

FALKIRK COUNCIL



EQUALITY SCHEME

ANNUAL REPORT 2010

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Introduction

The Council implemented its first integrated Equality Scheme in 2007. The current scheme has been put in place to cover 2009 – 2012. The scheme describes arrangements to meet equalities legal duties and promote equality and diversity. A commitment in the scheme, in line with the current public sector equality duties, is to produce an annual report describing progress made against stated objectives and arrangements to meet legal duties. This report covers 2010.

The Equality Act 2010 was introduced to simplify and strengthen the previous equality legislation; and to deliver a simple, modern and accessible framework of discrimination law which protects individuals from unfair treatment and promotes a fair and more equal society. While the legislation was partly enforced in 2010, the section relating to the Public Sector Equalities Duties will not come into force until April 2011. The 2011 report will highlight where changes have been made as a result of this.

This report will be submitted to the Housing and Social Care Committee to ensure all equality duties are being met. The document will be posted on the Council's website www.falkirk.gov.uk.

For further information on the report please contact Human Resources, Falkirk Council, Municipal Buildings, Falkirk, FK1 5RS or call 01324 506266 or email hr@falkirk.gov.uk

Action Plans

Action plans for the current scheme mirror the Council's commitments within the Single Outcome Agreement (SOA) which are considered to have an equality/equity of access implication. This was determined using the ten point equalities measurement framework (EMF) which was produced jointly by the Equalities and Human Rights Commission and the Government Equality Office with the purpose of providing an understanding of the long term and underlying causes of disadvantage that should be addressed by public policy.

Action Plans progress

In total there are 154 outcomes which reflect the Council's desire and commitment to ensure equality of opportunity and equity of access for all. This number includes 7 employment specific actions. The wide ranging outcomes are also an indicator that equality is being mainstreamed into the work of the Council.

Of the 154 outcomes indicators reported most indicate improvement and further details can be seen under section 2 of this report.

Employment Monitoring

This progress report provides data on a range of equality areas and the Council will take reasonable steps to address any imbalance highlighted. Relevant actions will also be detailed in future action plans.

This document is available in other languages and formats on request to the Council.

如需投訴程序之翻譯版本，
請向地區政府工作人員查詢。

PROSZĘ ZWRÓCIĆ SIĘ DO PERSONELU RADY W
SPRAWIE UZYSKANIA KOPII PRZETŁUMACZONEJ
PROCEDURY ZWIĄZANEJ Z ZAŻALENIAMI

ਸਿਕਾਇਤ ਦੀਆਂ ਕਾਪੀਆਂ ਦੀ ਤਰਜਮਾ ਕੀਤੀ ਹੋਈ
ਕਾਪੀ ਲਈ ਕੋਮਲ ਸਟਾਫ਼ ਤੋਂ ਯਤਾ ਕਰੋ ।

شکایت کے طریقہ کار کا اردو میں ترجمہ شدہ پرچہ کونسل کے عملہ سے طلب کریں

Gheibhear an sgrìobhainn seo ann an cànanan agus ann an cruthan eile le iarrtas chun na Comhairle.

Section 2 - Action Plan Progress

The following section highlights the progress the Council has made against each of the actions with some text at the bottom of each outcome to highlight specific work. This includes education/schools progress.

As previously intimated, it was agreed to use the Council's actions within the Single Outcome Agreement which are relevant to equality as the basis of the action plan. This ensures that the Council achieves its commitment to equality and equity of access which is at the heart of the Community Planning process.

National Outcome One – We live in a Scotland that is the most attractive place for doing business in Europe

Local Outcomes

- **The quality of our infrastructure will help promote the growth of the local economy (CP)**
- **Ensured our profile reflects our area as a destination of choice (CP)**
- **Increased business investment, innovation and competitiveness and the diversification of our economy (SCP)**
- **Raised the profile and image of the area through promoting and marketing the area to attract new investment (SCP)**
- **Raised the profile and image of the area through promoting and marketing the areas as a culture and leisure destination (SCP)**
- **Improved the image and quality of the physical environment including town centres (SCP)**

Indicator	Baseline at 2006-07	2009/10 Performance	Overall Performance 2006-2010	'Progress' / target(s) to 2010-11	On track for target
Regional Selective Assistance awards: number accepted/paid and their value	4 £1m	2 accepted £280,000	-2 -£720,000	Increase	✗
Business advice requests for consumer protection completed within 14 days	65.9%	95%	+29.1%	95%	✓
Total visitor expenditure in the council area (per calendar year)	£76 m	£73m (provisional figure – a recalculation of the bed stock has exaggerated the apparent decline in 2009-10)	-£3m	Increase	✗
Number of visitor bed nights spent in the council area (per calendar year)	1.27m	1.20m (provisional figure as above)	-0.07m	Increase	✗
Falkirk Town Centre's national retail centre ranking as measured by CACI	10 th in Scotland	7 th in Scotland	+ 3 places	Improve	✓
Total area of Urban Vacant land Derelict land Total (Urban Vacant and Derelict land)	Oct 2006 100ha 105ha 205ha	Oct 2009 53ha 85ha 137 ha	2006-2009 -47ha -20ha -68ha	Reduce	✓

Indicator	Baseline at 2006-07	2009/10 Performance	Overall Performance 2006-2010	'Progress' / target(s) to 2010-11	On track for target
Carriageway condition - % of network that should be considered for maintenance treatment	54% Falkirk ranked 25 th in 2006/07	38.1%	+3.1% Worsened since 2008 – 2006/07 data not comparable	Below 35%	x

Some examples of work undertaken to meet the local outcomes have included:

- Falkirk Council recently received the accolade as the most enterprising place in Scotland, reflecting the approach adopted through My Future's in Falkirk. This initiative was initially established in the face of job losses in the petrochemical industry. Some of our most significant achievements as part of this initiative include:
 - The creation of the Falkirk Business Improvement District;
 - £20 million investment in regeneration;
 - The creation of two business parks on reclaimed land; and
 - The establishment of innovative partnership working.

- During 2009/10, the main economic driver for the Falkirk Council area 'My Future's in Falkirk' was refreshed. Underpinning this has been a successful partnership and the direct involvement of the Falkirk Business Panel in determining the priorities within the updated strategy. The success of the Business Panel has been secured by holding regular events such as the annual Panel conference and a Business Fair, which attracted nearly 400 delegates. These were supported by regular information sessions that were attended by approximately 220 delegates during the year.

- We continued to invest in and develop our local infrastructure during 2009/10. The associated road works supporting the Council's NPDO schools programme were completed. Preparatory work in terms of the design, securing of planning consent and land acquisition for the proposed upgrade to A801 River Avon Gorge was completed. The next step is to secure funding from the Scottish Government for construction work to begin. The Council spent £700,000 on 23 capital lighting replacement schemes.

National Outcome Two - We will realise our full economic potential with more and better employment opportunities for our people

Local Outcomes

- **Increasing the wealth and prosperity of our area (CP)**
- **Increase the number of people in jobs particularly the young and long term unemployed (SCP)**
- **Increase lifetime earning potential for all our citizens (SCP)**

Indicator	Baseline at 2006-07	2009/10 Performance	Overall Performance 2006-2010	'Progress' / target(s) to 2010-11	On track for target
Number of job placements and training places achieved as a result of "community benefit in procurement" programmes	0			60	✓
The proportion of school leavers in a positive destination	84.3%	84.2%	-	Increase	✗
In worst 15% SIMD	75.2%	70.1%			
% of 16-19 year olds not in education, employment or training	19%	Not yet available	-	Reduce	✗
Reducing the number of unemployed people relative to the Scottish average	Falkirk 2.1% Scotland 2.2% Sept 07	Not yet available		Reduce	✗
Number of business start ups which received support from the Council through the business gateway	300	324	+24	300	✓
Number of trainees placed in work based training by the Council	432	Not available	-	600	✓
Number of persons who were new starts on national training programmes	201 150	368	+167	300 600	✓
Number of jobs created or secured by business gateway and council employment and training activities	684	966 Total 544 via Business Gateway 422 via ETU	+282 Total	Increase	✓

Some examples of work undertaken to meet the local outcomes have included:

- Falkirk Council in partnership with BP, Scottish Enterprise and Falkirk for Business, has worked to establish loan funding, particularly for small businesses. This is supported by a part-time Business Adviser to support fund applicants and provide aftercare. Loans of up to £10,000 are available, repayable over a 3-year period.
- In collaboration with INEOS Grangemouth, Education Services supported the My Future's in Falkirk inspired project 'Schools into Technology'. The project has two aspects – master classes for S1/S2 and the Science, Education and Technology Fair for P7 pupils. This is with the aim of encouraging more pupils to take science subjects at school and pursue a science or technology based career when leaving school. This is also designed to provide our young people with the necessary skills to work in local technology based companies.
- The Community Planning Partnership supported Central Scotland Racial Equality Council for black and ethnic minority individuals to achieve their full potential, by accessing training, to acquire skills and increase their employability. During 2009/10 this project supported 87 people, 17 of which have secured employment. This includes practical advice in applying for employment, as well as building individual's confidence.
- As part of our drive to improve the night time economy of Falkirk Town centre, the weekend taxi marshals is now provided throughout the year. During 2009/10 this resulted in 33,745 users who utilised this service to secure a taxi for an onward journey. Key stakeholders now see this as an important service.
- The Community Planning Partnership supported measures to enhance Third Sector resilience during 2009/10 in recognition of the particular pressures faced by the sector in securing sustainable sources of funding and in the increased level of expectation on the role it can play in future. Measures included supporting a Third Sector convention in February 2010 to help improve the sustainability of local Third Sector organisations. The event was led by CVS Falkirk & District and attracted over 300 delegates from across Forth Valley. The event comprised 32 workshops on topics offering advice and support on how best to face the future financial climate. Further work flowing from the convention is taking place to develop a package of non-financial resilience based support to further underpin a vibrant and sustainable local Third Sector.

