

# **Equalities Mainstreaming and Outcomes Report 2017-21**

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# 1. Foreword

As Chair of the West Dunbartonshire Equality and Diversity Working Group, I am delighted to present the Equality Outcomes and Mainstreaming Report for 2017.

This report details progress made by West Dunbartonshire Council to deliver the Equality Outcomes laid out in 2013, as well as wider updates on the progress made to mainstream equalities activity.

The focus of the targets agreed in 2013 was to reduce significant inequalities, while ensuring increased compliance and accountability. Good progress has been made on delivery of the Equality Outcomes, and other work, over the four year period with:

- Establishment of the West Dunbartonshire-wide Equality Forum bringing together community and statutory organisation
- Increased support among residents that we should do everything we can to tackle prejudice and discrimination
- Increased employee satisfaction with our approach to equality and diversity
- Unprecedented improvements to Council Housing stock across West Dunbartonshire
- Improvements in particular to the Gypsy/Traveller persons site at Dennystoun Forge
- Reduction in the number of recorded hate incidents in West Dunbartonshire
- Establishment of three active LGBTI pupil groups in West Dunbartonshire Secondary Schools
- Nearly 200 additional disabled parking bays installed
- Supporting the successful introduction of the Women's History Project and the Oral History Project through the West Dunbartonshire Equality Forum

This report also sets out the West Dunbartonshire Equality Outcomes for 2017 - 2021 for the Council, and the further mainstreaming activity which is required to support delivery of these.

I believe that in the current challenging times the public sector finds itself in, it is more important than ever to maintain a focus on fairness and equity in the design and delivery of our valued public services. I'm delighted to see the progress that has been made and the ambitious targets that have been set for the coming four years.



**Councillor Hazel Sorrell**  
**Chair - Equality & Diversity Working Group**

## 2. West Dunbartonshire Council Equality Statement

West Dunbartonshire Council is fully committed to the vision, values and ethos of the Equality Act 2010 and to fulfilling the three key elements of the general equality duty as defined in the Act:

- Eliminating discrimination, harassment and victimisation
- Advancing equality of opportunity between people who share a protected characteristic and those who do not
- Fostering good relations between people who share a protected characteristic and those who do not

The protected characteristics are:

- age (A)
- disability (D)
- gender reassignment, (GR)
- pregnancy and maternity (P/M)
- race, this includes ethnicity, colour and national origin (R)
- religion or belief (R/B)
- sex (S)
- sexual orientation (SO)
- marriage/civil partnership (for which only the first duty applies) (M/CP)

Every one of us has 'protected characteristics', however in this context the focus is on the treatment individuals and groups receive, the level of autonomy they have, and the positive or negative outcomes for them.

This is the second Equality Outcomes and Mainstreaming Report the Council has produced, and builds on the achievements and commitments made through our 2013 - 2017 report.

This report gives us the opportunity to detail the progress we've made in the last four years in mainstreaming and progressing equality across West Dunbartonshire. We also use it to set out our updated Equality Outcomes for the period 2017 - 2021. These Equality Outcomes are designed to help us meet our duties as detailed in The Act. They have been developed using evidence gathered from our communities and services, as well as with statistical data about identified need.

Since we first set out Equality Outcomes in 2013, the West Dunbartonshire Health & Social Care Partnership (HSCP) has been established. As a separate public body, the HSCP has its own suite of Equality Outcomes for delivery, replacing any health or social care related outcomes previously owned and delivered by the Council.

# 3. Equality in West Dunbartonshire Council

## Local context

### Population and age

West Dunbartonshire Council is committed to being a great place to live, work and visit. We serve a population of around 89,590<sup>1</sup> (1.7% of the total population of Scotland) and aim to improve the quality of life and access to opportunities for all residents in a prosperous and dynamic West Dunbartonshire.

The current population is split at 47.6% male and 52.4% female. Within West Dunbartonshire the median age of residents is 42, (41 for men and 43 for women). In total 19% of males and 16% of females are aged 16 and under. 65% of males and 61% of females are of working age, and 16% of males and 22% of females of pensionable age. For every 100 females in the population there are 91 males.

The following charts demonstrate the breakdown of age groups within the population.

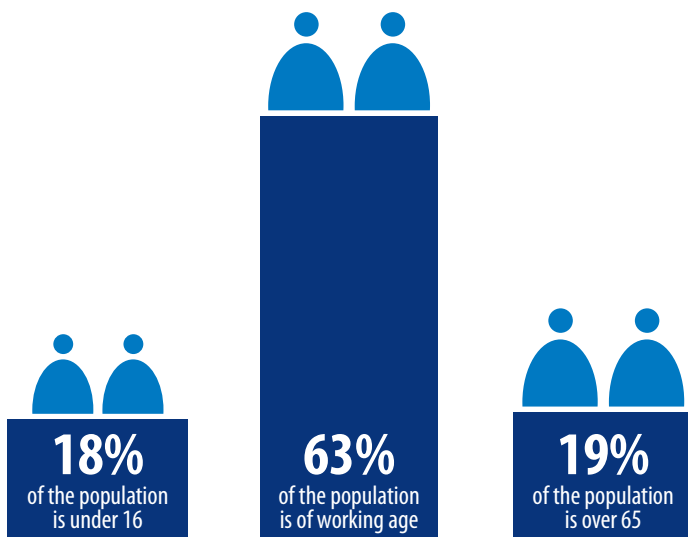


Figure 1  
Estimated Population - Age Group Split (WD) 2015

Of the 924 births in West Dunbartonshire during 2015, 92% of mothers originated from the United Kingdom, Isle of Man or the Channel Islands. This is higher than the Scotland figure of 84%.

