female, 40% of applicants housed were male which is less than the 44% of applicants which are male
- In 2011/12 men and women presented as homeless in almost equal proportions – women 51% and men 49% but women were more likely to be found to have a priority need compared to men, 55% compared to 45% for men. Female applicants are more likely to have custody of children in relationship breakdown.
- The majority of those who presented as homeless claiming they had slept rough the previous night were male (76%).

Gaps Identified

- More use could be made of existing census-related and administrative datasets to monitor poverty and ethnicity. Qualitative research is also essential for examining the relationship between poverty and ethnicity in Scotland, because of the small numbers of people involved in many areas and the distinctive experiences of diverse groups.
- Need data to determine whether the Scottish trends for child and pensioner poverty are replicated in Falkirk.
- Equalities groups living in poverty that may be invisible to place based policies include those of race, religion, gender (especially lone parents), Lesbian, Gay, Bisexual and Transgender, and even age (for example pensioner poverty).

Existing Priorities

- Tackle poverty and its causes: household income, financial inclusion and getting people into work etc., through our Poverty Strategy – Towards a Fairer Falkirk (2011-2021).
- Take positive action to ensure equity of access to opportunity and positive destinations for those in poverty.
- Engage young people and connect them to employment.
- Improve opportunities for looked after and accommodated children and young people.
- Improve educational attainment with a focus on literacy and numeracy and securing positive destinations for our young people.
- Give priority to supporting young people at risk of not entering employment, education or training.

- Reduce the number of children who live in poverty by continuing to focus on supporting our most vulnerable children.
- Focus on & provide support during key transitions, particularly for our most vulnerable children.
- Meet people's changing needs for housing and promote independent living through housing support where needed, and to promote equality of access to appropriate housing and housing services and to monitor relevant processes effectively.
- Promote access to LGBT advisory and campaign groups for young people and other service users promoted.
- The Falkirk Employability Partnership (led by Falkirk Council, Forth Valley College and Skills Development Scotland, Jobcentre Plus and Falkirk CVS) is working towards reducing unemployment in the area particularly amongst the 16-24 age groups that have traditionally been amongst the largest group (41% of total claimants) of those unemployed on benefits.
- Helping young people get into employment through Falkirk Council's innovative 'Towards a Fairer Falkirk' initiative.

Targeted Violence and Discrimination

Known Facts

Race

- The number of racist incidents recorded by the police in Scotland has reduced for the fourth consecutive year, with 4,907 racist incidents recorded in 2010-11, an eight per cent reduction on the 5,322 incidents recorded in 2006-07. In Falkirk, there were 152 racist incidents recorded in 2010-11, compared with 215 in 2008-09.
- Gypsy Travellers experience inequality across a number of domains; they fall at the bottom of the league in terms of health outcomes, education, housing, and victimisation. The Scottish Social Attitudes report confirmed that discriminatory attitudes are still common in relation to Gypsy Travellers.
- A survey showed that African and Caribbean people were significantly more likely to experience racism and discrimination than Pakistani and Indian respondents.
- 8% of all black and minority ethnic lesbian and gay people have experienced a physical assault as a homophobic hate incident, compared to 4% of all lesbian and gay people.

Religion and Belief

The Scottish Government report on the experiences of Muslims living in Scotland (2011) found that:

- For many Muslims, their area of residence was a site of unpleasant encounters. For some young women the most common incidents involved unwanted intrusive attention from men, sexism or sexual harassment rather than racism, but in some areas, both young women and men were subjected to frequent racist insults. Experience ranged, according to place of residence, from frequent physical intrusions and regular verbal abuse to almost never experiencing even verbal insults.

- The issue of fear of and misunderstanding of Islam was seen as a problem by the research participants. A sense that their religion was little understood and often misrepresented to the detriment of Muslims permeated the discussions and emerged when discussing a range of topics. The participants' understandings of religious discrimination recognised the interaction between their localities and global events, a finding supported by the literature (see Hopkins 2007a). They were acutely aware of negative stereotyping of Muslims which link Islam and terrorism in global circulation and stressed the local impact of these stereotypes.
- Typically, the research participants were concerned at the lack of understanding for their religion and they wished that others would learn more about their religion. While some were aware of anti-racist campaigns and appreciative of actions against racism, many felt little was being done to combat anti-Muslim sentiments. It was widely felt that education could help improve relations between communities, alongside greater support for the participation of Muslim women and young people in civic society.
- There is evidence that Muslims across Britain have experienced discrimination based upon their ethnicity and their religious identity. This research found evidence that young Muslims experience specific challenges of discrimination.

Disability

- Disabled people are no more likely to be a victim of crime than non-disabled people (rates of around 17-18% for each in 2010-11).
- Some studies indicate that disabled people may be more likely to be victims of antisocial behaviour, although more research is needed.
- Fear of crime and its impact are greater for disabled people.
- Harassment takes place in many different settings, including in the home, on public transport and in public places, and at school or college.
- Harassment can be perpetrated by strangers, but also by friends, partners and family members.

Age

- 72% of children tell no one about the sexual abuse experienced at the time and 31% tell no one by early adulthood (National Society for the Prevention of Cruelty to Children). Much of what is known about child sexual abuse is learned from adult survivors.
- Of the 527 potential victims of human trafficking referred to the National Referral Mechanism, 27% were described as children and half of these were believed to be under 16 years old.

Lesbian, Gay, Bisexual and Transgender (LGBT)

- In 2012, LGBT Youth Scotland undertook a survey on Life in Scotland for LGBT young people, aged 13-25. It found that within education, schools appear to be the place where LGBT young people feel least protected. A slight improvement was seen in college, with university providing the least homophobic, biphobic or transphobic environment. Detailed findings include:
 - 69.1% of all LGBT respondents had experienced homophobic or biphobic bullying in school, 24.6% in college and 13.8% at university.
 - Over 4 out of 5 respondents were aware of homophobic or biphobic bullying occurring at school, reducing to 2 out of 5 at college and less than 2 out of 5 at university.
 - Transgender young people faced an even harder time: 76.9% of transgender respondents had experienced homophobic, biphobic or transphobic bullying in school (69.2% in college and 37.5% in university), whilst awareness of transphobic bullying was lower: 1 in 4 respondents in school, 1 in 5 in college and 1 in 4 at university.
 - Less than half of the respondents would feel confident reporting homophobic, biphobic or transphobic bullying in schools.
- These experiences lead to long-lasting impacts on the lives of LGBT young people.
 - More than half of those who had experienced homophobic and biphobic bullying believed that it had negatively impacted on their education, rising to more than 88% of those who had experienced transphobic bullying.
 - 10% of all LGBT young people had left education as a result of homophobia, biphobia or transphobia within the educational establishment.
 - 14.3% all LGBT young people had left education as a result of their direct experience of homophobic or biphobic bullying rising to 42.3% for those who had experienced transphobic bullying.
 - 32.5% of those who had experienced homophobic or biphobic bullying in education felt that discrimination had negatively affected their employment opportunities.
 - To improve the educational experience of LGBT young people, respondents identified the need for more visibility and 'normalisation' of LGBT identities, more inclusion of LGBT issues in discussions, and the need to address homophobia, biphobia and transphobia head-on from school onwards as and when they occur.
 - The Scottish Transgender Alliance Survey report (2008) stated that 46% of respondents had experienced physical, sexual, mental abuse or violence in their domestic relationships. 62% of respondents stated that they had experienced transphobic harassment from strangers in public places who perceived them to be transgender.