National Outcome Three - We are better educated, more skilled and more successful, renowned for our research and innovation

Local Outcomes

- **Our area will be recognised as having a culture of aspiration and ambition (CP)**
- **Support lifelong learning in the community (SCP)**

Indicator	Baseline at 2006-07	2009/10 Performance	Overall Performance 2006-2010	'Progress' / target(s) to 2010-11	On track for target
The % of school leavers moving into					
Higher education	25.5%	33.1%	-	28%	✓
Further education	16.2%	19.0%		20%	✓
Training	10.0%	9.8%		7%	✓
Employment	32.6%	22.2%		31%	x
% of school leavers offered a guaranteed positive destination.	84%	Not available until December 2010	-	50% 2008 75% 2009 100% 2010	✓

Some examples of work undertaken to meet the local outcomes have included:

- During 2009/10, Falkirk Council's Employment and Training Unit helped 61 young people to make better transitions from High School, through developing effective pre school leaving activities. Of these, 44 were new starts during the year and 35 secured a positive destination when leaving. The 'Positive Transitions' project has linked with 8 High Schools across the Council area which help young people who require this type of intervention.
- In addition to this, a range of targeted post school interventions aimed at young people, aged between 16 and 19 who have left school is provided. These interventions are designed to secure positive destinations, specifically for those from the most deprived communities. This also helps to mitigate the threat of growing youth unemployment due to the recession. During 2009/10, 139 young people completed the 'employment gateway' of which 44 came from our most deprived areas. Performance for the year was nearly 300% above that of the original annual target. Work with local employers within the 'Backing Falkirk's Future' initiative has led to 100 support pledges being received, most of which comprise work experience and work based training.
- Continuing investment in new technology and supporting infrastructure is essential if we are to secure sustainable economic growth. As part of this commitment, Falkirk Council continued to invest in its ICT infrastructure during 2009/10 to ensure that it continues to meet our changing needs. This has included the delivery of modern infrastructure to all 4 of our new secondary schools, as well as supporting the regeneration of Stenhousemuir town centre. Education Services WAN links have been improved to meet the requirements of the national GLOW project, with a further 19 ICT upgrades completed on Education properties during the year.

National Outcome Four - Our young people are successful learners, confident individuals, effective contributors and responsible citizens

Local Outcomes

- **Our workforce will be highly skilled (CP)**
- **Promote early learning experiences for all young children to enable them to have the best possible start (SCP)**
- **Provide appropriate and relevant learning experiences and child care for children and their families (SCP)**
- **Raise levels of attainment and achievement in education (SCP)**
- **Provide high quality teaching in schools and early years establishments**
- **Provide flexible curriculum that meets the needs of all young people.**

Indicator	Baseline at 2006-07	2009/10 Performance	Overall Performance 2006-2010	'Progress' / target(s) to 2010-11	On track for target
Proportion of schools achieving 'good' or 'very good' or 'excellent' in the last 3 years in HMIE reports for: <ul style="list-style-type: none"> • Improvements in performance • Children's experiences • The curriculum • Meeting learning needs • Improvement through self evaluation 	n/a	(2 years only) 93% 100% 86% 93% 71%	3 year average not yet available	Improvement on baseline data	-
The % of pupils in P3, P4, P6 & P7 attaining or exceeding the appropriate levels for their stage in <ul style="list-style-type: none"> • Reading • Writing • Mathematics 	85% 81% 88%	86% 82% 88%	+1% +1% Maintained	85% 80% 85%	✓

Indicator	Baseline at 2006-07	2009/10 Performance	Overall Performance 2006-2010	'Progress' / target(s) to 2010-11	On track for target
Cumulative Attainment of National Qualifications by all pupils in publicly funded schools for S4 -					
% of the S4 roll gaining level 3 or better in English and mathematics;	91%	95%	+4%	96%	✓
% of S4 roll gaining 5 or more awards as SCQF level 3 or better;	89%	93%	+4%	93%	✓
% of S4 roll gaining 5 or more awards at SCQF level 4 or better;	73%	79%	+6%	77%	✓
% of S4 roll gaining 5 or more awards at SCQF level 5 or better	30%	35.1%	+4%	36%	✓
Cumulative attainment of National Qualifications by all pupils in publicly funded secondary schools for S5 –					
% of the original S4 roll gaining 1 or more awards at SCQF level 6 or better	34%	44%	+10%	39%	✓
% of the original S4 roll gaining 3 or more awards at SCQF level 6 or better;	17%	25%	+8%	22%	✓
% or the original S4 roll gaining 5 or more awards at SCQF level 6 or better	6%	12%	+6%	10%	✓
The % of young people who leave school without employment, further or higher education or training	15.7%	15.8%		Reduce	✗
% of pupil attendance at school					
Primary	95.6%	95.4%	2009/10 data not yet available	96%	✓
Secondary	89.9%	91.3%		92%	✓
Number of young people in secondary schools involved in Pupil Councils.	251	503	+100%	450	✓

Some examples of work undertaken to meet the local outcomes have included:

- We recognise the importance of Early Years provision, with Education Services overseeing the building work for the integrated Denny Day Nursery and Nursery School and the opening of Camelon Nursery. These, together with other work, have enhanced Early Years provision by increasing capacity for vulnerable children, babies and toddlers.
- Continued investing on our school estate with the completion of a major extension at Larbert Village Primary School and the completion of the refurbished Hallglen Primary School. The area is also served by 8 modern secondary schools and 1 secondary special school which provide facilities which are fit for educating our young people in the 21st century.

National Outcome Five - Our children will have the best possible start in life and are ready to succeed

Local Outcome

- All our children will be happy and healthy and able to make positive decisions about their own health (SCP)
- All our children will achieve their potential through learning and being creative and developing the skills and knowledge to make them fulfilled happy adults (SCP)
- Ensure high quality early years learning experiences including sufficient provision for vulnerable young people and their families (SCP)

Indicator	Baseline at 2006-07	2009/10 Performance	Overall Performance 2006-2010	'Progress' / target(s) to 2010-11	On track for target
Proportion of children living in households that are dependent on out of work benefits or child tax credit more than the family element (finalised awards) number per 1,000 children aged 0-15	166 Child Tax Credit - 539	Not yet available Child Tax Credit - 570	- Child Tax Credit - +31	Monitor	-
Proportion of early years establishments achieving 'good', 'very good', or 'excellent' in the last 3 years in HMIE reports for: <ul style="list-style-type: none"> • Improvements in performance • Children's experiences • The curriculum • Meeting learning needs • Improvement through self evaluation 	n/a	(2 years only) 93% 93% 93% 87% 73%	3 year average not yet available	Improvement on baseline data	✓
Provision of a suitable mix of affordable, accessible and high quality of early learning and child care (0-4) <ul style="list-style-type: none"> • Percentage of 4 year olds in a grant-aided pre-school place • Number of toddler places • Number of baby places • Number of wraparound care. 	100% 92 24 164	100% 121 42 276	100% Maintained +32% +75% +68%	100% 127 36 232	✓ ✓ ✓ ✓
% of looked after children who on leaving care achieve at least one subject at SCQF level 3 or higher	48.1%	75.5%	+27.4%	Better than the Scottish Average 62.5%	✓

Indicator	Baseline at 2006-07	2009/10 Performance	Overall Performance 2006-2010	'Progress' / target(s) to 2010-11	On track for target
% of looked after children who on leaving care achieve both English and Maths at SCQF level 3 or higher	25.9%	41.5%	+15.6%	Better than the Scottish Average 41.5%	✓
School meals taken as % of school roll Primary Secondary	60% 50%	56% 52%	-4% +2%	65% 55%	✗ ✓
% of schools with breakfast clubs	35%	45%	+10%	35%	✓
% of eligible children who take up free school meals- registered and present Primary Secondary	93% 50%	97% 87%	+4% +37%	99% 90%	✓ ✓
The number and proportion of looked after children in community placements at 31 st March	297 83.8%	405 89.2%	+108 +36%	Better than the Scottish Average 89.7%	✗
The proportion of young people who are looked after and accommodated away from home at 31 st March who have a current care plan	100%	98%	-2%	Better than the Scottish Average 94.2%	✓

Some examples of work undertaken to meet the local outcomes have included:

- Significant efforts have been made to reduce the number of children who are overweight, with a focus on their Body Mass Index. Between 2006 and 2008, the percentage of children in primary 1 who are overweight, having received a Body Mass Index review, has reduced from 20.9% to 16.8%. In Scotland, this percentage was much higher at 19.8%. The reduction in the Forth Valley area has been supported by NHS Forth Valley and Education Services through the 'Max in the Middle' initiative to focus on healthy eating amongst young people. Work has also been undertaken by Education Services through the 'Health Promoting' schools initiative, to better inform young people on healthy eating. The percentage of schools designated as health promoting, has increased from 4% in 2006/07 to 100%. This includes work taken on a Forth Valley basis to develop a 'Promoting Health and Wellbeing' accreditation scheme as part of Positive Approaches to Health. All schools within the Falkirk Council area have either achieved level 1 or 2 accreditation. We are now looking at applying the principles of Health Promoting Schools to all our child care establishments.