<sup>1</sup> <https://www.nrscotland.gov.uk/files/statistics/council-area-data-sheets/west-dunbartonshire-factsheet.pdf>

<b>% of births by Mother's country of origin</b>	<b>Scotland</b>	<b>West Dunbartonshire</b>
United Kingdom, Isle of Man, Channel Islands	84%	92%
Irish Republic including Ireland, part not stated	1%	0%
Other European Union	7%	4%
Australia, Canada, New Zealand	0%	0%
India, Bangladesh, Sri Lanka, Pakistan	2%	1%
West Indies, Belize, Guyana	0%	0%
Africa	2%	1%
Other Commonwealth	0%	0%
Other countries	4%	1%

Figure 2

West Dunbartonshire has life expectancy rates that are statistically worse than the Scottish average, with the second lowest life expectancy at birth of all Scottish Local Authorities<sup>2</sup>. Based on the most recent figures available (2013 - 2015) female life expectancy at birth (78.7 years) is greater than male life expectancy (74.8 years), but both were lower than the Scottish average. Male life expectancy at birth in West Dunbartonshire is improving at a faster rate than female life expectancy.

## Ethnicity

Based on 2011 Census figures, the biggest ethnic group is white, which accounts for 89,306 people; this group includes people who identified as White Scottish, British or Irish. The table below details the percentage breakdown in West Dunbartonshire compared to Scotland. The number of people from non-white groups doubled between 2001 and 2011 in line with the increase in Scotland.

<b>Ethnic group</b>	<b>% population WD</b>	<b>% population Scotland</b>
White-Scottish	93%	84%
White-British	3.1%	7.8%
White-Irish	1%	1%
White-Polish	1.1%	3%
White-Other	0.9%	2.9%
Asian	0.3%	0.5%
African	0.3%	0.1%
Caribbean	0.1%	0.3%
Other ethnic groups	0.2%	0.4%

Figure 3

<sup>2</sup> www.nrscotland.gov.uk/files/statistics/life-expectancy-areas-in-scotland/2013-2015/1315letable2.xlsx

## Disability

The number of people in Scotland with a long-term activity-limiting health problem or disability was slightly lower in 2011 than in 2001. This is despite the fact that the number of people aged 65 and over increased by 10%. However in West Dunbartonshire this is not the case; 23.1% of the population reported long-term activity-limiting health problems or disabilities in 2011 as opposed to 22.7% in 2001<sup>3</sup>.

## Religion

We know from the 2011 Census that Scotland became a less religious country between the 2001 and the 2011 Census. In West Dunbartonshire there was an 8% reduction in the number of people who reported they had a religion. There was also a drop of 22% of people who recorded their religion as Church of Scotland and a drop of 1% in the number of people who described themselves as Roman Catholic. The 2011 Census shows that Christians make up 65.2%<sup>4</sup> of faiths in West Dunbartonshire, this compares to 54 % of the population of Scotland who stated their religion as Christian.

In West Dunbartonshire, 29% of the population stated they belonged to the Church of Scotland compared to 32% for Scotland. The proportion of people who stated they were Roman Catholic in West Dunbartonshire was 33.1% compared to 16% for Scotland. The proportion of people who reported that they were Muslim in West Dunbartonshire was 0.4% compared to 1.4% for Scotland as a whole.

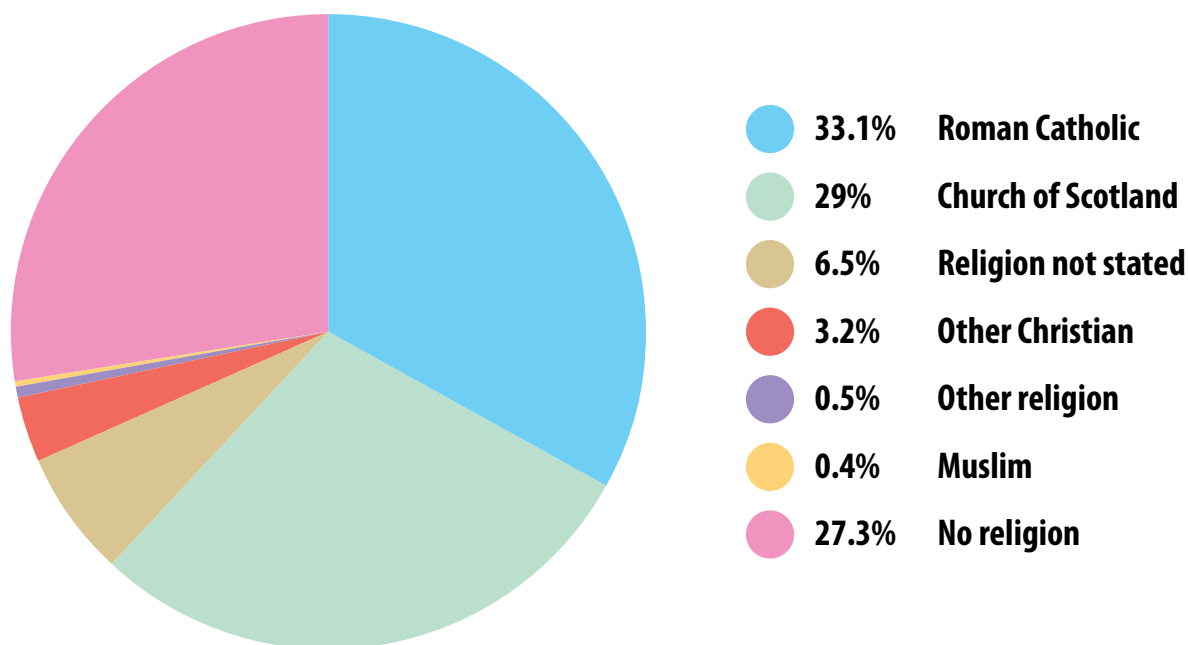


Figure 4

<sup>3</sup> <http://www.scotlandcensus.gov.uk/ods-web/area.html>

<sup>4</sup> <http://www.scotlandcensus.gov.uk/ods-web/area.html>

## Poverty and Inequality

Based on the most recent SIMD data, published in 2016, West Dunbartonshire residents face high levels of multiple deprivation. At a national level such deprivation tends to effect some groups more than others; for example more women than men are in poverty, disabled people are less likely to be in work than non-disabled people, and unemployment is twice as high for non- white ethnic groups than for white ethnic groups. In examining equality issues it is important to bear in mind needs and not just numbers of those from protected groups.