Gender

- There were 2080 incidents of domestic abuse recorded by Falkirk Police during 2011-12, a slight increase compared to 2010-11. In Falkirk, the incident of domestic abuse per 100,000 of the population in 2011-12 was 18% higher than the Scotland average.
- In October 2012, there were 174 reported crimes that were domestic related. 84% of the victims were female.
- Women are more likely than men to require housing assistance to escape domestic violence. In 2011-2012 32% of homeless applicants were fleeing domestic abuse, 24% of these were female and 8% were male.
- Scotland has one of the lowest rape conviction rates in Europe (3%).
- Between April 2011 and March 2012, there were 55 rapes reported to CSP, of which 26 were detected and 18 undetected. The remainder were marked as no crime. Central Scotland Rape Crisis and Sexual Abuse Centre reported that 60 women contacted their helpline to report a rape or other form of sexual abuse.

Gaps Identified

- Further exploration of the discrimination experienced by Muslims within a Scottish context would help develop understanding in this area
- There is very limited information on young Lesbian, Gay, Bisexual and Transgender people or their experiences within the Falkirk school system, and across Scotland.

Existing Priorities

- The introduction of a new SEEMiS Education Management Information System application (August 2011) in schools will capture information on the reasons for bullying and harassment that will include reference to sexuality.
- Tackle discrimination in all its forms.
- Keep our communities safe and improving public confidence and satisfaction in the area in which they live.
- Keep our children in a safe environment.
- Public protection including: domestic abuse, protecting vulnerable adults and children and sexual crime.

Integration and Social Cohesion

Known Facts

Race

- A8 migrant workers require key services including language classes and education and further education services. Approximately half are proficient in English or bilingual.
- Anecdotal evidence suggests that English skills are higher among the Polish migrants than in the Roma and Slovakian communities. Roma migrants are likely to need greater support from service providers in the short to medium term (this may be closely linked to language skills).
- There is a perceived lack of culturally sensitive facilities (particularly sport and leisure) for minority ethnic groups, but these should be mainstream and flexible rather than targeted/specialist, or joined effectively with mainstream and specialist providers.
- There are reports of significant housing issues experienced by Eastern European communities, including overcrowding, poor housing conditions and homelessness.
- There is demand for improved advice on housing options (including social renting) and a growing need for housing support for older people from minority ethnic communities.
- Minority ethnic people are more likely to report a feeling of isolation from family and friends.
- Asylum seekers suffer particularly from mental health problems on arrival. These are compounded by the pressures of asylum-seeking status, enforced inactivity and isolation from the mainstream of society. Language is an additional barrier to inclusion.
- The 2001 census found that in Falkirk only 18% of Indians, 24% of Pakistani and other South Asians and 18% of Chinese rented housing from the local authority in comparison to 32.5% of white people.
- Gypsy Travellers experience inequality across a number of domains; they fall at the bottom of the league in terms of health outcomes, education, housing, and victimisation.

Religion and Belief

- Muslims emerge as one group whose members experience unequal access to services and who are targeted negatively, particularly when wearing identifying dress.

Disability

- Disabled people and those with a limiting, long-term illness (LLTI) are less likely to be involved in their communities. 30% of adults in Scotland say they do not feel involved in their community, compared to 41% of those who are disabled and 38% of those with an LLTI.
- There is a possibility of experiencing increased disability-related discrimination during and post-transition to adult services from children's / youth services.
- Annual Disabled Persons' Parking Surveys indicates applicants did not fully understand reasons for refusing an application for the provision of on-street disabled persons' parking places.
- Poor accessibility disproportionately prevents disabled and elderly people from participating in consultation by the Growth and Investment unit.

Age

- Transition from children's to adult services was reported to be a particularly difficult time and one that can lead to inequality, i.e. exclusion from services on age grounds.
- Older people can experience isolation from wider society and social networks. This exclusion may be a result of living in rural areas and/or having poor access to transport, or may relate to issues such as language barriers experienced by ethnic minority older people. These problems may be exacerbated when there is social class inequality and/or low income.

Lesbian, Gay, Bisexual and Transgender (LGBT)

- Research by Stonewall Scotland found that intolerance and expectations of homophobia may lead directly to or be one of the contributing factors to homelessness for young LGBT people. UK research found that 30% of young homeless people in urban areas were LGBT.
- A study in England found that older LGBT people were up to five times less likely to access older people's services than the older population in general.
- Transgender experiences in Scotland (2008) reported that over 25% of respondents reported that they had to move out of their home due to transphobic reactions of families, flat-mates or neighbours.

Gender

- The Local Housing Conditions Survey (LHCS) found that 49.5% of single parent families (The majority of whom are usually headed by a female) live in fuel poverty and 8.1% in extreme fuel poverty.
- In 2005 in Scotland, in households where men were the highest income earners, 74% were homeowners compared to 55% of households where women were the highest income earners. The LHCS found that 74% of single parents (The majority of whom are usually headed by a female) have an income of less than £20,000 which restricts the number of housing options open to them.
- In 2011-2012 single men (36%) formed the largest group of homeless applicants followed by single women (23%) and female one parent families (22%).
- Women are more likely than men to require housing assistance to escape domestic violence. In 2011-2012 32% of homeless applicants were fleeing domestic abuse, 24% of these were female and 8% were male.
- 60% of the applicants housed were female compared to the waiting list where 56% are female, 40% of applicants housed were male which is less than the 44% of applicants which are male
- In 2011/12 men and women presented as homeless in almost equal proportions – women 51% and men 49% but women were more likely to be found to have a priority need compared to men, 55% compared to 45% for men. Female applicants are more likely to have custody of children in relationship breakdown.
- The majority of those who presented as homeless claiming they had slept rough the previous night were male (76%)

Gaps Identified

- There are gaps in the information that is currently available on personalisation in Scotland. A study to explore the needs and aspirations of equality groups in relation to using personalised care services and/or individualised budgets would offer an opportunity to explore the specific support needs of each group.
- Need to monitor differential access to and take-up of services across equalities groups.
- Need to undertake qualitative research into experiences of service users (and non-users).

Existing Priorities

- Improved physical access to services, housing and the public realm.
- Best use is made of the existing and new affordable housing stock to address local needs.
- Advice and information is provided on a range of affordable housing options in order to prevent homelessness.
- People with disabilities are able to adapt their homes or have the information they need to make appropriate housing choices.
- Housing support is provided to help people live independently.
- The condition and sustainability of housing is improved and measures put in place to address fuel poverty.
- All rented housing is managed effectively and efficiently.
- Prevent homelessness, supporting the most vulnerable whilst making best use of accommodation.
- Ensure adequate supply of affordable housing.
- Regenerate our communities.
- Ensure equity of service standards and opportunity for all service users.
- Review and revise Corporate parenting Action Plan- monitor and review balance of young people who are looked after in external out of council residential placements, monitor numbers of young males in Youth Justice Services.
- Ensure there is no differential impact on protected groups as a result of the application of Falkirk Council Eligibility Criteria for Adult Social Care Services.
- Enable older people in Falkirk to live full and positive lives in their own homes or, when this is not possible, homely settings within supportive communities.

Health and Learning Inequality

Known Facts

Race

- The percentage of pupils from minority ethnic groups is steadily increasing and is now 4.8% of the school roll, well below the Scottish average of 8.3%. 1.2 % (254) of Falkirk school pupils are Pakistani, 1.2% (243) are 'Other White', 0.9% are from 'Mixed or Multiple Ethnic Groups' and 0.3% (62) are 'White-Polish'. There is a significant variation in the distribution of minority ethnic pupils across clusters and, in some cases, a noticeable difference between the percentage attending a secondary school and its associated primary schools.
- The percentage of pupils whose Main Home Language (MHL) is not English is steadily increasing and is now 3.1% of the total school roll – 3.4% in primary schools and 2.7% in secondary schools.
- Black Caribbean and Gypsy/ Traveller pupils have higher than average levels of exclusion.
- Children from some minority ethnic backgrounds are outperforming the majority population in schools, even in deprived areas. A specific concern was the low educational attainment of Gypsy/ Traveller children, suggesting the need for sustained activity in this area.
- Minority ethnic pupils are more likely to make a positive transition from secondary school (exception is those identifying as Black).
- White Other and Minority Ethnic pupils have lower rates of attainment.
- Pupils who are new to English have higher levels of absence.
- Self-reported alcohol consumption is markedly lower amongst minority ethnic groups in comparison to the general population.
- Smoking is also less prevalent in minority ethnic communities, but there are big differences between communities. Smoking is highest among the Pakistani community.
- There is compelling evidence from a variety of one-off research surveys that mental health improvement must be a priority for asylum seekers.
- In 2001, African people represented 33% of the minority ethnic psychiatric patients in hospitals in Scotland despite making up only 5% of the minority ethnic population.
- Coronary heart disease, diabetes, and stroke mortality is higher in South Asian men and women when compared to the rest of the UK population.