- Catering Services, Falkirk Council, have sought to widen the range of healthy eating options within school meals. One example of this is the Primary 'Pre Ordering Lunch' Service which has been developed by Catering Services, in partnership with Education Services. This aims to:-
 - Encourage healthy food choices;
 - Ensure all pupils have a menu choice;
 - Reducing waiting time for pupils;
 - Further encourage the up-take of school meals; and
 - Encourage parent participation in menu selection for their children.

- This initiative was run on a pilot basis within 12 primary schools between March and June. The scheme encompassed a colour coding system to identify the degree to which the meal is healthy. This was also facilitated by taking photographs of meals to be included in class lunch folders to aid healthy menu choice. Interim feedback from Catering Managers has been positive. Further feedback from Head Teachers and parents will be sought at the start of the new school term in August. The pre ordering service will be continued in the 12 pilot primary schools in the meantime.

- The HMIE Child Protection Inspection which reported in June 2009, found the following key strengths:
 - Children experiencing domestic abuse received help quickly through an effective multi-agency approach;
 - Helpful advice from legal services supporting immediate action and long term planning for children at risk;
 - The health needs of looked after children away from home being met effectively;
 - Use of a robust and effective approach by the Children's Commission to assess needs of children and agree service priorities; and
 - Children and families being involved as partners in planning and delivery of services.

National Outcome Six - We will live longer, healthier lives

Local Outcomes

- **Our citizens will be supported to make positive health choices in order that they can live longer (CP)**
- **Promoting healthy living within our communities (SCP)**
- **Reduce health inequalities (SCP)**
- **Improve emotional health, psychological and social well being. (SCP)**
- **Reduce the level of alcohol, drugs and substance misuse (SCP)**

Indicator	Baseline at 2006-07	2009/10 Performance	Overall Performance 2006-2010	'Progress' / target(s) to 2010-11	On track for target
The number of months during the reporting year that the target was achieved of zero delayed discharge patients waiting 6 weeks or more.	0/12	8/12	+ 8 months	12 (National monthly target of 0 delayed discharges > 6 weeks)	Increase
% of schools designated as 'Health Promoting schools'	4%	100%	+96%	100%	✓
Participation in organised culture and leisure activities	28,105	41,729	+13,624	61,500	✓
Leisure Centre admissions for adults	483,125	517,345	+ 34,220	525,000	✓
Leisure Centre admissions for young people	388,792	373,709	-15,083	400,000	✗
Leisure Centre admissions for Leisure cards	54,108	61,977	+ 7,869	57,000	✓
The number of people participating in healthy lifestyle physical activity programmes	13,537	42,855	+29,318	40,000	✓
The number of participants in sports development classes	7,637	10,619	+2,982	10,000	✓

Indicator	Baseline at 2006-07	2009/10 Performance	Overall Performance 2006-2010	'Progress' / target(s) to 2010-11	On track for target
The number of young people participating in health education initiatives					
Falkirk Council	2,315	5,761	+3,446	5,500	✓
Forth Valley College	300	400	+100	300	✓
No and rate per 1,000 population of carer assessments carried out	266 2.3 per 1,000	2,195 19.9 per 1,000	+1,929 +17.6 per 1,000	Maintain	✓
Staff qualification – the percentage of care staff who are qualified,					
Working in care homes for older people (65+)	63.5%	72.1%	+8.6%	Better than the Scottish Average 65+: 62.0%	✓
Working in care homes other adults (18-64)	90.0%	88.9%	-1.1%	18-64: 65.4%	✓
% of older people aged 65+ with intensive care needs receiving services at home	25.4%	21.9%	-3.5%	Maintain level of service	✗
Home care – total number of hours and as a rate per 1,000 population aged 65+	13,554 579.4	13,460 554.8	-94 -24.6	Maintain level of service	✗
Home care % home care clients aged 65+ receiving personal care	67.2%	83.6%	+16.4%	Maintain level of service	✓
Home care - % home care clients aged 65+ receiving care in evenings/overnight	28.6%	29.5%	+0.9%	Maintain level of service	✓
Home care - % home care clients aged 65+ receiving care at weekends	69.0%	61.0%	-8.0%	Maintain level of service	✓

Some examples of work undertaken to meet the local outcomes have included:

- One of the main thrusts of work within the current Joint Health Improvement Plan is to increase the number of people improving their lifestyle and as a result, their health. One of the means of measuring this is by the number of people taking part in some form of physical activity. The number of people in general, participating in organised culture and leisure activities between 2006/07 and 2009/10, has increased by 48% from a baseline of 28,105 in 2006/07. Leisure centre admissions for young people have also been maintained at a high level, in excess of 370,000 young people during the same period. The number of people participating in healthy lifestyle and physical activity programmes has increased by 217% between 2006/07 and 2009/10, from a baseline of 13,537 in 2006/07.
- One highly successful aspect of physical activity is the encouragement of citizens to increase the amount of walking they do through initiatives such as Step Forth and Braveheart. One aspect of this is the annual Big Fit Walk which was first held in Grangemouth in 2004, with 3000 people taking part. Over 8000 people took part in the 2009 Big Fit Walk. This initiative was recently nationally recognised for its success, by winning the Active Nation 'Active Factor 2010' award within the physical activity and health alliance category. This year's Big Fit Walk took place on 11 June. This is designed to stimulate and promote more regular exercise by citizens, by encouraging them to undertake 30 minutes of low to moderate intensity exercise each day. By doing so citizens will:
 - Reduce their risk of heart disease by 50%;
 - Reduce the risk of a number of cancers, including bowel and breast cancer;
 - Reduce the risk of developing type 2 diabetes; and
 - Improve mood and as a result, reduce the risk of depression.

National Outcome Seven - We have tackled the significant inequalities in Scottish Society

Local Outcomes

- Disadvantaged communities will benefit from better services (CP)
- Increase the number of individuals participating in the local labour market (FSF)
- Increase household income (FSF)

Indicator	Baseline at 2006-07	2009/10 Performance	Overall Performance 2006-2010	'Progress' / target(s) to 2010-11	On track for target
Median earnings in £'s for residents living in the local authority area who are employed – full time weekly gross pay Median earnings in £'s for workforce based in the local authority	Residents £429.30 Workplace £419.00	Not yet available	-	Increase	✓
Reduce the earnings differential between male and female residents	£482.90 m £406.20 f	Not yet available	-	Reduce	✗
Number of people experiencing multiple deprivation i.e. people living in the worst 15% of areas in Scotland SIMD 2006	13,225 (8.8%)	13,266 (8.7%)	-	Reduce	✓
% of households assessed as homeless who are in priority need	71%	90%	+19%	Increase	✓
The % of homeless households provided with permanent accommodation in Council stock who maintained their tenancy for at least 12 months	91%	92%	+1%	Increase	✓
% of households where respondent or partner has a bank or building society account	SHS 2005/06 91%	n/a	-	Increase	✓
The number of new learners participating in adult literacy programmes Falkirk Council Forth Valley College	178 650	497 800	+319 +150	440 700	✓ ✓

Indicator	Baseline at 2006-07	2009/10 Performance	Overall Performance 2006-2010	'Progress' / target(s) to 2010-11	On track for target
Learning centres and learning access points Number of users of the free public access terminals in libraries		13,149	-	13,300	✓
Number of new IT learners from priority areas and with special needs Falkirk Council Forth Valley College	650	155 550	- -100	160 500	✓ ✓
Number of times the free public access terminals are used in libraries	84,360	106,974	+ 22,614	105,000	✓
The number of individuals obtaining Welfare benefits advice Debt advice – new cases	17,150 681	Data not available 797	- +116	Target not appropriate	-
Number of benefit enquiries and benefit gains Falkirk Council and Citizen's Advice Bureaux	23,647 £7.7m	12,653 £5.6m	-10,994 -£2.1m	Target not appropriate	-
Number of new debt cases and total debt negotiated Falkirk Council and Citizen's Advice Bureaux	1,411 £26.7m	797 £30.3m	-614 +£3.6m	Target not appropriate	-
Average time taken in calendar days to process all new claims and change events in housing and council tax benefit from the date of first notification. (The Right Time indicator)	n/a	20.03 days	n/a	21 days	✓ Improving handling time for changes
Number of working age benefit claimants relative to Falkirk Council average in Priority areas – areas in worst 15% SIMD 2006	2,700 2.03:1	Not yet available	-	Reduce	✗ ✓

Indicator	Baseline at 2006-07	2009/10 Performance	Overall Performance 2006-2010	'Progress' / target(s) to 2010-11	On track for target
The number of benefit claimants in priority areas participating in work based training with Falkirk Council	102	74	-28	150	×
Forth Valley College	183 in Falkirk LEA	200	+7		✓

Some examples of work undertaken to meet the local outcomes have included:

- A new Homelessness Strategy (2008-2013) for the area was launched in June 2009, with good progress being made in its implementation. We increased our stock of temporary housing accommodation for people experiencing homelessness, by an additional 105 properties and made a corresponding reduction in the number of people that the Council required to place in Bed & Breakfast accommodation in order to meet the Councils statutory duty to accommodate them.
- The Community Planning Partnership has supported the expansion of Credit Unions to widen access across the Falkirk Council area. In 2009/10 this resulted in attracting 277 new members, the recruitment of additional volunteers and the increase in opening hours.
- The area's 3 Citizen's Advice Bureaux have been supported to progress the financial wellbeing of people from our most disadvantaged communities, through the provision of clinics and additional appointments to minimise waiting time. During 2009/10 this has helped people experiencing or at risk of hardship. As a result, £49 million of debt has been renegotiated, with over 330 benefit checks completed and over 135 debt cases supported. These services have also helped clients to access approximately £740,000 in benefit claims.
- Older people have been supported through an advice project targeted on our most deprived areas, to access benefits and referrals to other agencies. These have been facilitated by home visits which have helped to secure £540,000 in additional benefits.
- The redesign of Camelon day service for adults with a learning disability has facilitated more localised opportunities. This has included changing the building use to accommodate the Children with Disabilities Team and the Falkirk Learning Disability Team working together and creating a resource centric model.