West Dunbartonshire has seen a drop in the number of datazones that are in the 5% most deprived category. However there has been a rise in the number of datazones within the 15% most deprived category since 2012. Around 26% of children in West Dunbartonshire live in poverty - this equates to more than 1 in 4 children. This is proportionately higher than comparator Councils in Scotland.

Deep rooted poverty remains and these areas have seen relative deterioration since SIMD began. Eight datazones are included in the 5% most deprived areas in Scotland - six of these sit within the Clydebank area with the remaining two sitting in Dumbarton.

While health and deprivation are not protected characteristics they provide useful general context when looking to understand the needs of our population. It is widely understood that reducing health risking behaviours such as smoking, alcohol consumption, drug use and poor diet could have a positive effect on an individual's health and mental health and improve their ability to access supports and services. Age of the population is likely to be a major factor in long term health conditions. Other factors include the impact of deprivation; health related behaviours; underlying mental wellbeing/resilience/confidence and motivation; real engagement with life and personal wellbeing.

The most recent data on community health shows West Dunbartonshire to be falling behind Scottish averages against a number of measures.

The 2016 publication of the Health and Wellbeing profile for West Dunbartonshire shows 16+ smoking prevalence at 21.9%. Although this figure has fallen (from 23.7% in 2011) reflecting the national picture, the figure remains stubbornly higher than the Scottish average. The rates for smoking related deaths, early cancer deaths and respiratory related admissions are higher than the rate for Scotland.

The data detailed below is the most recently available data in relation to a number of health risking behavioural areas and is closely linked to deprivation.

- The most recent West Dunbartonshire rate for drug-related hospital stays (2014/15 data) of 130 is similar to the Scotland rate of 122
- West Dunbartonshire reported 914 alcohol related hospital stays for 2014/15, significantly higher than the national average of 665. This was also the case with alcohol related deaths which in West Dunbartonshire averaged 29 compared to 23 for Scotland
- Males in West Dunbartonshire are above the national average in relation to alcohol dependency (17.2%), problem drug use (3.5%), drug related mortality (28.1 per 100,000), deaths from suicide (22.8 per 100,000) and alcohol related mortality (44.5 per 100,000)



- Females in West Dunbartonshire are above the national average in relation to problem drug use (1.6%), drug related mortality (6.8 per 100,000), deaths from suicide (10.8 per 100,000) and alcohol related mortality (17.7 per 100,000)
- In 2014, the coronary heart disease hospitalisation rate in West Dunbartonshire of 519.6 per 100,000 was significantly higher than the Scottish rate of 403.1
- The rate for emergency hospitalisations in 2014, at 8542.4 per 100,000, was higher than the rate for Scotland (7473.4)
- The percentage of people prescribed medication for anxiety, depression or psychosis in 2015 was, at 21%, higher than Scotland overall (18%)

In depth information about West Dunbartonshire can be found in the **2017 Social and Economic Profile** on the Council website. This brings together quality statistical information to inform and review policy and practice.

## Equality and Diversity Working Group

The Council Equality and Diversity Working Group (EDWG), chaired by an Elected Member, is the key vehicle for ensuring strategic implementation and coordination of plans to improve equality locally. This group monitors delivery of the Equality Outcomes, and ensures linkages to Council strategies and plans such as the West Dunbartonshire Local Housing Strategy 2017-2021, Economic Development Strategy and local activities such as Connecting Clydebank and the A814 place-making project.

## National context

In developing the 2017 Equality Outcomes and Mainstreaming report the Council has considered the likely impacts of a range current and planned legislative and policy developments, and evidence.

We have taken account of the Equality and Human Rights Commission's 'Is Scotland Fairer' 2015 report, where relevant to the Council's roles:

- Improve the evidence and the ability to assess how fair society is
- Raise standards and close attainment gaps in education
- Encourage fair recruitment, development and reward in employment
- Support improved living conditions in cohesive societies
- Encourage democratic participation and ensure access to justice
- Ensure all people can access the health services they need
- Tackle targeted harassment and abuse of people who share particular protected characteristics

The Scottish Government has made a commitment to bringing in the Socio-Economic Duty of the Equality Act 2010 in Scotland during 2017. This means that the Council must consider inequality of outcome arising from socio-economic disadvantage when making strategic decisions. Where possible the Council should make decisions that improve equality for people who are socio-economically disadvantaged.

Scottish Government has also noted an intention to review inclusion of Human Rights in the National Performance Framework. This provides a context of broad measures of national wellbeing covering a range of economic, health, social and environmental indicators and targets. In preparing for this, West Dunbartonshire is making improvements and additions to our current Equality Impact Assessment (EIA) system to reflect human rights.

The Scottish Government has emphasised the importance of equality and human rights to Scotland's future and the importance of inclusive growth, fair work and social justice to our economic success and social wellbeing.

The Race Equality Framework for Scotland sets out the Scottish Government's approach to promoting race equality and tackling racism and inequality. The Framework is based on the priorities, needs and experiences of Scotland's minority ethnic communities, with expertise contributed by the public and voluntary sectors and academia to ensure that the Framework is practical and deliverable; and to create measurable progress on race equality.

The **Community Empowerment (Scotland) Act** supports communities to achieve their own goals and aspirations through taking independent action and by having their voices heard in the decisions that affect their area. Awareness-raising work has been underway with local equality groups through the West Dunbartonshire Equality Forum (WDEF) to ensure that they can take advantage of its provision on an equal footing.