- Levels of limiting, long-term illness are substantially lower among minority ethnic communities, but this may be because of a younger age profile.
- A study for the Scottish Executive in 2004 estimated that 764 people in Falkirk required English language support.
- Gypsy Travellers experience inequality across a number of domains; they fall at the bottom of the league in terms of health outcomes, education, housing, and victimisation.

Religion and Belief

- No specific information found in the research reviewed.

Disability

- Pupils with Social, Emotional and Behavioural Difficulties are less likely to make a positive transition from secondary school.
- Pupils with Additional Support Needs have lower attendance.
- Pupils with Additional Support Needs are significantly more likely to be excluded.
- Disabled people are twice as likely as other citizens to have no recognised qualifications.
- The 2001 Census estimated that 26% of the Falkirk population had a limiting, long-term illness (LLTI). This increases with age (0 - 15 = 6%; 65+ = 64%).
- 66% of the Falkirk population self-assess their general health to be good and 11% stated it was not good.
- Young disabled people are far less likely to participate in extra-curricular and out of school sport or physical activities than non-disabled young people.
- Participation in sport/physical activity is 24% lower for disabled adults than for non-disabled adults.
- Walking and swimming are the most popular activity for disabled *and* non-disabled adults.
- 9 out of the 10 top activities for disabled people are individual activities and the only team sport mentioned is football.
- Disabled people are deterred from sport participation due to personal reasons such as lack of confidence, feeling different etc, and external reasons such as lack of information on how they could participate, lack of physical and emotional support, appropriate facilities etc.
- 65% of disabled adults who took part in sport in the previous year indicated that they would like to play more sport.
- 20% of disabled adults who did *not* take part in sport in the previous year indicated that they would like to do so.
- More than half of disabled adults felt that their disability at school had limited their participation in sport/physical activity at school.
- Almost one-fifth of disabled adults were never or only sometimes given the opportunity to participate in physical activity at school.

- More than one-fifth of disabled adults had been *discouraged* from taking part in physical activity at school.
- Low rates of participation in sport/physical activity among disabled adults are significantly influenced by their experience of sport participation at school.
- Young men are more likely to be involved in violence or accidents, and suicide is the main cause of death for 15 – 34 year old men.

Lesbian, Gay, Bisexual and Transgender (LGBT)

- LGBT people face a range of health issues arising from homophobic prejudice and discrimination—including poor mental health. Smoking and substance abuse are higher among this population, as is risky sexual behaviour.
- Research in Scotland shows significantly higher levels of attempted suicide among young gay and bisexual men. Depression, anxiety, suicidal thoughts, self-harm, eating disorders and substance misuse all show higher prevalence among lesbian, gay, bisexual or trans people.

Gender

- Girls continue to gain Standard Grades in subjects such as home economics, administration, travel and tourism and biology, whereas boys gain in technological studies, woodworking, craft and design and physics.
- Young women are more likely to stay on to S5 and S6 and are more likely to enter full-time further or higher education. This is a long-term trend, but in recent years the difference has increased.
- Boys are more likely than girls to display learning and behavioural difficulties that lead to specialist support in school.
- Women live longer but with more ill health than men do. They experience high levels of mental distress, perhaps associated with role overload, especially if compounded by low autonomy and poor access to resources. They tend to be slightly less positive about their health than men are.
- Men face a greater risk of becoming obese, developing coronary heart disease and becoming type two diabetics.
- Men have adapted poorly to changing social and economic circumstances, with harmful coping strategies, such as alcohol and aggression, for dealing with emotional challenges.
- Young men are more likely to be involved in violence or accidents; suicide is the main cause of death for 15 – 34 year olds.

Pregnancy and Maternity (including breastfeeding)

- Young women who become pregnant whilst still at school have lower staying on rates and are less likely to make a positive post-16 transition.

Gaps Identified

- SEEMiS Education Management Information Software does not capture disability figures, but instead monitors additional support needs (which will include those with a disability) as a legislative requirement.
- A study by Glasgow University found little existing research into the learning needs of Lesbian, Gay, Bisexual and Transgender people.
- There is limited local data. The small local population can affect the robustness of data.
- SEEMiS definitions of disability can be problematic. No single field will identify all pupils with disabilities. Under-recording as depends on staff/parent disclosure and judgements at times.
- National data on attendance is incomplete. No local analysis. Numbers are too small to identify trends amongst specific ethnic groups. Most recent analysis is national data.

Existing Priorities.

- Implementation of Mariner Support Service for secondary SEBD pupils.
- Management of 16+ transitions/ leaver destinations.
- Curriculum for Excellence - Development of access to wider curriculum, including outdoor activities for disabled pupils.
- Maximise attainment and achievement for all children and young people in Falkirk.
- School-age pregnancies – work to engage with young women who become pregnant in school and increase staying on rates.
- Improve the mental wellbeing of local people by reducing the stigma of people who experience mental health issues, and developing a joint towards a Mentally Flourishing Falkirk Action Plan.
- Increase access to self-help and social referrals.
- Reduce suicide rates.
- Improve the mental wellbeing of our most vulnerable people.
- Ensure and improve consistent access to child & adolescent mental health services for children and young people.

- Work with communities and citizens to take more responsibility for their own health and wellbeing.
- Promote healthy lifestyles including physical activity, healthy eating and positive mental wellbeing.
- Place citizens and local communities at the heart of the ongoing determination of local needs and priorities.
- Work in partnership with citizens and communities to help build their capacity to build a culture of independence and self sustainability.
- Reduce the barriers to those who experience the greatest challenges in accessing Social Care Services, particularly people from our most deprived communities.
- Improve school leaver destinations, by providing full-time education for all children and young people.
- Improve access to higher and further education for young people leaving school
- Further raise attainment and achievement for all young people and especially our most vulnerable young people.

FALKIRK COUNCIL as an Employer

Known Facts

Race

- The majority (99.45%) of Falkirk Council's workforce is White.
- Only 0.55% of the workforce is from minority ethnic communities, although they make up at least 1% of the population of Falkirk.

Religion and Belief

- The majority of Falkirk Council's workforce (66.92%) is Christian. 27.22% of the workforce state that they have no religion, and 2.57% belong to other religions.
- The largest non-Christian group is Muslim, but all the major religions are represented throughout the workforce.

Disability

- 1.8 % of the workforce state that they are disabled. However, this figure will be inaccurate because many employees will not 'self-declare' and many will become disabled during their working life.
- Disabled people form a significant part of the working age population in Scotland. According to the 2003 Labour Force Survey there were 662,000 working age people in Scotland (or 21% of the working age population) estimated to have a disability.
- According to the Scottish Household Survey (2009-10), 15% of Falkirk's population had a disability, 13% had a limiting long term illness, and 19% had both.
- 24% of disabled employees work part-time compared with 41% of non-disabled employees.

Age

- The majority (56%) of Falkirk Council's workforce is above 44 years of age. Only 20% of the workforce is under 35 years of age. 4.3% of the workforce is aged between 16 and 24 compared with 11.25% of the local population. 2.3% of the workforce is aged between 65 and 74.
- Because of the current economic climate, and the removal of a mandatory retirement age more employees may choose to remain at work beyond age 65.

Lesbian, Gay, Bisexual and Transgender (LGBT)

- There is currently no specific information available.