National Outcome Eight - We have improved the life chances for children, young people and families at risk

Local Outcomes

- **Vulnerable children will be protected (CP)**
- **People will have equitable access to local health, support and care (CP)**
- **All our children will grow up in a safe environment where they are protected and enabled to enjoy their lives (SCP)**

Indicator	Baseline at 2006-07	2009/10 Performance	Overall Performance 2006-2010	'Progress' / target(s) to 2010-11	On track for target
Proportion of social background reports submitted to the Children's Panel within 20 days	41.7%	33.5%	-8.2%	Better than the Scottish Average 41.3%	✘
Number and rate per 1,000 of child protection referrals/investigations carried out during the year	486 15.2	362 11.3	-124 -3.9	Target not appropriate	-
Number and % of first contacts following supervision requirement within 15 working days	70 77.8%	70 80.5%	0 +2.7%	Better than Scottish average 89.3%	✘
Number of looked after children at home at 31 st July; and Rate per 1000 population (under 18 years)	118 3.7	184 5.7 per 1000	-	Target not appropriate (Scottish average: 5.7)	-
Number of children looked after away from home at 31 st July; and Rate per 1000 population (under 18 years)	236 7.3	259 8.1 per 1000	-	Scottish average 9.0	✓
Number of children receiving Playscheme Respite sessions provided by the children with disabilities team	171	175	+4	Maintain level of provision.	✓
Number of Children's Panel Members appointed in a year.	27	26	-1	Target not appropriate	-

Some examples of work undertaken to meet the local outcomes have included:

- The 'Rise Higher' project, run by the Salvation Army supports some of the most vulnerable local people. The project supports individuals who are furthest away from the labour market, including clients with learning disabilities, substance mis users and ex-offenders. During 2009/10, the project supported 71 individuals with courses, advice etc. which helped 14 clients access employment or full-time education. The project also helps to improve client's self-confidence and esteem and access education qualifications, some for the first time.

National Outcome Nine - We will live our lives safe from crime, disorder and danger

Local Outcomes

- **Our citizens will be protected (CP)**
- **Improve crime reduction and community safety (SCP)**
- **Reduce fear of crime (SCP)**
- **Reduce the incidence of death, injury and economic loss by fire and respond effectively to a broad range of fire and other emergencies (CSFRS)**
- **Support the delivery of safer communities (CSP)**
- **Preserve and restore public order; (CSP)**
- **Investigate crime effectively (CSP)**
- **Contribute to the reduction of crime (CSP)**

Indicator	Baseline at 2006-07	2009/10 Performance	Overall Performance 2006-2010	'Progress' / target(s) to 2010-11	On track for target
Confidence in individual safety in local areas During the day At night	2006 84% 47%	2010 90% 58%	+6% +11%	Maintain increase	✓ ✓
The number of casualties killed or seriously injured on our roads (moving annual average over five calendar years)	2002-2006 83	2005-2009 68	2002/06-2005-09 -15	2006-2010 Fewer than 67	✓
The number of persons, including children, killed or seriously injured per million vehicle kilometres (moving annual average over five calendar years)	2002-2006 0.058 KSI /mVkm	Insufficient traffic data available to calculate 2009 rate	2002/06-2004/08 -0.01 KSI /mVkm	Reduce	✓
The number of children killed or seriously injured per million vehicle kilometres (moving annual average over five calendar years)	2002-2006 0.009 KSI /mVkm	Insufficient traffic data currently available	2002/06-2004/08 -0.002 KSI /mVkm	Reduce	✓
The number of persons, slightly injured per million vehicle kilometres (moving annual average over five calendar years)	2002-2006 0.238 persons /mVkm	Insufficient traffic data currently available	2002/06-2004/08 -0.016 KSI /mVkm	Reduce	✓

Indicator	Baseline at 2006-07	2009/10 Performance	Overall Performance 2006-2010	'Progress' / target(s) to 2010-11	On track for target
The proportion of social enquiry reports submitted to court by due date	99.9%	99.8%	-0.1%	Better than the Scottish average 98.3%	✓
Probation – the proportion of new probationers seen by a supervising officer within one week	87.5%	93.0%	+5.5%	Better than the Scottish average 74.5%	✓
Community service – the average hours per week taken to complete community service orders	3.3	3.0	-0.3	Better than the Scottish average 3.2	✓
Food hygiene – the % of premises with a minimum inspection frequency of 12 months or less, that were inspected on time	99.3%	100%	+0.7%	96%	✓
Cost of repairs on schools due to vandalism	£216k	£172k	-20%	Decrease	✓
Number and rate per 1,000 of adults at risk of harm investigations	13 0.11	59 0.49	+46 +0.38	Target not appropriate	-

Some examples of work undertaken to meet the local outcomes have included:

- Safe Drive Stay Alive is a performance provided by Central Scotland Fire and Rescue Service, aimed at young people who may be driving alone or with friends for the first time. In 2009/10 performances were attended by over 1800, 4th to 6th year pupils from the Falkirk Council area. The project aims to highlight the potential consequences of dangerous or careless driving to young people who may be driving soon. This follows over 30 people having been killed and 2,500 injured on the roads in Central Scotland in the last three years. The project aims to reduce the number of road incidents involving young people. The impact on the attendees is very apparent on the day of attendance.
- Our Community Safety Partnership led by Central Scotland Police has continued recent year trends in reducing crime and anti-social behaviour. Our success has been attributable to close and effective partnership working across key agencies to tackle and resolve emerging issues and challenges at the earliest opportunity. Pivotal to our success is effective community engagement which is undertaken in an integrated manner through 'Police and Community Together' (PACT) meetings. These meetings are facilitated by Community Police Officers working with local communities and involve partner agencies as required. They allow information to be provided and exchanged on issues and problems within communities and then designing realistic and prompt responses, as well as managing expectations in a pragmatic manner. PACT meetings are generally held on a monthly basis with priorities being set and reported on at each meeting.

National Outcome Ten – We live in well designed, sustainable places where we are able to access the amenities and services we need

Local Outcomes

- **Our housing continues to meet the needs of people who live and may wish to live in our area (CP)**
- **Increase pride and satisfaction with their local community (FSF)**
- **Ensure the provision of a range of affordable housing options which meet the needs of local people including those with specific needs (LHS)**
- **Improved and maintained the Council’s core housing stock (LHS)**

Indicator	Baseline at 2006-07	2009/10 Performance	Overall Performance 2006-2010	‘Progress’ / target(s) to 2010-11	On track for target
The % of residents stating their neighbourhood as a ‘very good’ or fairly good’ place to live. In worst 15% SMID (FSF)	2006 81% 73%	2010 86% n/a	+5%	Improve	✓ -
The number and variety of affordable homes total rented RSL and Council new build units completed;	65	93	+28	169 (subject to AHIP allocations each year & obtaining statutory consents)	✓
total low cost home ownership new home build units completed	8	54	+46	41	✓
% of Council tenancies allocated to homeless people	37%	58%	+21%	50%	✓
% of RSL tenancies allocated to homeless people	-	39%	n/a		✓
% of Council tenancies allocated to other groups in housing need	-	35%	n/a	45%	✗
% of RSL tenancies allocated to other groups in housing need	-	32%	n/a	45%	✗
% of cases reassessed as homeless or potentially homeless within 12 months of previous cases being completed	4.1%	1.4%	-2.7%	Reduce	✓

Indicator	Baseline at 2006-07	2009/10 Performance	Overall Performance 2006-2010	'Progress' / target(s) to 2010-11	On track for target
% of council house sales settled within 26 weeks	86.1%	90.1%	+4.0%	Increase	✓
Privacy – percentage of residential care places that are in single rooms				Better than the Scottish average	
older people (65+)	87.6%	94.0%	+6.4%	65+: 93.7%	✓
other adults	93.3%	96.7%	+3.4%	18-64:92.3%	✓
The proportion of people in single rooms with en-suite provision in care homes				Better than the Scottish average	
older people (65+)	71.4%	75.2%	+3.8%	65+: 77.7%	✓
other adults (18 -64)	32.8%	43.1%	+10.3%	18-64:52.6%	✗
The number and rate per 1,000 adult population of Mecs community alarms provided	703 6.0	777 6.5	+74 +0.05	Maintain level of service	✓
The number of people with new adaptations during the reporting year and the rate per 1,000 population	499 4.2	787 6.5	+288 +2.3	Maintain level of service	✓
% of householder planning applications dealt with within 2 months	85.1%	83.9%	-1.2%	90% or first quartile in Scotland	✗

Some examples of work undertaken to meet the local outcomes have included:

- In January, we implemented the Council's new housing allocations policy (Homespot) and completed a re-registration of our housing waiting list – this choice-based approach to letting houses has improved the information available to prospective tenants and provides greater choice to our customers. The new approach also ensures that we are more effectively meeting our legislative obligation to house those in greatest housing need.
- The Community Planning Partnership supports a project called 'People with Potential' by Edinburgh Cyrenians. This provides support through pro-active interventions and key work sessions for clients who are homeless, or are vulnerable to homelessness and who are also excluded from community life. During the reporting year, the project has supported 31 new young clients, as well continuing to support the cohort from 2008/09. This has contributed to securing 39 positive destinations for local young people. Referrals for this service increased by 150% during the year, due to increased management capacity and changes in resource allocation and prioritisation.