Our approach to mainstreaming equality locally underpins this desire and ensures that we are in a position to support the aspirations of our communities. The Act brings a legal duty on the Government and Community Planning Partnerships to reduce inequalities arising from socio-economic disadvantage.

Socio-economic disadvantage is often related to people's protected characteristics, for example as stated previously, people with disabilities are more likely to be unemployed; women are more likely to be on lower incomes.

The **Community Justice (Scotland) Act** requires a range of public sector partners to work together to deliver improved outcomes in relation to community justice. Planning for this process has already begun, and will be supported by equality impact assessment work to help ensure the maximum benefit for different groups.

## 4. Our Commitment to Mainstreaming Equality

The Council defines key Equality Outcomes for delivery, and ensures that we have a focus on mainstreaming equality through all work that we do. Mainstreaming equality ensures we make the right decisions first time, in planning and providing services, and being an inclusive employer of choice.

Mainstreaming equality has a number of benefits:

- It helps to ensure that our services are fit for purpose and meet the needs of our community
- It helps us attract and retain a productive workforce, rich in diverse skills and talents
- It helps us work toward social inclusion and allows us to support the communities we serve to improve the lives of our residents
- It helps us to continually improve and better perform through growing knowledge and understanding
- Mainstreaming means taking into account equality when delivering the day-to-day functions of the Council; this ensures equality is core to everything that we do as an employer and a service provider

### Leadership

A corporate commitment to mainstreaming equality has been vital in ensuring we continue to deliver high standards of services and functions effectively and efficiently.

Our Elected Members have responsibility for championing and promoting equality and diversity within the Council and externally. They engage and listen to the views of our local communities in a number of ways, allowing them to take a more collective approach to addressing inequalities in West Dunbartonshire.

In addition to this, there are a range of existing structures and processes that support the Council in delivering on its duty to promote equality and diversity:

- Equality Impact Assessments are provided as supporting documentation to all Committee papers where a policy/service/function decision is required
- The Council Equality and Diversity Working Group (EDWG) ensures strategic implementation and coordination of plans to improve equality locally
- The Chief Executive leads the Strategic Leadership Group (SLG) which has collective responsibility for ensuring accountability of the whole organisation in delivering our equality duties

## Raising and Maintaining Awareness

It is important in mainstreaming equality that the Council takes every opportunity to build and maintain awareness of our duties as an employer and provider. This helps deliver on our ambition to support the aspirations of our communities.

All employees joining the Council undertake an induction which includes equalities awareness. This is complemented by specific equalities training delivered through our online training platform, and further supported by tailored face-to-face sessions.

In addition, the Equality and Diversity Working Group cascades information across services through its membership, and provides updates as required through bulletins and updates to services and Elected Members.

To strengthen the profile for equalities in the community, the Council supports the West Dunbartonshire Equality Forum. This is a partnership of statutory organisations (such as Police Scotland, Scottish Fire and Rescue, Skills Development Scotland, and West Dunbartonshire Health and Social Care Partnership) and community organisations with a focus on equality, such as ISARO Social Integration Network, Y- Sort-It, West Dunbartonshire Ethnic Minority Association, West Dunbartonshire Access for All and Women's Aid.

The West Dunbartonshire Equality Forum initially came together from three previous groups (the LGBT Network, The Equalities Liaison Group and the Hate Crime Action group) and widened out membership as noted above. The Forum meets regularly and has informed work on delivering our Equality Outcomes for 2013 - 2017.

The Council also supports and publicises key equality focused events over the year such as flag-raising and events for LGBT history month and Black History month.



Figure 5

For the ninth year elected members, Council Officers, Schools pupils and colleagues from partner organisations came to together to mark LGBT History month at our Dumbarton Offices.

## Assessing Impact

The Council uses an Equality Impact Assessment (EIA) process to assess the likely impact of its planned or revised policies. All new or revised policies are screened for relevance to the three arms of the general equality duty. If relevant, impact assessments are carried out and published online (search the Council website for 'Impact Assessments'). Existing policies will be screened when they are reviewed, or if a change in the law or case law requires this.

The Council uses internal and external data to provide evidence for EIAs, and consults directly with equalities groups as required. During 2016/2017, the Council trialled a new online tool for carrying out EIA: this tool incorporates both Human Rights and Social Economic impacts. This will be evaluated before a full roll out across services.

## Benchmarking on Equalities

Since April 2015 the Council has been working with seven other local authorities (Aberdeen City Council, Dundee City Council, East Dunbartonshire Council, Edinburgh City Council, Falkirk, Glasgow City Council and North Lanarkshire Council) to benchmark and share best practice in relation to employment equalities, with contributions from Human Resources and Equalities staff.

In its first phase this work has looked at success rates for different groups of employee applicants, why these might vary and what measures might be taken, including recruitment practices and staff development. The work will be feed into our approaches to increasing employment diversity at West Dunbartonshire Council to make it more representative of the local population.

## Procurement

The Council is committed to best value and promoting fairness and equality in procurement.

Procurement and Equalities officers worked together to produce **organisational guidance on ensuring equalities in procurement**, which included impact assessing the approach and ensuring that we meet our specific duty in relation to procurement.

Our procurement officers work with services to assess impact in situations where procurement of goods or services may have a specific equalities dimension.

### **Case Study:**

The proposal to put in place a '**Child Care Voucher Scheme**' for West Dunbartonshire Council staff was impact assessed and found to have specific relevance to equality. This was reflected in the content of the specification and how bids were scored. For instance, it was important to know how bidders would attract employee groups that research had shown sometimes did not participate in such schemes. There was a requirement for management reports to show the breakdown between male and female participants and age ranges, which we are monitoring to see if we need to increase uptake from particular groups.