Gender

- 49% female employees work part-time compared to 10% of male employees. The percentage of part-time employees who are female is increasing and the percentage of males who work part-time has remained static, or in some services shrunk. This suggests the gender pay gap will increase if this trend continues.
- In March 2012, women represented approximately 72% of the council's workforce, but tended to be clustered in lower grades. For example, women make up 57% of the top 2% and 58% of the top 5% of employees.
- The employment pattern in the Council is heavily gender segregated: men are concentrated in technical roles such as technical services and construction repairs and maintenance and women work mostly in areas such as social renewal, learning and people development, clerical and administrative, and business support.

6.1.7 General

- Workforce turnover in 2011/12 was 8.20%, compared with the benchmark comparison for public sector organisations of 8.5% turnover per year [Chartered Institute of Personnel and Development: Labour Turnover 2011].
- 70% of Council employees have more than 5 years service, 43% have more that 10 years service, and 18% have worked for the Council for more than 20 years.
- 29% of workers in the Falkirk area are employed in Health, Education and Local Government.

Gaps Identified

- Much of the data comes from the 2007 employee monitoring exercise.
- Employee 'travel to work' area.
- Religion or Belief profile of the Council's workforce.
- LGBT profile of the Council's workforce.
- Analysis of the workforce's 'travel to work' area by grade
- Occupational segregation by gender, disability and race

Existing Priorities

- Employee monitoring exercise.
- Make improvements in the diversity of our workforce to more accurately reflect the community we serve.
- The Scottish Government has identified occupational segregation as one of the two priority areas for the advancement of equal opportunities. The segmentation of women and men into different types of employment has a damaging effect on the economy by failing to make the most efficient use of the potential workforce, contributing to skill deficit and decreased productivity.

7. SOURCES OF EVIDENCE

In order to compile this evidence review, we used a number of internal, local, national and UK sources, including:

http://www.gro-scotland.gov.uk/files1/stats/key_stats_chareas.pdf (2001 Census Data for Falkirk)

<http://www.jrf.org.uk/publications/review-poverty-and-ethnicity-scotland> (Joseph Rowntree Foundation 2011)

<http://www.scotland.gov.uk/Topics/People/Equality/Equalities/DataGrid> (Scottish Government equality evidence finder)

<http://www.scotland.gov.uk/Topics/Statistics/16002/LA0910Falkirk> (Scottish Household Survey)

<http://www.scotland.gov.uk/Topics/Statistics/scotstat> (Scottish Official Statistics)

<http://www.gro-scotland.gov.uk/statistics/at-a-glance/annrev/2011/index.html> (General Registers of Scotland – Population trends)

http://www.falkirk.gov.uk/about_council/PDFs/single_outcome_agreement.pdf (Single Outcome Agreement)

http://www.falkirk.gov.uk/services/corporate_neighbourhood/human_resources/PDFs/equality_scheme_09_12.pdf (Equality Scheme)

<http://www.gro-scotland.gov.uk/files2/stats/council-area-data-sheets/falkirk-factsheet.pdf> (GROS – Falkirk Population data 2011)

http://www.skillsdevelopmentscotland.co.uk/media/7884/%20SDSLMI_Falkirk%20September%202012.pdf (Skills Development Scotland – Claimant Count and Vacancy Data August 2012)

<http://www.scotland.gov.uk/Resource/Doc/1125/0085999.pdf> (Communities Scotland Research Report on Housing Needs of Minority Ethnic Communities in Forth Valley – 2006)

<http://www.scotland.gov.uk/Publications/2008/11/28142630/3> (SWIA Performance Inspection Falkirk Council 2008)

[http://scotpho.org.uk/web/FILES/Profiles/2010/CYPP/Falkirk%20\(web\).pdf](http://scotpho.org.uk/web/FILES/Profiles/2010/CYPP/Falkirk%20(web).pdf)

(2010 profile comprising 38 indicators of health, wellbeing, and wider determinants, presented alongside a population summary, for Falkirk Community Health Partnership)

http://www.falkirk.gov.uk/services/corporate_neighbourhood/policy_performance_review/corporate_policy/community_safety/antisocial_behaviour/abs_strategy.pdf (Falkirk Antisocial Behaviour Strategy 2005-2008)

http://www.falkirk.gov.uk/services/corporate_neighbourhood/housing/policies_and_strategies/PDFs/housing_strategy/11_16/need_stage_1.pdf

(Falkirk Council Neighbourhood Services - Estimate of net annual housing need)

http://www.falkirk.gov.uk/services/corporate_neighbourhood/policy_performance_review/research_information/PDFs/information_bulletins/dla_sal_2009.pdf (Falkirk Disability Living Allowance Data 2009)

http://www.falkirk.gov.uk/services/corporate_neighbourhood/housing/policies_and_strategies/PDFs/housing_strategy/11_16/update/appendix_1.pdf

(Falkirk Council – Housing Need and Demand Assessment 2010)

http://www.falkirk.gov.uk/services/corporate_neighbourhood/housing/policies_and_strategies/PDFs/housing_strategy/11_16/cc_housing_needs_assessment.pdf (Falkirk Council - Community Care Housing Needs Assessment)

<http://www.leeds.ac.uk/disability-studies/archiveuk/DRC/DRC%20CSP%20report%20revised%20version.pdf> (Community Safety Partnerships' Policies in Relation to Disabled People and LGBT People - A Scoping Study – DRC Scotland, 2007)

<http://www.scotland.gov.uk/Resource/Doc/1125/0086626.pdf> (The housing and support needs of older lesbian, gay, bisexual and transgender (LGBT) people in Scotland - ODS in partnership with Stonewall Scotland: A Report to Communities Scotland April 2005)

<http://www.scotland.gov.uk/Publications/2006/01/24135346/2> (Sexual Orientation Research Phase 3 - A Stocktake of Local Authority Policy and Practice – 2006)

[http://www.skillsdevelopmentscotland.co.uk/media/6496/SDS%20Falkirk%20Council%20CPP%20Report%20\(Feb%202012\).pdf](http://www.skillsdevelopmentscotland.co.uk/media/6496/SDS%20Falkirk%20Council%20CPP%20Report%20(Feb%202012).pdf)

(Falkirk Council Community Planning Partnership Report, February 2012 - Initial School Leaver Destination Return 2010; National Training Programme Results 1st April 2011 to 30th December 2011; More Choices More Chances analysis)

<http://www.scotland.gov.uk/Resource/Doc/362943/0122956.pdf> (Religiously Aggravated Offending in Scotland 2010-11, Scottish Government)

<http://www.britishcouncil.org/scotland-society-muslims-integration-in-scotland-report.pdf> (Muslim integration in Scotland, British Council 2010)

http://www.equalityhumanrights.com/uploaded_files/Scotland/Research/significan_inequalities_in_scotland_exec_summary.pdf (Significant inequalities in Scotland: Identifying significant inequalities and priorities for action. Equality and Human Rights Commission Scotland and the Office for Public Management, 2010)

<http://www.scotland.gov.uk/Resource/Doc/355763/0120175.pdf> (Experiences of Muslims Living in Scotland, Scottish Government 2011)

<http://www.scotland.gov.uk/Resource/Doc/355716/0120166.pdf> (Scottish Social Attitudes Survey 2010: Attitudes to Discrimination and Positive Action, Scottish Government)

<http://www.scotland.gov.uk/Publications/2009/10/28104046/3> (Scottish Index of Multiple Deprivation: 2009; Scottish Government)

<http://www.scotland.gov.uk/Resource/Doc/317198/0101035.pdf> (Scottish Government (2011). *Reporting on Progress Towards equality of opportunity for women and men made by public authorities in Scotland: Ministerial priorities for gender inequality: Tackling occupational segregation*)

<http://www.tuc.org.uk/extras/womenandrecessiononeyearon.pdf> (TUC (2010). *Women and recession: one year on. How has the downturn affected women at work?*).