- The Hippodrome Cinema in Bo'ness reopened in April 2009 following a £2.1m refurbishment; the programme for the year included first runs of 'Up', popular new releases, classic films and special heritage events. Local businesses have welcomed the Hippodrome, noticing increased footfall in the town on matinee days, as well as it being a valuable addition to the evening economy of the town.

National Outcome Eleven – We will have strong, resilient and supportive communities where people take responsibility for their own actions and how they affect others

Local Outcomes

- **Citizens and communities will be encouraged to take responsibility for their own health and well being (CP)**
- **Changing attitudes and modifying behaviour (SCP)**
- **Divert young people away from criminal activity and antisocial behaviour (SCP)**

Indicator	Baseline at 2006-07	2009/10 Performance	Overall Performance 2006-2010	'Progress' / target(s) to 2010-11	On track for target
The number and rate per 1,000 obtaining self directed support	50 adults 0.42 11 children 0.34	56 adults 0.47 8 children 0.25	+6 -3	Target not appropriate	-
Anti social noise complaints – average time to respond (in hours)	157	0.49 hours	Improved by 156.2 hours	Average response time less than 2 hours. All response visits to be within 2 hours.	✓
No of community litter clean ups organised	16	23	+7	25	✓
Number of calls to anti-social behaviour helpline	3,474	3,927	+453	Reduce	✗
% of new tenancies sustained for at least 12 months	91%	92%	+1%	Increase	✓
ASB – % acknowledgement of new instruction issued within 1 day	100%	100%	-	Maintain	✓
ASB - % lodged in Court within 4 days of final instruction/information	100%	90%	-10%	Maintain	✗
% of homeless applicants fleeing domestic abuse	20%	19%	-1%	Monitor	-
Number of domestic abuse incidents per 10,000 population	117	122	+5	Monitor	-

Some examples of work undertaken to meet the local outcomes have included:

- The Sport 4 youth project provides physical activity sessions for young people to reduce their levels of boredom and anti-social behaviour. This encompasses on average, 135 young people attending weekly sessions across 9 venues within the Council area. Access is free, but targeted on those from regeneration areas which have a higher risk of crime, unemployment and low life expectancy. Targeting on the 12 – 15 year age group has been highlighted by Community Safety partners. Female participation is also a priority for the project. Delivering sessions locally and in the evening has been successful in attracting and retaining young people. The project also links with work on substance misuse to support young people who have experience of this.
- The Community Planning Partnership is very aware of the impact on families of substance mis users. It is for this reason that support is provided for:
 - Grangemouth Family Substance Abuse Support, which helps families affected by someone else’s substance misuse. This has resulted in 112 clients receiving support last year, 71 of which feel that they are now better able to cope.
 - A joint project between Social Work and the Aberlour Trust to provide tailored and integrated support packages, following referral and assessment where parental substance misuse places children at risk of neglect and / or harm, pregnant women or parents with new babies. Over the last year, 68 families have been supported by this service, enabling 97 children to be maintained at home and 76 to remain in mainstream school or nursery.
- During 2009/10 Falkirk Council Criminal Justice Social Work Service provided around 44,385 hours of unpaid labour. At the minimum wage, this equates to £257,423 of effort for the benefit of the communities across Falkirk. The work has included:
 - Supporting individual charities
 - Litter picking
 - Ground clearance
 - Improving amenity areas
 - Growing crops for the Salvation Army

National Outcome Twelve - We value and enjoy our built and natural environment and protect it enhance it for future generations

Local Outcomes

- **We will improve the built environment (CP)**
- **Our open spaces will be attractive accessible and safe (CP)**
- **Improving the quality of the built and natural environment for local neighbourhoods (SCP)**

Indicator	Baseline at 2006-07	2009/10 Performance	Overall Performance 2006-2010	'Progress' / target(s) to 2010-11	On track for target
% of non householder planning applications dealt with within 2 months	40.7%	28.1%	-12.6%	60%	✘
% of all planning applications dealt with within 2 months	64.5%	59.3%	-5.2%	80% or first quartile of Scottish Councils	✘
Traffic light failure repairs completed within 48 hours	90.6%	96.7%	+6.1%	95%	✓
Street light failure repairs completed within 7 days	96.2%	96.9%	+0.7%	93%	✓
Assessment survey scores of cleanliness in public places	73	72	-1	73	✓
Abandoned vehicles removed within 14 days of notification	85.2%	89.1%	+3.9%	80%	✓
Special uplifts completed within 5 days	78%	81%	+3%	90%	✘

Some examples of work undertaken to meet the local outcomes have included:

- As part of the drive to regenerate our town centres, we secured £2 million of investment from the Scottish Government to accelerate the regeneration of Falkirk, Denny, Stenhousemuir, Grangemouth and Bo'ness town centres. This includes work to restore and improve the historic churchyard and surrounding area in Falkirk town centre. As part of the development process for Stenhousemuir town centre, communities in both Larbert and Stenhousemuir, as well as local school children, have been involved in the design and commissioning of public artwork. Work on the Bo'ness Townscape Heritage Initiative included the completion and restoration of derelict tenements. Development agreements were also signed with developer partners for the further regeneration of Bo'ness and Denny town centre.
- We have made significant progress in ensuring the sustainability of our open spaces through the completion of our Open Space Strategy, our Contaminated Land Prioritisation Model and the adoption of our Core Paths Plan. Upgrades and improvements to both our paths and our cycle paths network were completed in 9 different communities across the Falkirk Council area. A partnership with the Falkirk Allotments Society saw the completion of 18 individual garden allotments.

National Outcome Thirteen - We take pride in a strong, fair and inclusive national identity

Local Outcomes

- **Our citizens continue to access critical services that meet their needs. (CP)**
- **Develop our approach to local community planning in all our communities (SCP)**

Indicator	Baseline at 2006-07	2009/10 Performance	Overall Performance 2006-2010	'Progress' / target(s) to 2010-11	On track for target
No of civil marriages	307	324	+17	Monitor	-
No of civil partnerships	6	5	-1	Monitor	-
No of baby naming ceremonies	6	3	-3	Monitor	-
No of renewal of wedding vows ceremonies	11	1	-10	Monitor	-
No of people attending citizenship ceremonies	56	37	-19	Monitor	-
Public access % of council buildings that are suitable and accessible to disabled people	56.0%	76.6%	+20.6%	78% by end of 2010	✓
Public access % of schools that are fully or mostly accessible to disabled people	86%	89%	+3%	89%	✓ Those schools which can be made accessible, cost effectively have been improved

Some examples of work undertaken to meet the local outcomes have included:

- The Strategic Community Plan 2010 – 2015 sets out a challenging agenda for change, for Community Planning Partners, as well as our citizens and communities. Central to the new Plan, is a commitment to build and further both individual and community contributions to our vision and local outcomes. The Plan also addresses the key challenges and priorities facing the Falkirk Council area into the future.
- We continue to develop our approach on Community Engagement. An engagement exercise was conducted on the new Community Plan utilising Falkirk Council's new Citizen's Panel. We are also seeking to engage with individuals, as well groups of communities in new and innovative ways. This includes 'Communities Along the Carron' which during 2009/10 engaged with 18 communities along the River Carron. Emerging from this activity is an ambitious action plan generated by community representatives and to be taken forward by them. These projects will progress the green, historical and cultural potential which the river and areas adjacent to it offer.
- In addition to this, we also seek to make public involvement integral to major projects, which will take the area further forward. One such example is the HELIX which is a lottery sponsored project to redevelop wasteland between Grangemouth and Falkirk as one of Scotland's most significant vibrant green spaces. Nearly 2000 people have been engaged with through a multitude of means to access their views on how the HELIX should be progressed. From this work, 45 adults and 32 young people are directly involved with the on-going design of the HELIX, including paths, allotments, project sentinels, environmental, as well arts and culture based projects.

National Outcome Fourteen - We will reduce the local and global environmental impact of our consumption and production

Local Outcomes

- **We will be greener (CP)**
- **Promote a safety and efficient multi modal transport system that minimises on the local environment (SCP)**
- **Demonstrate commitment and direct contribution to the attainment and promotion of sustainable development (SCP)**
- **Improving our approach to waste management (SCP)**
- **A reduction in the numbers of people living in fuel poverty (LHS)**

Indicator	Baseline at 2006-07	2009/10 Performance	Overall Performance 2006-2010	'Progress' / target(s) to 2010-11	On track for target
CO2 emissions from Falkirk Council operations	42,875 tonnes	Not yet available	-	Cumulative savings in tonnes 08/09 6,201 09/10 7,460 10/11 7,853	2008/09 51% of target reduction achieved
Tonnage of municipal waste collected per 1000 population	760.9 tonnes	596.67 tonnes	-164.33 tonnes	Reduce	✓
The maximum total tonnes of biodegradable municipal waste allowed to be sent to land fill	45,142 tonnes	29,651 tonnes	-15,491 tonnes	Targets set by SEPA 50,470t in 2008/09 48,144t in 2009/10	✓
% of municipal waste collected by the Authority: recycled or composted. Total Recycled Composted	35% 24.8% 10.1%	42.75% 28.8% 14.0%	+7.8% +3.9% +3.9%	Increase % recycled or composted 30% 2008 40% 201	✓
Proportion of adults travelling actively to work or education	2005/06 Walk – 11% Cycle – 2% Scotland Walk – 11.8% Cycle 1.6%	Next update will be 2011 national Census	2005-2009 Walk +1% Cycle -1%	Increase	✓ x