Elsewhere, while working with Greenspace and Procurement staff opportunities were identified at an early stage in planning to improve the disabled access at a West Dunbartonshire Crematorium. Because this was identified early, the site could be decorated in such a way that maximised visual contrast. This is an example of getting the decision right first time and avoiding retrospective actions and costs.

## Consultation and Involvement

The Council is committed to understanding the needs of residents and visitors in the area, and ensuring that we consult and involve on our Equality Outcomes and equality impact assessments.

As well as the West Dunbartonshire Equality Forum (WDEF), which allows the Council to develop partnership approaches to improving equality, the Council uses a range of consultation approaches underpinned by the national standards for community engagement such as the Citizens' Panel and monthly telephone survey.

Information gathered through the Citizen's Panel annual equality questions informs our understanding of progress being recognised in communities and helps identify areas for further action, such as accessibility of services.

### Case Study:

The Local Housing Strategy (LHS) for 2017 - 2022 was consulted on through WDEF, and feedback from the Scottish Government subsequently noted equalities as an area of strength in the new LHS.

## Monitoring and Reporting Progress

The Equality and Diversity Working Group monitor implementation of the Equality Outcomes and mainstreaming activity, as the responsible group for driving equality and diversity forward on behalf of the Council. The group is chaired by a Councillor with membership made up of Councillors and senior officers from all relevant service areas.

The group is supported by the Policy, Planning & Performance Team to ensure equality and diversity is embedded through all policy development, planning of services and continuous improvement activity. Progress towards delivery of our Equality Outcomes and mainstreaming activity is reported to Council on a bi-annual basis and published on the Council website. Supporting this progress report is a performance framework of key performance indicators.

## Service Monitoring

Knowing if our services are accessible by those who need them is a vital part of ensuring fairness and effectiveness.

It is critical that the Council makes use of monitoring information on equalities to plan services and ensure equity of access. To support the gathering of this monitoring information we give residents, customers and service users different ways and opportunities for sharing information with us.

We will be widening and deepening monitoring information on housing applications, allocations and repairs, and making sure this data is used to continually improve services. We expect the new system to be in place from 2018/2019, and data will be utilised in assessing the operation of repairs, applications, and allocations.

### Case Study:

Equalities monitoring of community learning services since 2012/13 has shown good take up of courses and supports across different ethnic and other groups in West Dunbartonshire. This valuable data was used in impact assessing the services and was also provided as evidence to Education Scotland during the recent strategic inspection of Community Learning & Development across Community Planning West Dunbartonshire.

## Accessibility of Services

The Council has a legal duty to make its services accessible to disabled people. We take this duty seriously and monitor progress by asking residents about access. Citizen's Panel members were asked for their views on how easy it is to access Council Services. The table below details the response rate for those people who said services were easy or very easy to access:

It is quite easy or very easy to access Council services	2012/13	2014/15	2016/17
Overall	83%	88%	77%
Regeneration areas	83%	84%	72%
Disabled people	n/a	76%	60%
Survey of Equality Groups / contacts	n/a	55%	78%

Figure 6

The figures show there was an overall improvement following 2012 in the number of people who thought the Council services were easy or very easy to access. However, the most recent 2016 results were disappointing. This may in part be the result of high levels of change taking place across the organisation - something experienced by all local authorities adapting to reduced levels of funding. These changes alter how residents have traditionally accessed a particular service, and may in the short-term make them feel it is less easy to access a service. It will be important to monitor this trend closely in future years.

We do know that the percentage of council buildings in which all public areas are suitable for and accessible to disabled people increased from 50% in 2012/13 to 88% in 2015/2016. We also know that the Council’s website achieved the highest possible 4\* rating from SOCITM in 2016 - one of only five in Scotland - and achieved an accessibility rating of 2 (range is 0 - 3).

To help us identify improvement actions to increase the accessibility of services we asked respondents for suggestions. They identified the following key priorities:

Improving access to Council services	2012/13	2014/15	2016/17
Make staff more aware of services users’ needs	31%	39%	40%
Make services over the phone and internet more accessible	42%	47%	47%
Physical access	5%	15%	26%
Hearing loops	8%	7%	11%

Figure 7

We have identified an improvement requirement to ensure public information is prominently displayed and accessible to all service users. We also need to make sure furniture is accessible and building layouts are suitable for service users with mobility issues. The need to meet these requirements has been emphasised in training and advice to relevant staff, is a factor considered in impact assessments related to services provision.

We have also ensured that wider access issues are covered more comprehensively in the Council’s revised equalities induction course, making sure employees are mindful of all access issues. More than 200 employees have accessed this training face to face since it was revised, with a focus on customer-facing roles.

This information has also informed development of a specific course on equality and customer services. This includes disability awareness and how to use face-to-face and telephone interpreting services. We will use this work to inform our impact assessment and planning of future customer service provision to ensure that we improve accessibility of services.



## Community Feedback

As the membership of the Citizens Panel is representative of the wider population, it is helpful to gather general views on direction of travel for a range of council priorities and services. This is valid in relation to the Equality Outcomes as the membership is broadly reflective of the population, including the breakdown of protected characteristics.

In the Citizens Panel survey respondents are asked if they support the Council doing everything in its power to eliminate discrimination; support for this has grown from 78% in 2012 to 85% in 2016.

In planning and reviewing evidence ahead of the development of Equality Outcomes for 2017 - 2021 the Council asked Citizens Panel members in September 2016 about their perceptions of progress in four key priority areas.

Area	Improved	No change	Got worse	Don't know
Work, income and economic participation	12%	19%	11%	58%
Justice and security	9%	25%	2%	64%
The individual and society	9%	23%	3%	65%
Education and learning	22%	28%	7%	43%

Figure 8

Among those who did feel they could express a view, in every thematic area a larger proportion of respondents thought that there had been improvements rather than deterioration. The area of work and economic participation showed the narrowest gap between improvement and deterioration and the general economic situation in Scotland must be taken into account here.