http://www.stonewall.org.uk/documents/living_together_2012.pdf (British Attitudes)

[http://www.stonewall.org.uk/documents/school_report_2012\(2\).pdf](http://www.stonewall.org.uk/documents/school_report_2012(2).pdf) (Experiences in British Schools)

http://www.stonewall.org.uk/documents/sexual_orientation_hate_crimes_paper.pdf (Homophobic Hate Crimes and Incidents)

DRAFT

FALKIRK COUNCIL EQUALITY OUTCOMES	
COMMUNITY OUTCOMES	<ul style="list-style-type: none"> • Increased understanding of the people profile and experiences of Falkirk residents. • Elderly people, Gypsy Travellers and Minority Faith Communities have improved access to services. • 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. • Housing for older people meets their needs and allows them to remain in their homes for as long as possible. • Increased employment opportunities for minority ethnic groups; disabled people; young people aged 16-24; and LGBT people across Falkirk. • Improved support and protection for people who experience gender based violence, and other hate crimes.
EMPLOYMENT OUTCOMES	<ul style="list-style-type: none"> • Quality employee data across all 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
EDUCATION OUTCOMES	<ul style="list-style-type: none"> • LGBT school pupils feel included and safe in their schools. • Improved educational achievement and attendance for: (a) Gypsy Traveller children, (b) Pupils with social, emotional and behavioural difficulties.

EMPLOYEE DATA

1a: Race by Grade – All Employees

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	CE & CO	Tea cher s	Total
Asian	0	0	1	6	1	5	2	2	2	0	0	0	1	0	0	3	23
Black	0	0	0	0	0	2	0	0	0	0	0	1	0	0	0	1	4
Mixed	1	0	0	0	1	1	1	1	0	0	0	0	0	0	0	0	5
White	234	485	730	876	274	752	302	208	202	154	90	55	53	1	20	943	5379
Any Other	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1	2
Unknown	32	109	169	214	50	261	92	30	90	16	16	14	3	0	2	811	1909
Total	267	594	900	1096	326	1021	398	241	294	170	106	70	57	1	22	1759	7322

1b: Race by Grade – Education Only

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	CE & CO	Teac hers	Total
Asian	0	0	1	1	1	2	1	0	0	0	0	0	0	0	0	3	9
Black	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1
Mixed	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	2
White	0	146	152	364	50	144	52	16	34	17	14	3	4	0	3	943	1942
Any Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1
Unknown	0	37	65	142	11	106	38	6	2	2	3	3	1	0	0	811	1227
Total	0	183	218	507	63	252	92	22	36	19	17	6	5	0	3	1759	3182

1c: Race by Grade – Teachers Only

Ethnic Origin	Chartered Teacher	Depute/ Principal Psychologist	Head Teacher & Depute Headteacher	Music Instructor	Principal Teacher	Quality Improvement Manager	Quality Improvement Officer	Teacher	Educational Psychologist	Education Support Officer	Total
Asian	0	0	0	0	0	0	0	3	0	0	3
Black	0	0	0	1	0	0	0	0	0	0	1
White	49	0	90	11	118	0	5	664	2	4	943
Other	0	0	0	0	0	0	0	1	0	0	1
Unknown	23	1	48	10	58	4	2	656	7	2	811
Total	72	1	138	22	176	4	7	1324	9	6	1759

Note: We are not able to present the data in more detail, because of the low numbers involved.

2a: Disability by Grade – All Employees

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	CE & CO	Teachers	Total
Disabled	6	20	22	16	7	24	8	4	8	2	2	2	0	0	0	11	132
Non-	19	433	649	775	243	599	251	185	183	134	81	49	50	1	20	988	4832
Unknown	70	141	229	305	76	398	139	52	103	34	23	19	7	0	2	760	2358
Total	26	594	900	1096	326	1021	398	241	294	170	106	70	57	1	22	1759	7322

2b: Disability by Grade – Education Only

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	CE & CO	Teachers	Total
Disabled	0	4	5	3	2	3	2		1	1	1	0	0	0	0	11	33
Non-	0	138	147	349	48	135	48	17	28	13	12	3	4	0	3	988	1933
Unknown	0	41	66	155	13	114	42	5	7	5	4	3	1	0	0	760	1216
Total	0	183	218	507	63	252	92	22	36	19	17	6	5	0	3	1759	3182

2c: Disability by Grade – Teachers Only

	Chartered Teacher	Depute/ Principal Psychologist	Head Teacher & Depute Headteacher	Music Instructor	Principal Teacher	Quality Improvem ent Manager	Quality Improvement Officer	Teacher	Educational Psychologist	Education Support Officer	Total
Disabled	1	0	1	1	0	0	0	8	0	0	11
Non-	53	0	94	12	126	1	5	692	1	4	988
Unknown	18	1	43	9	50	3	2	624	8	2	760
Total	72	1	138	22	176	4	7	1324	9	6	1759

3a: Gender by Grade – All Employees

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	CE & CO	Teachers	Total
Female	246	523	708	830	209	543	195	144	217	95	51	34	25	0	10	1412	5242
	92.1%	88%	78.7%	75.7%	64.1%	53.2%	49%	59.8%	73.8%	55.9%	48.1%	32.1%	43.9%	0%	45.5%	80.3%	72%
Male	21	71	192	266	117	478	203	97	77	75	55	36	32	1	12	347	2080
	7.9%	12%	21.3%	24.3%	35.9%	46.8%	51%	40.2%	26.2%	44.1%	51.9%	67.9%	56.1%	100%	54.5%	19.7%	28%
Total	267	594	900	1096	326	1021	398	241	294	170	106	70	57	1	22	1759	7322

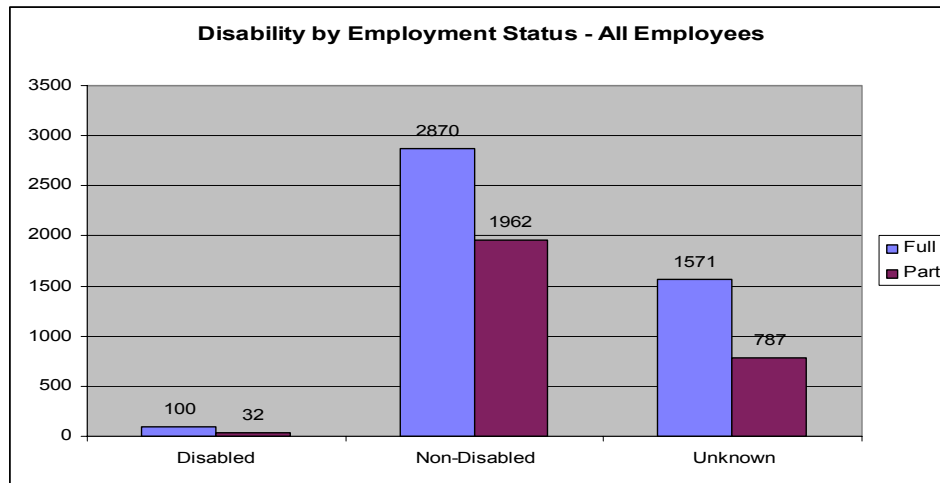
3b: Gender by Grade – Education Only

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	CE & CO	Teachers	Total
Female	0	177	196	451	43	236	78	21	26	17	9	6	2	0	0	1412	2674
		96.7%	89.9%	89.0%	68.3%	93.7%	84.8%	95.5%	72.2%	89.5%	52.9%	100%	40%	0%	0%	80.3%	84.0%
Male	0	6	22	56	20	16	14	1	10	2	8	0	3	0	3	347	508
		3.3%	10.1%	11.0%	31.7%	6.3%	15.2%	4.5%	27.8%	10.5%	47.1%	0%	60%	0%	100%	19.7%	16.0%
Total	0	183	218	507	63	252	92	22	36	19	17	6	5	0	3	1759	3182