Indicator	Baseline at 2006-07	2009/10 Performance	Overall Performance 2006-2010	'Progress' / target(s) to 2010-11	On track for target
Proportion of adults travelling to work or education by car or van	2005/06 69%	No update available (see above)	+3%	Decrease	✘
Percentage of children travelling actively (walking, cycling or skating) to school (Primary and secondary)	55%	49% ("park and stride" is no longer a category)	-6%	Increase	✘
% of our vehicle fleet with reduced emission technology	80%			100%	✓
Compliance with EU and UK government air quality directives (SO ₂ – Sulphur dioxide) (NO ₂ – Nitrogen dioxide) (NO – Nitrogen oxides) (AWMA – Air quality management area)	Sulphur dioxide (UK) objective exceeded at two monitoring sites in Grangemouth	SO ₂ breach in Grangemouth PM ₁₀ breach at one site in Falkirk Town Centre	1 site fewer with SO ₂ breaches in Grangemouth AQMA (industrial sources) Additional NO ₂ and PM ₁₀ breaches mainly from road traffic	Compliance with EU, UK and Scottish government air quality objectives at all 10 monitoring sites within the Council area	✘
% of educational establishments achieving Eco Schools awards: Bronze awards; Silver awards; Green Flags	73% 47% 12%	86% 75% 49%	+13% +28% +37%	80% 60% 30%	✓ ✓ ✓
Reported incidents of illegal tipping and refuse accumulations	1,980	1,866	-14	Fewer than 2000 incidents	✓

Indicator	Baseline at 2006-07	2009/10 Performance	Overall Performance 2006-2010	'Progress' / target(s) to 2010-11	On track for target
Total number of dwellings brought up to SHQS by criteria in each year:					
▪ Tolerable standard	16,005	16,005		Increase	✓
▪ Free from serious disrepair	14,715	16,267			
▪ Energy efficiency	2,897	8,894			
▪ Modern facilities and services	9,759	13,707			
▪ Healthy, safe and secure	12,246	14,513			
Total no of properties meeting SHQS	6,298	7,021	+723		

Some examples of work undertaken to meet the local outcomes have included:

- The 'Carbon Crusader' programme introduced by Falkirk Council has mobilised employees to think about their local carbon footprint. This in turn has encouraged them to get more involved in developing practical solutions to both save money and reduce carbon emissions. After 18 months since first being introduced, independent evaluation suggests that for an initial marketing based cost of £2000, the programme has reduced:
 - Carbon emissions by approximately 960 tonnes and from Falkirk Council buildings by a minimum of 3%; and
 - Energy and other costs by at least £160,000.

- We completed our new Home Energy Strategy to help deliver on our commitment to reduce fuel poverty and promote energy efficiency in homes across the Falkirk Council area. In support of this, we created new advice pages to promote better Home Energy Efficiency on the Council's website, which are currently receiving approximately 1200 hits per month. We also developed a Home Energy advice booklet which has been adopted by Falkirk Council, together with other partners. Since the start of our Home Insulation Programme, over 4000 local properties have benefited from cavity wall and loft insulation. We have also produced a staff leaflet on Fuel Poverty to help improve the advice and service we provide for tenants most in need of fuel debt assistance.

National Outcome Fifteen - Our public services are high quality, continually improving, efficient and responsive to local people's needs

Local Outcomes

- **We are committed to**
 - **Public service**
 - **Performance**
 - **Partnership (CP)**

Indicator	Baseline at 2006-07	2009/10 Performance	Overall Performance 2006-2010	'Progress' / target(s) to 2010-11	On track for target
Sickness absence - % of working days lost through sickness absence for chief officers and all local government employees [including teachers]	4.89%	4.91%	+0.02	4%	✘
% of who people who contacted the Council that were satisfied with the service they received	2006 75.2%	2010 74%	-1.2%	Increase	✘
Percentage of operational accommodation buildings suitable for their current use.	90.6%	90.4%	-0.2%	Increase	✘
% of people who feel informed about the Council	2006 71.8%	2010 87%	+15.2%	Increase	✓
% of SPIs in upper quartile	33%	Not yet available		Maintain	✘
Response repairs the % of housing repairs completed within the target times	77%	94.3%	+17.3%	Increase	✓
Tenancy changes – the % of rent loss due to voids	1.6%	1%	-0.6%	Reduce	✓

Indicator	Baseline at 2006-07	2009/10 Performance	Overall Performance 2006-2010	'Progress' / target(s) to 2010-11	On track for target
% of homeless assessments completed within 28 days	39%	84.2%	+45.2%	Increase	✓
The % of not low demand dwellings that were re-let within 4 weeks	15%	21%	+6%	Increase	✓
% of tenants satisfied with the Council as a landlord	-	93%	0%	Increase	-
% of Council tax collected in the year	96.2%	95.98%	-0.22%	Improve to 96.2%	✗

Some examples of work undertaken to meet the local outcomes have included:

- The Falkirk Council area gained recognition as the most enterprising area in Scotland in the UK's 'Enterprising Britain' competition. This was supported with recognition from CoSLA for our 'Backing Falkirk's Future' initiative.
- Our approach on modern apprenticeships received recognition at the national awards in the 'Large Employer' category and particularly our 'Pathways to Apprenticeship' programme.
- Activity on community learning and development supported 650 local people to gain an accredited award.
- Continue to invest in the quality of our infrastructure, with Banknock SIRR Development Framework winning an "outstanding" commendation in the Scottish Awards for Quality in Planning.
- Falkirk residents received an award from Glassmaker O-I, for recycling 2500 tonnes of glass in the year 2009/10.
- Falkirk Council received the Council of the Year award at the APSE Scottish Housing & Building Awards and the Best employee initiative for Building and Housing 2010.

Employment Actions

Activity	Review period	Target Date	Progress
<p>Employment Monitoring: Monitor workforce make-up by age, disability, gender and ethnicity in relation to:</p> <ul style="list-style-type: none"> o Staff in post o Applicants for employment, training and promotion; o Those who receive training and gain promotion; o Those involved in disciplinary and grievance proceedings; o Cessation of employment; o Flexible working arrangements. 	6 monthly	December 2010	<p>Quarterly Performance Indicators (April – September 2010) completed.</p> <p>Information is included within the Equality Scheme Report.</p>
<p>Equality Impact Assessments: Undertake equality impact assessments as outlined within the EQIA timetable;</p> <p>Develop and support implementation of EQIA Toolkit</p> <p>Provide training to staff in relation to EQIA process and toolkit</p>	<p>Ongoing – quarterly review</p> <p>April 2010</p> <p>Ongoing – quarterly review</p>	<p>Ongoing – review December 2010</p> <p>April 2010</p> <p>December 2010</p>	<p>Services carried out a review of all functions and policies to determine a High, Medium or Low impact. Subsequent timetable of EQIAs being managed by individual Services in terms of their Service Plans.</p> <p>Online toolkit developed and implemented.</p> <p>Training on new toolkit provided to Services (initially to relevant staff completing EQIAs). Training ongoing on an as required basis.</p>
<p>Occupational Segregation/Equal Pay:</p> <p>Process Back Pay payments (Single Status Appeals)</p> <p>Process Equal Pay Court Settlements</p> <p>Carry out Equal Pay Audit</p>	<p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p>	<p>Ongoing</p> <p>Ongoing</p> <p>March 2011</p>	<p>Ongoing – 99% completed.</p> <p>Ongoing.</p> <p>Completed. Improvement highlighted in overall pay gap between male and female employees.</p>

Activity	Review period	Target Date	Progress
<p>Violence against Women: Continue to develop services to support Violence against Women issues</p>			<p>Continue to monitor the Workplace Policy on Domestic Violence and Abuse to evaluate the impact and support for employees.</p> <p>Development of a 3-year strategy and action plan.</p> <p>Domestic Abuse Forum has secured personal safety devices which will help protect women from violent or abusive partners or ex-partners.</p> <p>The Caledonian System which is an integrated approach to address men’s domestic abuse and to improve the lives of women, children and men. Men convicted of domestic abuse related offences undertake an intensive programme to reduce their re-offending while women and children are offered a service to address their needs and improve their safety. Forth Valley is one of 4 areas in Scotland given funding to develop the system.</p> <p>Development of new services (via Open Secret), such as:</p> <ul style="list-style-type: none"> ▪ Complementary Therapies Service for survivors of abuse to facilitate long term conditions; ▪ EMDR/EFT therapies for survivors who have complex trauma issues; ▪ Partnership with Central Scotland Race Equality Council to promote services and reduce barriers to accessing the service to members of the BME community

Activity	Review period	Target Date	Progress
<p>Equality and Diversity training: All new employees to complete e-diversity Module as part of Induction programme;</p> <p>All current employees to undertake e-diversity training;</p> <p>Monitor overall uptake</p>	<p>Ongoing – quarterly review</p> <p>Ongoing – annual review</p> <p>Annually</p>	<p>December 2010</p> <p>December 2010</p> <p>December 2010</p>	<p>Ongoing. All new employees given access to online training as part of induction programme.</p> <p>Ongoing. Additional Equality and Diversity training is provided via the ILM (Institute of Leadership Management Course) and this course focuses on new and future Line Managers. These are held on a quarterly basis with approximately 12-15 delegates per course.</p> <p>Ongoing.</p>
<p>Performance Indicators: Consider appropriate opportunities for gathering employment data related to sexual orientation and religion/belief</p>	<p>April 2010</p>	<p>October 2010</p>	<p>Ongoing. Awaiting guidance within Equality Act 2010 to determine scope of potential monitoring arrangements.</p>
<p>Flexible Working: Promote work/life balance policies and flexible working;</p> <p>Recording uptake on Resourcelink;</p> <p>Monitor uptake</p>	<p>Ongoing – annual review</p> <p>Ongoing – annual review</p> <p>Annually</p>	<p>December 2010</p> <p>December 2010</p> <p>December 2010</p>	<p>Policies (new and updates) continue to be highlighted to employees via Employee Newsletter and HR Updates. Also included on website.</p> <p>All requests are now recorded by Services on Resourcelink.</p> <p>Annual reports run to determine uptake. 2010 figures as below:</p> <p>Career Break – 18 (83% female/17% male) Compressed Working – 55 (80 % female/20% male) Flexible Retirement – 17 (71% female/29% male) Part time – 254 (82% female/8% male)</p> <p>In terms of all requests there were only 2 refusals which were due to Burden of Costs for the Services.</p>

Section 3 – Employment Monitoring Information

The employment monitoring information below contains data for the year October 2009 to end September 2010.