The high level of 'don't know' responses received on these questions suggest that respondents are more focused on lower level, more tangible improvements. It may also be beneficial to take opportunities to deliver a wider range of awareness raising activity and ensure services are taking actions which are recognised and highlighted as needed by their own service users.

During the recent Citizens' Panel survey we asked respondents which of these four key areas they thought should be prioritised for 2017 - 2021. Work, income and economic participation, and education and learning were seen as key for future delivery. This was consistent across all areas, including those areas categorised as most deprived.

## 5. Mainstreaming Equalities in Education

Our educational services team is focused on implementing Curriculum for Excellence, providing a coherent, flexible and enriched curriculum for young people from 3 -18. Complementary to this is the development of Getting It Right for Every Child (GIRFEC), the principles of which are now embedded in many of the processes within the Council.

The Rights Respecting Schools programme has been promoted and introduced in many schools in West Dunbartonshire. The Rights Respecting Schools Award (RRSA) recognises achievement in putting the United Nations Convention on the Rights of the Child (UNCRC) at the heart of a school's planning, policies, practice and ethos. In the last three years, a further seven Primary Schools and Early Education and Childcare Centres have achieved a Level 1 award, and a further three schools have advanced to a Level 2 award. The programme teaches about children's rights, but also models rights and respect in all relationships, whether they are between teachers, or other adults and pupils. The UNCRC provides a clear link for pupils between building up their rights-respecting school, understanding their rights and for children's rights to be realised everywhere.

### Case Study:

Work at Vale of Leven Academy on LGBT Equalities was highlighted at the Stonewall Scotland Conference in 2016 as an example of good practice. In November 2016 Dumbarton Academy launched one of the first LGBTI (Lesbian, Gay, Bisexual, Transgender and Intersex) school groups in Scotland.

We have taken care to ensure that our mainstreaming actions support our Equality Outcomes. A new Accessibility Strategy for disabled learners was created during 2015/2016, which aims to identify and drive good practice, with a dedicated working group meeting to ensure continuous improvement and review.

We keep our approach to teacher development under review and look for opportunities to develop this.

### Case Study:

A specific equalities awareness session for teaching staff was developed in 2016 and delivered to 50 probationary teachers in December 2016. This awareness session will be utilised within all probationary teacher development in future.

West Dunbartonshire Council is committed to supporting and maintaining the dignity and individuality of all of our children and young people. This is reflected in our Promoting Positive Behaviour and Reducing Bullying Behaviour in Educational Establishments Policy.

Progress was recently reported to the Council's Educational Service Committee on Inclusive Support Practices to Promote Positive Relationships in West Dunbartonshire Schools.

## 6. Equality Outcomes 2017 - 21

We have a specific duty to produce a set of Equality Outcomes which are informed by engagement with equality groups and stakeholders. Our outcomes are designed to help us achieve our vision and meet our general duty to eliminate discrimination and harassment; promote equality of opportunity and promote good relations.

An equality outcome is a result which we as a local authority aim to achieve in order to further one or more of our general equality duties. Outcomes are the changes that result for individuals, communities, organisations or society as a consequence of the action we have taken. Outcomes include short-term benefits such as changes in awareness, knowledge, skills and attitudes. Longer-term benefits would be changes in behaviours, decision-making, or social and environmental conditions.

In developing Equality Outcomes for 2017 - 2021 the Council reviewed progress made on delivery of the 2013 - 2017 outcomes (detailed as appendix 2). We took into account evidence from, equalities surveys, Citizens Panel surveys, service monitoring, complaints data, local and national data and direct feedback from local Equality organisations and groups.

This review has supported identification of Equality Outcomes for delivery in West Dunbartonshire over the period 2017 - 2021 (detailed in appendix 3).

West Dunbartonshire Council will:

- Increase participation and the voice of under-represented groups
- Take steps to increase diversity in the Council Workforce
- Take steps to reduce the disability pay gap
- Take steps to decrease occupational segregation
- Increase digital inclusion in West Dunbartonshire
- Improve the accessibility of community transport

The Council's Educational Services will:

- Continue to reduce identity based bullying and harassment in schools
- Improve the attainment of pupils with Additional Support Needs compared with those who do not have these needs
- Reduce the poverty-related attainment gap

These Equality Outcomes will be supported by a range of actions to ensure progress is made over four years, and these will be built into service plans over the next 4 years, utilising the evidence as detailed in appendix 3. A performance monitoring framework has also been developed to support the review of progress on these outcomes.

## 7. Equal Pay Statement

West Dunbartonshire Council supports the principle of equal opportunities in employment to ensure that employees are not discriminated against irrespective of their age, race, disability, sexual orientation, gender, gender re-assignment, marriage/civil partnership, pregnancy, maternity, religion or belief.

West Dunbartonshire 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's equal pay objectives are to:

- Eliminate any unfair, unjust or unlawful practices that impact on pay
- Take appropriate action to address these accordingly
- Regularly monitor and review the application of policies and procedures
- Conduct an equal pay review to monitor existing pay practices in line with the Equality and Human Rights Commission's Equal Pay Statutory Code of Practice.

In order to achieve equal pay for employees, the Council operates a pay system which is transparent, based on clear criteria and free from unlawful bias through the application of the nationally agreed job evaluation scheme and relevant legislation. For Teachers and Chief Officers the Council will comply with nationally agreed pay and conditions of service.

West Dunbartonshire Council is committed to ensuring equal pay structures for all its employees and will continue to:

- Conduct an Equal Pay Audit to monitor the impact of its pay structure
- Provide training and guidance for those involved in determining pay
- Inform employees of how their pay is determined
- Work in partnership with its recognised trade unions to ensure that the Council provides equal pay.