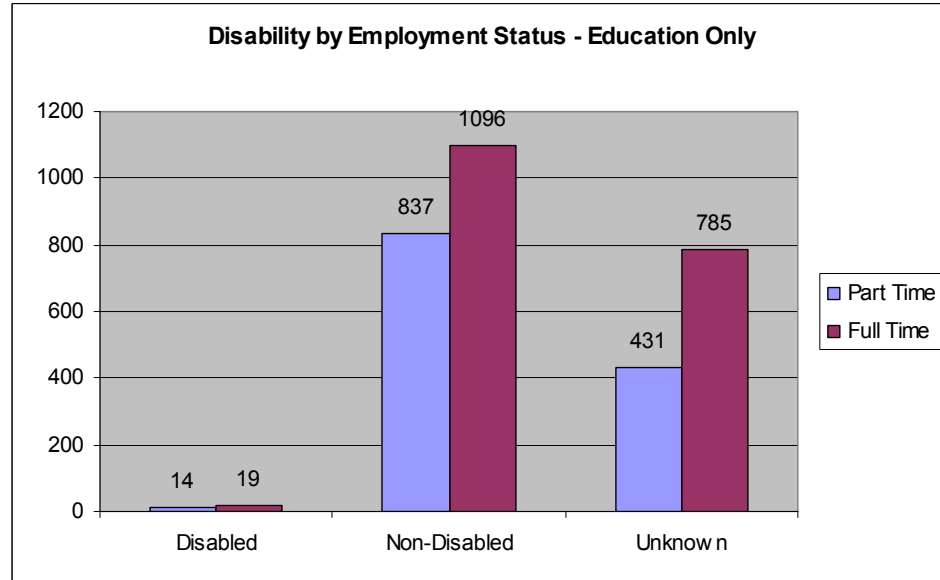
3c: Gender by Grade – Teachers Only

Gender	Chartered Teacher	Depute/Principal Psychologist	Head Teacher & Depute Headteacher	Music Instructor	Principal Teacher	Quality Improvement Manager	Quality Improvement Officer	Teacher	Educational Psychologist	Education Support Officer	Total
Female	61 84.7%	0 0%	111 80.4%	13 59.1%	124 70.5%	1 25.0%	3 42.9%	1088 82.2%	7 77.8%	4 66.7%	1412 80.3%
Male	11 15.3%	1 100%	27 19.6%	9 40.9%	52 29.5%	3 75.0%	4 57.1%	236 17.8%	2 22.2%	2 33.3%	347 19.7%
Total	72	1	138	22	176	4	7	1324	9	6	1759

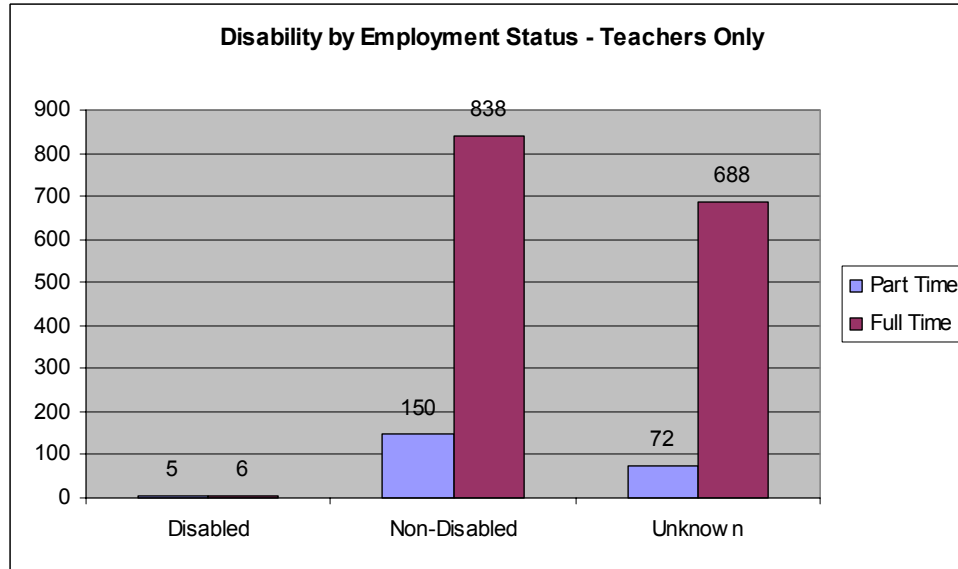
4a: Disability by Employment Status – All Employees



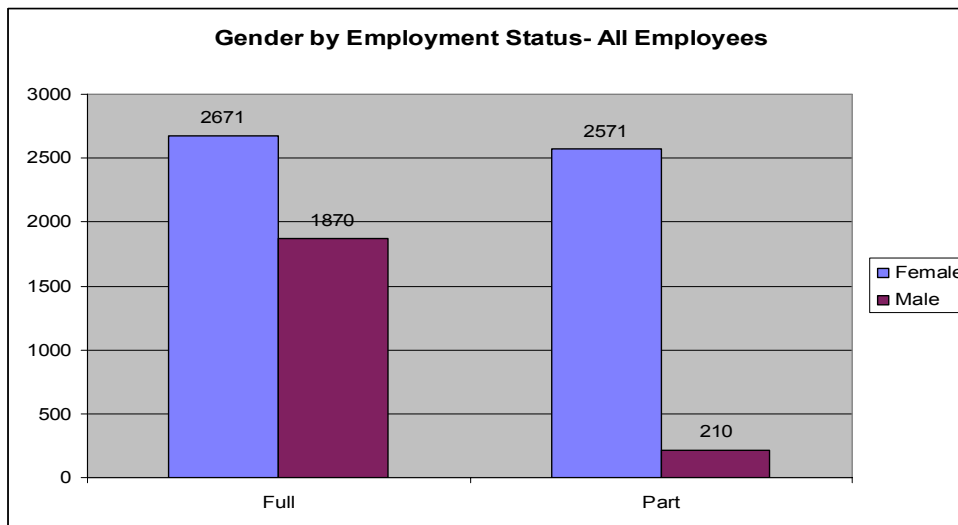
4b: Disability by Employment Status – Education Only



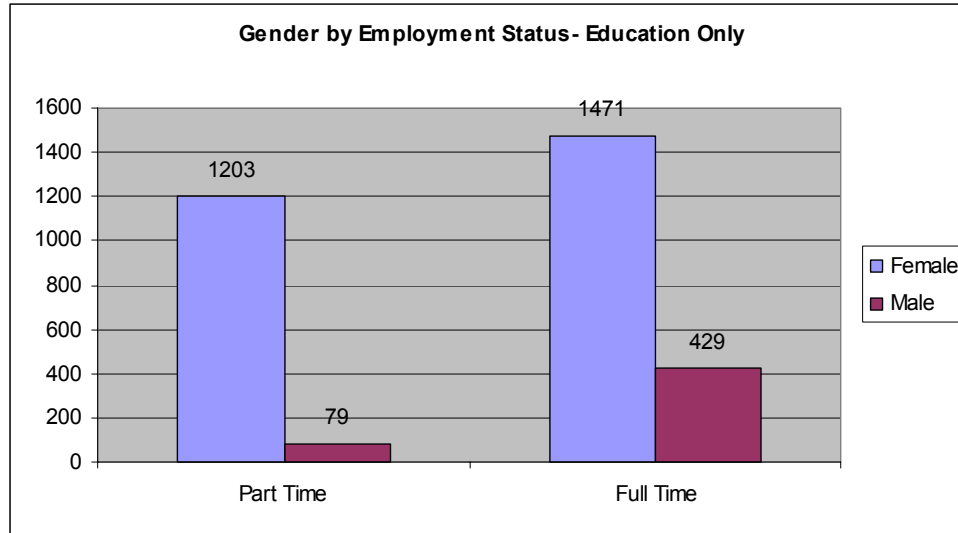
4c: Disability by Employment Status – Teachers Only