In relation to ethnicity, as the numbers of ethnic minority employees are very small, we report only on the classification headings and by percentages to ensure anonymity of those employees as per Equality and Human Rights Commission guidelines. It should be noted however, that information is collected and analysed using the classifications from the Census.

In relation to training the information shown highlights applications and attendance. In relation to refusals, it has been identified that 99.8% of applications were agreed and that the remainder were refused because of budget implications.

By way of reference, the Census Figures (2001) for Falkirk Council area are:

Gender:	Male	(M)	: 48%		
	Female	(F)	: 52%		
Ethnicity:	White Scottish		: 93.5%	}	W
	Other White British		: 4.06%		
	White Irish		: 0.63%		
	Other White		: 0.78%		
	Indian		: 0.09%	}	A
	Pakistani		: 0.50%		
	Bangladeshi		: 0.01%		
	Other South Asian		: 0.05%		
	Chinese		: 0.12%		
	Caribbean		: 0.02%	}	B
	African		: 0.03%		
	Black Scottish or				
	Other Black		: 0.01%		
	Any mixed		: 0.14%-		M
Other		: 0.06%-		O	

Further information relating to the Census or other statistics within the Falkirk area can be found on the Council’s website under the following link:

http://www.falkirk.gov.uk/services/corporate_neighbourhood/policy_performance_review/research_information/census_information.aspx

Workforce

The table below shows the results of the employment monitoring carried out for 2009/2010 in comparison to the 2007/2008 and 2008/2009 results.

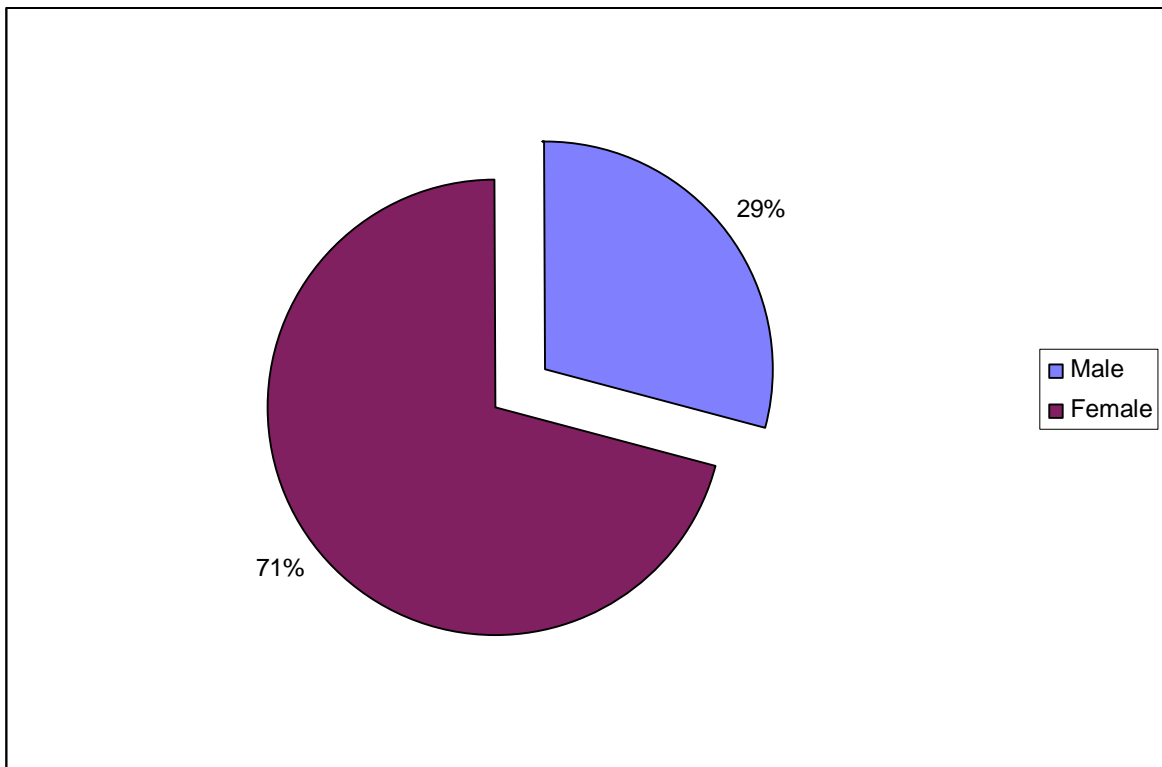
Category	Ethnicity			Gender			Disability Status		
	2007/08	2008/09	2009/10	2007/08	2008/09	2009/10	2007/08	2008/09	2009/10
Workforce makeup	W - 99.4% M - 0.11% A - 0.34% B - 0.06% O - 0.09%	W - 99.4% M - 0.11% A - 0.29% B - 0.08% O - 0.09%	W - 99.4% B - 0.1% A - 0.3% M - 0.1% O - 0.1%	M - 29% F - 71%	M - 29% F - 71%	M - 29.2% F - 70.8%	Disabled - 2.5%	Disabled - 3.08%	Disabled - 2.85%
Training attended	W - 87.4% M - 0.03% A - 0.02% B - 0.04% O - 12.5%	W - 99.35% M - 0.1% A - 0.2% B - 0.3% O - 0.05%	W - 99.6% A - 0.3% B - 0.1%	M - 30.4% F - 69.6%	M - 31% F - 69%	M - 22% F - 68%	Disabled - 1.5%	Disabled - 2.9%	Disabled - 2.9%
Employees subject to performance assessment (Capability Procedure)	W - 100%	W - 100%	W - 100%	M - 100%	M - 13.3% F - 86.7%	M - 67% F - 33%	Non disabled - 100%	Non disabled - 100%	Non disabled - 100%
Employees involved in Disciplinary	W - 100%	W - 100%	W - 100%	M - 56.4% F - 43.6%	M - 54% F - 46%	M - 73% F - 37%	Disabled - 1.14% Non Disabled - 98.86%	Disabled - 3.8% Non Disabled - 96.2%	Non disabled - 100%

Employees involved in Grievances	W – 100%	W – 100%	W – 100%	M – 41% F – 59%	M – 61.3% F – 38.7%	M – 67% F – 33%	Non disabled – 100%	Disabled – 18.2% Non Disabled – 81.8%	Non disabled – 100%
Leavers (numbers based on a % of total leavers)	A – 1.25% B – 0.34% W – 98.41%	A – 0.8% B – 0.3% W – 98.9%		M – 27.8% F – 70.2%	M – 28% F – 72%		Disabled – 2.47%	Disabled – 2.4%	Disabled – 3%
Dismissals	W – 100%	W – 100%		M – 41.7% F – 58.3%	M – 57% F – 43%		Non Disabled – 100%	Disabled – 14%	Non Disabled – 100%
Job Applicants	W – 96.64% A – 1.2% B – 0.49% M – 0.42% O – 0.59%		W – 97.5% A – 1.5% B – 0.6% M – 0.3% O – 0.1%	M – 27.7% F – 72.3%		M – 33% F – 67%	A national Recruitment Portal for Scottish Local Authorities – myjobscotland – is currently being developed and there are data protection issues in terms of ownership of data to be addressed. This information will be included when it is available.		Disabled – 2.4% Non disabled – 97.6%
Accidents and Incidents	W – 99.8% A – 0.2%	W – 99.8% B – 0.2%	W – 99.7% B – 0.3%	M – 47% F – 53%	M – 48.5% F – 51.5%	M – 44% F – 56%	Disabled – 6.5%	Disabled – 2.7%	Disabled – 4%

Top 2% All staff									
Male	W – 100%	W – 100%	W – 100%	66 (42%)	67 (42%)	(44%)	Non disabled – 100%	Non disabled – 100%	Non disabled – 100%
Female	W – 100%	W – 100%	W – 100%	91 (58%)	94 (58%)	(56%)	Disabled – 1%	Disabled – 1%	Disabled – 1%
Top 5% All staff									
Male	W – 100%	W – 100%	W – 100%	164 (40%)	174 (43%)	(39%)	Disabled – 0.24%	Disabled – 0.25%	Disabled – 1.2%
Female	W – 100%	W – 100%	W – 100%	246 (60%)	229 (57%)	(61%)	Disabled – 0.24%	Disabled – 0.5%	Disabled – 1%