## Appendix 1 Equalities Mainstreaming Progress and Key Focus Areas

Objective	Progress to April 2017	Aspirations for 2017 - 2021
<b>Equality Impact Assessment (EIA)</b>	<p>EIA training is now included as part of the required development package for all first line and above Council managers, further aiding mainstreaming in policy development and review</p> <p>EIAs are started earlier in the policy processes</p> <p>EIAs being utilised as an opportunity to affect positive change</p> <p>Better use of EIA results to inform policy (see 'Procurement' below)</p>	<p>EIA processes continue to improve in quality, using local and national evidence to inform outcome delivery</p> <p>EIA processes reach a continually expanding group of stakeholders, including drawing from user groups where this is appropriate</p> <p>Introducing a corporate online system for completion and progressing EIA which also considers socio-economic impact and Human Rights</p> <p>The online system is used for all impact assessments</p>
<b>Employment monitoring and use of data</b>	<p>The Workforce Management System has been developed to record the extended protected characteristics and data is being gathered through HR21 (Employee Self Service)</p> <p>The availability of HR21 was rolled out to an additional 1800 users in February 2015</p> <p>A promotion exercise was carried out in March 2015 to highlight the benefits of providing equalities monitoring information</p> <p>At October 2016, the number of HR21 users increased to 4927</p> <p>PDP information includes information on the importance on Equality Outcomes and Mainstreaming</p> <p>Promotion was carried out in November 2016 as part of the Attendance Working Group actions to encourage employees to disclose their disability status</p>	<p>Joint communication with the Trade Unions, utilising the 'What's it got to do with you?!' material will increase the number of employees disclosing their protected characteristics.</p> <p>EIAs on employment policy and practice will be improved through the inclusion of expanded information. Employment benchmarking will be utilised more effectively through the use of expanded information</p>
<b>Procurement</b>	<p>New procurement guidance on equality implemented</p> <p>This links directly to the Council's EIA process.</p> <p>Procurement processes are now better informed by equalities considerations</p>	<p>Integrate consideration of Human Rights, socio-economic impacts and health impacts into impact assessments for procurement processes</p>
<b>Training, learning and development</b>	<p>We have increased the average number of employees accessing equalities training per year since 2013, with continued positive feedback. In total nearly 600 employees attended sessions in 2015/2016 compared to 165 in 2012/2013</p>	<p>A greater proportion of employees access the appropriate level of equalities training including refresher and specific work area training every year. We will aim to ensure 10% of the total workforce access equalities related training annually by 2021</p>

## Appendix 1 *continued...*

### Equalities Mainstreaming Progress and Key Focus Areas

Objective	Progress to April 2017	Aspirations for 2017 - 2021
<p><b>Training, learning and development (continued)</b></p>	<p>Human Rights considerations have been integrated into training</p> <p>A number of customised sessions for particular staff groups have been provided</p> <p>An online course on EIA was made available from April 2015</p>	
<p><b>West Dunbarton Council approach to equalities; as judged by our employees</b></p>	<p>There has been a continued increase in the proportion of our staff who feel we have a good approach to equalities, from 73.8% in 2011 to 75% in 2015</p>	<p>Increase the proportion of employees who think we have a good or very good approach to 80% by 2021</p> <p>The proportion of each protected group who feel we have a good or very good approach to equalities should be consistent with the overall figure of 80%</p>
<p><b>Access to Council services</b></p>	<p>Equality and fairness concerns have been gauged via the Citizens' Panel and used to identify priorities/actions</p> <p>A new Education Disabled Access Strategy has been put in place</p> <p>Better joint working with the community organisation West Dunbartonshire Access for All. Leading to improved approach to the equality and access planning of Council buildings</p> <p>Percentage of council buildings in which all public areas are suitable for and accessible to disabled people increased from 50% in 2012/13 to 88.4% in 2015/2016</p>	<p>Ensure employees are better trained and equipped to identify and meet the needs of our increasingly diverse communities, through increased training</p> <p>Continue to expand and standardise monitoring across all protected characteristics. This information will help the organisation gauge if we are meeting needs in the local community and across services</p> <p>Ensure increased accessibility of Council buildings and ensure more prominent public display of information and signage. This will be achieved by continued awareness raising of accessibility across all employee groups, and through targeted equality training</p>
<p><b>Accessible information</b></p>	<p>Better awareness and practice built on interpretation and translation through training and advice to departments</p> <p>The Councils 'Communicating Effectively' Guidance was updated in 2017, to reflect experienced gained and new challenges, such as increasing communication over the web and via social media</p>	<p>Make more use of website and social media to promote equality, diversity and fairness (case studies published on the innovative work that we do to promote equality, diversity and fairness in West Dunbartonshire)</p> <p>We will introduce an online form to let residents highlight any areas of concern around equality and fairness, and any ideas for improvements</p> <p>Ensure that services have more tailored information on duties in relation to Equality and Human Rights, relevant to service planning, delivery and evaluation. This should also be made available through the Council website and relevant publications</p> <p>We will also update 'Communicating Effectively' in 2017/2018</p>