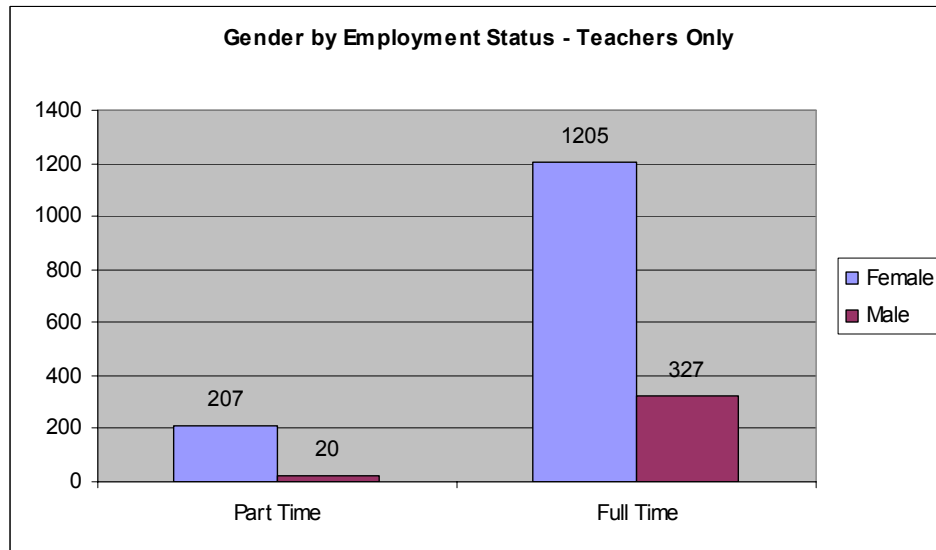
5a: Gender by Employment Status – All Employees



5b: Gender by Employment Status – Education Only



5c: Gender by Employment Status – Teachers Only



6a: Age by Grade – All Employees

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	CE&CO	Teachers	Total
16-19	2	0	10	0	0	12	0	0	0	0	0	0	0	0	0	0	24
20-24	8	4	44	20	11	91	5	1	0	0	0	0	0	0	0	0	271
25-29	6	9	57	44	23	75	9	3	18	2	0	0	0	0	0	0	477
30-34	23	11	58	58	22	98	36	14	38	16	2	1	0	0	0	0	703
35-39	23	34	87	79	21	91	37	21	35	25	5	2	2	0	0	200	662
40-44	36	85	115	157	49	134	73	39	38	26	17	8	5	1	2	189	974
45-49	51	98	134	219	65	157	79	55	54	35	25	24	22	0	4	170	1192
50-54	39	119	151	230	60	149	78	46	49	27	31	12	14	0	6	208	1219
55-59	37	97	134	163	47	125	45	37	34	22	17	12	9	0	6	247	1032
60-64	25	72	81	92	19	68	28	20	24	13	9	8	5	0	4	90	558
65-69	11	40	23	31	9	20	7	5	4	4	0	2	0	0	0	11	167
70 plus	6	25	6	3	0	1	1	0	0	0	0	1	0	0	0	0	43
Total	267	594	900	1096	326	1021	398	241	294	170	106	70	57	1	22	1759	7322

6b: Age by Grade – Education Only

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	CE & CO	Teachers	Total
16-19	0	0	2	0	0	3	0	0	0	0	0	0	0	0	0	0	5
20-24	0	0	9	1	2	24	1	1	0	0	0	0	0	0	0	87	125
25-29	0	1	7	5	3	25	1	0	1	0	0	0	0	0	0	231	274
30-34	0	2	11	11	7	40	15	0	4	0	0	0	0	0	0	326	416
35-39	0	7	22	31	6	30	12	4	4	3	1	1	0	0	0	200	321
40-44	0	19	36	83	8	34	15	2	7	2	1	1	0	0	0	189	397
45-49	0	32	29	110	11	33	15	4	6	2	2	2	2	0	0	170	418
50-54	0	36	39	118	12	34	19	7	4	4	5	0	0	0	2	208	488
55-59	0	32	40	81	6	20	12	2	5	6	5	1	2	0	0	247	459
60-64	0	34	16	47	4	8	0	2	4	2	3	0	1	0	1	90	212
65-69	0	13	6	19	4	1	2	0	1	0	0	0	0	0	0	11	57
70 plus	0	7	1	1	0	0	0	0	0	0	0	1	0	0	0	0	10
Total	0	183	218	507	63	252	92	22	36	19	17	6	5	0	3	1759	3182

6c: Age by Grade – Teachers Only

Age group	Chartered Teacher	Depute/ Principal Psychologist	Head Teacher & Depute Headteacher	Music Instructor	Principal Teacher	Quality Improvement Manager	Quality Improvement Officer	Teacher	Educational Psychologist	Education Support Officer	Total
20-24	0	0	0	0	0	0	0	87	0	0	87
25-29	0	0	0	3	5	0	0	222	1	0	231
30-34	12	0	6	6	24	0	0	274	4	0	326
35-39	8	0	12	1	34	0	0	144	0	1	200
40-44	7	1	16	2	25	0	1	136	1	0	189
45-49	17	0	16	4	21	1	0	111	0	0	170
50-54	14	0	31	2	22	0	1	137	0	1	208
55-59	9	0	41	4	32	3	2	152	1	3	247
60-64	5	0	15	0	13	0	3	52	1	1	90
65-69	0	0	1	0	0	0	0	9	1	0	11
Total	72	1	138	22	176	4	7	1324	9	6	1759

7a: Length of service by grade - All Employees

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	CE & CO	Teachers	Total
0-5 years	118	166	297	235	71	290	97	46	86	35	14	16	7	0	2	500	1980
6-10 years	73	173	248	329	93	241	86	52	97	61	29	13	11	0	3	510	2019
11-15 years	30	100	142	214	62	179	70	31	30	24	20	11	9	0	2	229	1153
16-20 years	20	64	90	113	35	101	36	27	22	20	11	7	6	0	1	127	680
21-25 years	11	48	57	95	32	71	37	43	29	15	14	14	9	0	4	96	575
26-30 years	3	17	29	46	14	45	30	27	10	7	11	6	8	1	5	95	354
31-35 years	5	6	12	20	13	36	21	8	10	4	7	0	5	0	2	82	231
36-40 years	1	2	6	7	3	20	10	5	8	4	0	2	2	0	3	46	119
40+ years	0	0	1	3	0	5	8	2	0	0	0	1	0	0	0	0	20
No data	6	18	18	34	3	33	3	0	2	0	0	0	0	0	0	74	191
Total	267	594	900	1096	326	1021	398	241	294	170	106	70	57	1	22	1759	7322