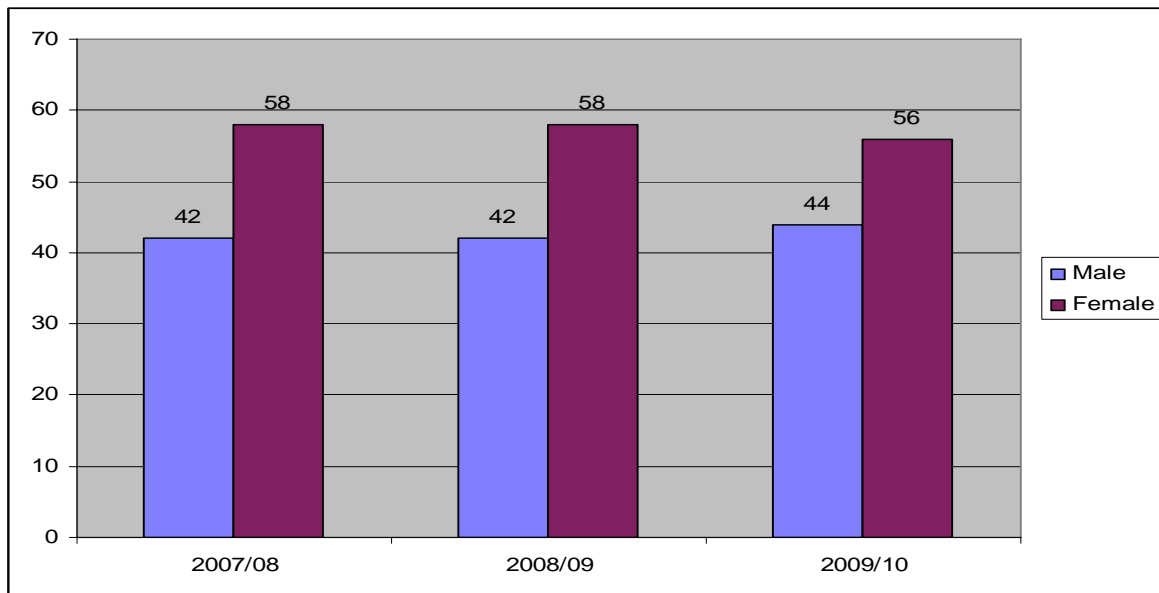
Gender

The gender split of male/female shows a predominantly female workforce with a percentage split as shown below. This is similar to previous years and there are no contra-indicators to suggest that there is any discrimination in the recruitment and selection of staff across the Council. This is continually monitored by Human Resources (HR) and HR is working on identifying areas of occupational segregation in certain job roles within the Council.

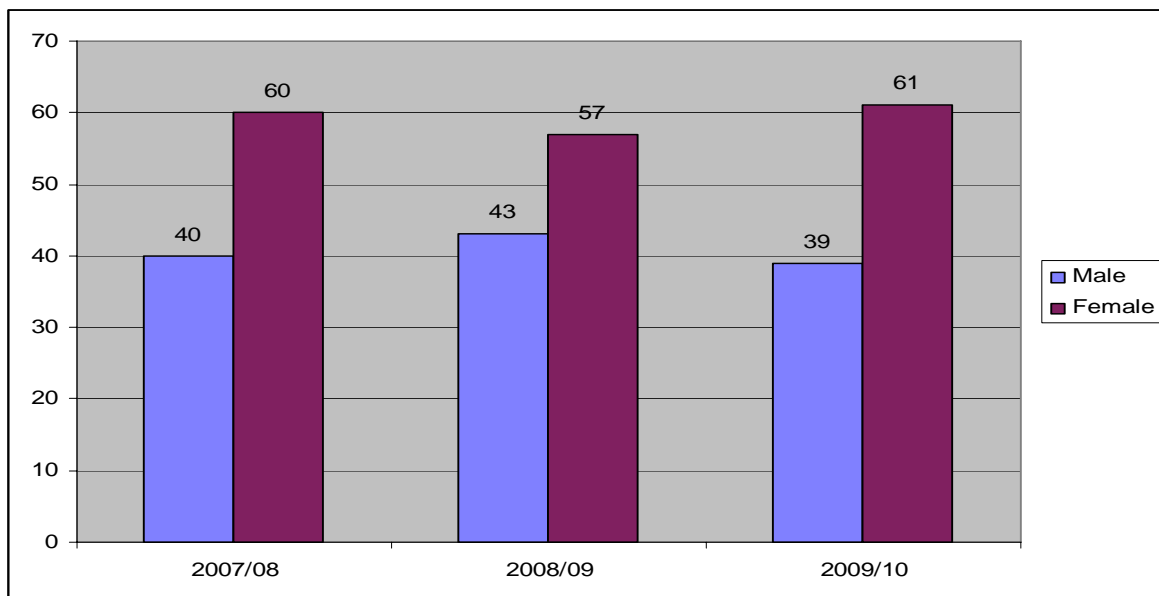


The gender split of the top 2% and 5% is measured to monitor the levels/numbers of females against males. The following tables indicate the current and previous levels within the Council measured across all employees. The gender balance of senior employees within Falkirk Council has been constant for the last few years, with the Chief Executive, three Service Directors and two Acting Service Directors being female. The split has reduced slightly this year but still remains at an approximate 60/40 ratio.

Top 2%



Top 5%



Disability Monitoring

The demographics of the Falkirk area highlight that the percentage of working aged residents who are disabled in the area is approximately 6%. From the data obtained from employees, the Council has 2.85% of its employees who consider themselves to be disabled. These figures represent employees own assessment of their disability status and the numbers may, therefore, not be a true reflection of actual employees who could potentially fit in this classification. This is a slight decrease on last years figure but monitoring will continue to identify further changes in levels.

Ethnicity monitoring

The ethnic makeup of the Council's workforce is currently as per the table on page 45 of the report. This is slightly less than the demographics of the area and work has been done to encourage individuals from an ethnic minority background to come to work for the Council. This includes a community project, being delivered by a Community Planning partner, which is aimed at supporting people from minority ethnic backgrounds to access employment and training opportunities which will enable them to realise their full potential.

Additional Monitoring – Hate Incidents

In addition to the employment monitoring undertaken, the Council also monitors all hate incidents related to the Council both as an employer and a service provider. The Council and its multi agency partners including Central Scotland Police, NHS Forth Valley, Clackmannanshire and Stirling Councils recognise that some individuals and groups in the community are more vulnerable to attack, harassment and intimidation which is motivated by hatred, prejudice or malice relating to more than their ethnicity and could be in relation to disability, age, gender, religion / belief or sexual orientation, whether actual or perceived.

This monitoring is done as part of the MAHRS (Multi Agency Hate Response Strategy) group which recently replaced the RAHMAS (Racial Attacks and Harassment Strategy) Partnership. The MAHRS strategy was implemented within Council services in October 2010. Any hate incident which occurs within the Falkirk Council area, and is reported to a Council Officer, is recorded on a Hate Incident Monitoring Form (HIMF). This form is sent to the Human Resources Policy Team for central logging, and to ensure appropriate action has been taken. It is then passed to Central Scotland Regional Equality Council (CSRECL) which is the monitoring agency for all hate incidents within Forth Valley.

There were 34 incidents recorded by the Council during 2010. All were racial incidents with 1 incident relating to minor assault, 1 relating to a shop in the area selling racially offensive goods and the remainder being verbal abuse. As the new MAHRS initiative was only rolled out towards the end of 2010, it is anticipated that reports relating to the other areas of hate incidents will begin to be processed in 2011.

Notwithstanding, Central Scotland Police (CSP) has had the MAHRS strategy in operation since 2009 and its reporting figures for 2010 indicates that the majority of incidents still remain racially motivated. (Table 1). These figures will be monitored over the forthcoming year.

Forms by CSP

Category	2010
Disability	1
Race	158
Religion/Belief	17
Sexual Orientation	15
TOTAL	349

Section 4 – Equal Pay Progress

Falkirk 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 conditions of service.

A further equal pay audit was undertaken in February 2010 which highlighted that while the equal pay gap in the Council is closing, we report an overall pay gap in favour of male employees of 16.27%. This shows an overall improvement in the overall pay gap over the cycle of the implementation of new pay and grade structure and we have now ‘settled’ at a level broadly commensurate with the national pay gap of c20%.

The arrangements for pay protection put in place after the implementation of Single Status are fundamental to the continuation of the gender pay gap. The decision was therefore taken to remove the fourth year of pay protection to reduce the equal pay gap.

In order to address further challenges, Falkirk Council have commenced consultation with Craft Trade Unions with the aim of implementing a similar pay structure to that in place for SJC employees in March 2010. It is again envisaged that this will further help tackle the equal pay gap.

Areas of occupational segregation have been identified and work is ongoing to improve opportunities for individuals.

This work has been progressing throughout 2010 and will continue into 2011.

Section 5 – Impact Assessment Overview

The following Equality Impact Assessments have been completed during 2009/2010. Further details can be obtained on the Council’s website www.falkirk.gov.uk under the equality tab.

Policy/Function Name	Service
Budget 2010/11 – 2011/12	Finance
Corporate Funding Review	Corporate & Neighbourhood (P&PR)
Private Sector Housing Scheme of Assistance	Corporate & Neighbourhood (Strategic Support)
National Recruitment Portal	Corporate & Neighbourhood (HR)
Communal Refuge Provision for Women Fleeing Domestic Abuse and Out of Hours Services provided by Falkirk and District Women’s Aid	Corporate & Neighbourhood (Strategic Support)
Recruitment of Retired Teachers to Supply Work	Education
Recruitment & Selection Policy	Corporate & Neighbourhood (HR)
Assessment & Eligibility Framework Services	Social Work
Manual Handling and Moving & Handling Loads	Corporate & Neighbourhood (HR)
Strategic Community Plan (2010-2015)	Corporate & Neighbourhood (P&PR)
Social Work Charging Plan	Social Work

Section 6 – Review of Scheme

The 2009/2012 scheme is available on the Council’s website www.falkirk.gov.uk and the Council will continue to report on progress in relation to actions within the scheme on an annual basis.