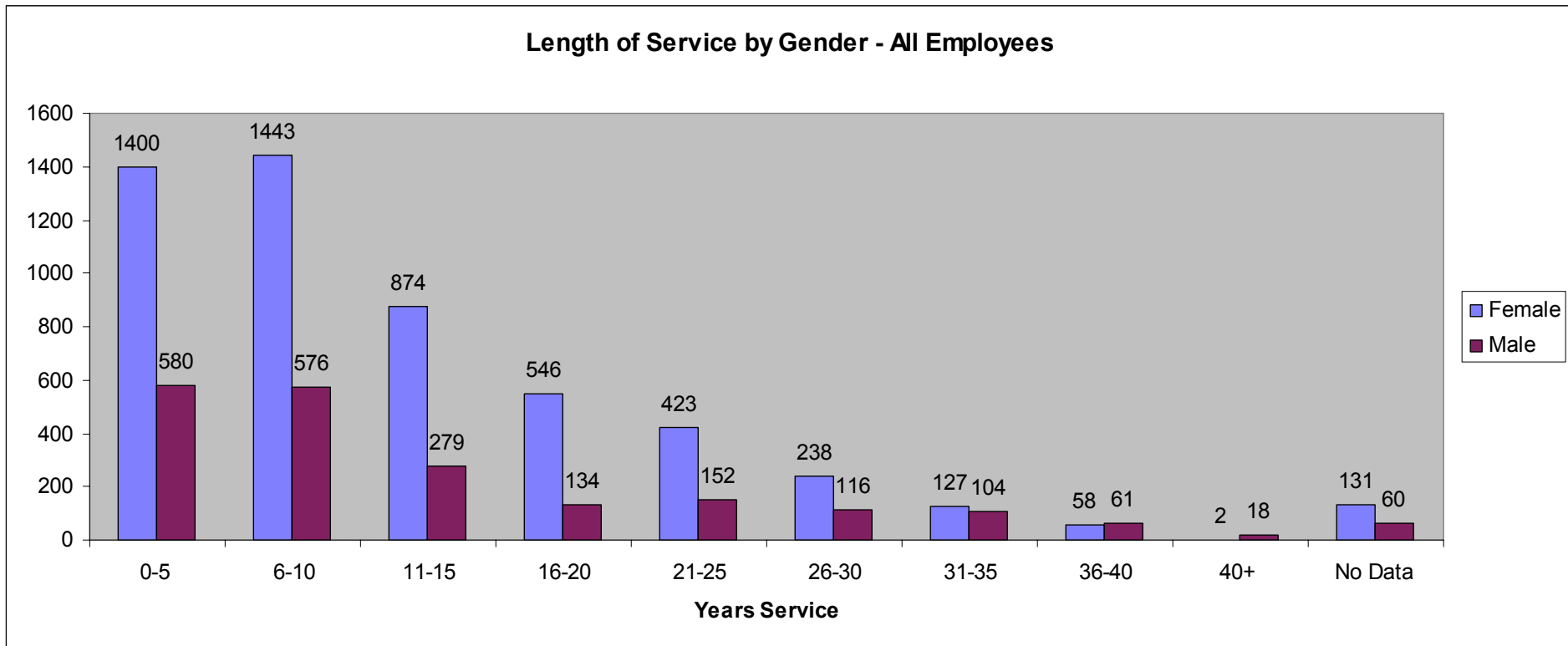
7b: Length of service by grade – Education Only

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	CE & CO	Teachers	Total
0-5 years	0	25	54	87	14	100	33	5	6	2	3	3	1	0	1	500	834
6-10 years	0	53	58	154	19	56	24	5	19	5	7	2	0	0	1	510	913
11-15 years	0	48	33	131	14	43	17	3	6	2	1	1	0	0	0	229	528
16-20 years	0	23	38	59	6	24	11	3	2	3	2	0	2	0	0	127	300
21-25 years	0	17	15	30	3	11	3	4	0	2	1	0	2	0	0	96	184
26-30 years	0	5	8	9	4	2	0	2	0	2	2	0	0	0	0	95	129
31-35 years	0	0	1	1	0	5	1	0	1	2	1	0	0	0	0	82	94
36-40 years	0	0	0	1	2	3	0	0	2	1	0	0	0	0	1	46	56
40+ years	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
No data	0	12	11	34	1	8	3	0	0	0	0	0	0	0	0	74	143
Total	0	183	218	507	63	252	92	22	36	19	17	6	5	0	3	1759	3182

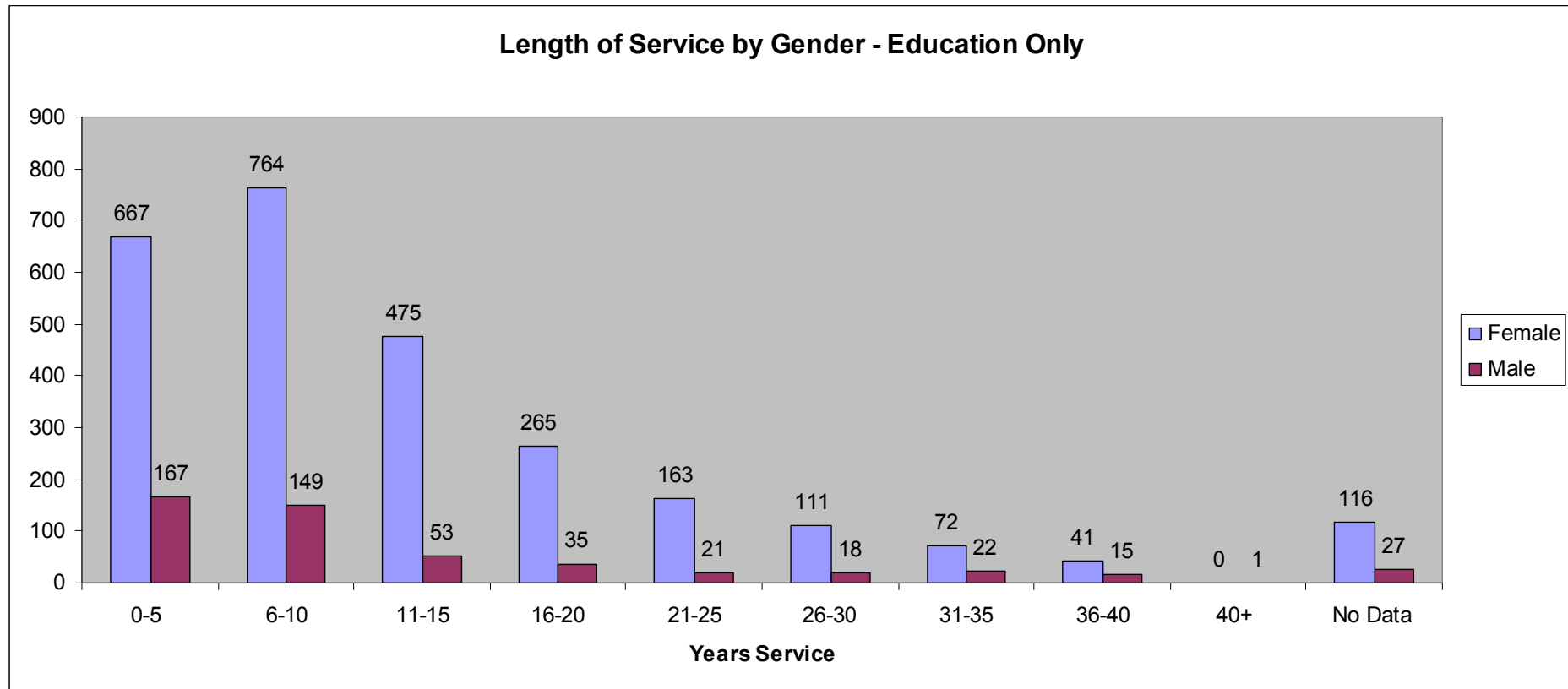
7c: Length of service by grade – Teachers Only

Length of FC service years group	Chartered Teacher	Depute/ Principal Psychologist	Head Teacher & Depute Headteacher	Music Instructor	Principal Teacher	Quality Improve ment Manager	Quality Improve ment Officer	Teacher	Educational Psychologist	Education Support Officer	Total
0-5 years	3	1	20	7	22	2	1	443	1	0	500
6-10 years	31	0	15	3	40	0	2	418	0	1	510
11-15 years	17	0	25	4	35	0	1	146	0	1	229
16-20 years	6	0	20	1	18	1	0	81	0	0	127
21-25 years	6	0	10	4	13	0	0	63	0	0	96
26-30 years	6	0	16	0	17	0	0	53	1	2	95
31-35 years	2	0	15	1	13	0	2	47	1	1	82
36-40 years	0	0	13	1	13	0	1	18	0	0	46
No data	1	0	4	1	5	1	0	55	6	1	74
Total	72	1	138	22	176	4	7	1324	9	6	1759

8a: Length of service by gender - All Employees



8b: Length of service by gender – Education Only



8c: Length of service by gender – Teachers Only