## Appendix 2

### Equality Outcomes 2013 - 2017 - Final Progress Report

Outcome	Progress 2013 - 2017
<p><b>Greater participation and involvement of people from under-represented groups in influencing decision making in the area (R, S, SO, R/B, D, GR, A)</b></p>	<p>The West Dunbartonshire Equality Forum, bringing together local equality/ community groups (covering a range of protected groups) and Public Sector Bodies e.g. Police, Fire and Rescue, NHS, Skills Development Scotland, the Council, meets regularly</p> <p>As well as contributing to information and idea sharing, the forum has acted as a sounding board for organisations policies, via consultation and feeding in impact assessments. For example, the forum has contributed to important strategic documents such as the Local Housing Strategy, and Equalities Mainstreaming Reports.</p> <p>Networking at the group has also contributed to the <b>Women’s History Project</b> and an <b>Oral History Project</b>, as well as helping to match people to some specific training opportunities.</p> <p><b>Surveys</b> From 2012 to 2016 four specific equality question sets have been run, as part of Citizens Panel surveys and two parallel community equality surveys have been carried out.</p> <p><b>Gypsy/Travellers</b> In 2013 whilst involving people in identifying potential Equality Outcomes, residents of the Dennystoun Forge site identified physical improvements as the thing that would make the most positive difference to them.</p> <p>Better relations have been built between Gypsy/Travellers resident on the Dennystoun Forge site from 2013 to 2017 as the work has come to fruition. This work has included improvements to hard standing as well as toilet and kitchen facilities. Further work is planned on the physical environment of the site.</p> <p><b>Wider Consultation and Involvement</b> Since 2013 the Council has improved its approach to Equality Assessment by more focused consultation with equality groups, such as meetings and direct mailings. For example the Local Housing Strategy (LHS) for 2017-2022 was consulted on through WDEF, and feedback from the Scottish Government subsequently noted equalities as an area of strength in the new LHS.</p> <p>Citizens Panel results from 2016 showed that there was a higher percentage of awareness of the West Dunbartonshire Equality Forum (30%) compared to the Council website Equality pages (27%)</p>
<p><b>Increase the proportion of Council employees who are from currently under-represented groups (R, D, S)</b></p>	<p>There has been a small increase in number of employees from BME groups between 2013 and 2015 and some increase in the success rates in first six months of 2016 - 2017 for BME candidates up to a level equal to that of white groups.</p> <p>The number and proportion of disabled workers has remained largely unchanged. However, we have significant data gaps for disabled employees, as more people report being disabled when asked during staff surveys than are reflected on workforce reporting (around 5% to 6% compared to 1.48%).</p> <p>The data verification exercise will alter these figures. This will continue to be a focus for the period 2017 - 21, including work with Trades Unions and higher visibility on equality monitoring through our communications such as staff news items and website information.</p>

Appendix 2 *continued...*

**Equality Outcomes 2013 - 2017 - Final Progress Report**

Outcome	Progress 2013 - 2017												
<p><b>Reduce the gender pay gap (S)</b></p>	<p>The Council continues to have a gender pay gap of less than 3% meeting the EHRCs recommended pay gap action of no action required. The gender pay gap can be significantly impacted through small changes in the profile of high earners and the increase and decrease of the figure can be as a result of only 1 or 2 employees. The gender pay gap is measured as the mean hourly rate of female employees compared to male employees.</p> <table border="1" data-bbox="419 551 1369 663"> <thead> <tr> <th></th> <th>2011/12</th> <th>2012/13</th> <th>2013/14</th> <th>2014/15</th> <th>2015/16</th> </tr> </thead> <tbody> <tr> <td>Pay Gap</td> <td>3.89%</td> <td>2.33%</td> <td>1.42%</td> <td>2.19%</td> <td>2.32%</td> </tr> </tbody> </table> <p>West Dunbartonshire Council's gender pay gap is narrow compared to most Scottish Councils when compared to figures available from Public Sector Equality Duty reporting in 2013 and 2015 (2017 data is not yet available). A number of Scottish Councils have carried out extensive outsourcing of services staffed by predominately lower paid female employees therefore excluding them from analysis. The gender pay gap will remain a priority for West Dunbartonshire Council but the Equal Pay Audit has highlighted that more actions are required to address the disability pay gap which was 12.4% in 2015/2016.</p>		2011/12	2012/13	2013/14	2014/15	2015/16	Pay Gap	3.89%	2.33%	1.42%	2.19%	2.32%
	2011/12	2012/13	2013/14	2014/15	2015/16								
Pay Gap	3.89%	2.33%	1.42%	2.19%	2.32%								
<p><b>Reduce the levels of gender segregation in employment (S)</b></p>	<p>An Investigation into the positive actions that can be taken to reduce occupational segregation was carried out through an analysis of recruitment data for the year 2013/14, following the Council's first equal pay audit. This included the analysis of:</p> <ul style="list-style-type: none"> <li>● Vacancies with 100% of applicants being female e.g. Clerical/ Admin Assistant, Team Leader, Class Teacher</li> <li>● Vacancies with 100% of applicants being male e.g. ICT Analyst, joiners, painters, plumbers</li> <li>● Vacancies with equal applicants from each sex e.g. Sheltered Housing Supervisor, Income Management Officer, Principal Teacher</li> </ul> <p>No barriers were identified but a large percentage of applications were from external candidates. As part of this review a commitment was made to monitor the advertising strategies for typically male/female role including reviewing role profiles for these roles</p> <p>Organisational Development has led of the implementation of a number of actions under the Achieve framework to support all employees to develop themselves into new roles</p> <p>The HSCP have worked in partnership with West College Scotland to create a Care Academy to encourage young people into the care sector with a focus encouraging male applicants</p> <p>Analysis continues on the success rates of female modern apprentices in Craft trades</p> <p>Progress will be assessed yearly, and through the equal pay audit</p>												
<p><b>Improve the speed and effectiveness of reasonable adjustments for disabled employees (D)</b></p>	<p>A number of new policies and arrangements have been put in place since 2013 which have delivered improvements in this area. Tailored Adjustment Agreements are now utilised and are supported by a robust Disability Leave Scheme.</p> <p>In addition to this a designated employee quiet room at our Garshake Road Offices has been provided to ensure all employees have a private and quiet space if needed. This facility will be replicated at our new Dumbarton Offices due for completion in early 2018. Other Council buildings and facilities have a range of smaller bookable rooms which can be utilised for the same purpose.</p>												



## Appendix 2 *continued...*

### Equality Outcomes 2013 - 2017 - Final Progress Report

Outcome	Progress 2013 - 2017																								
<p><b>Increase the use of flexible working (P/M, S)</b></p>	<p>A full range of flexible working supports are available to employees. Of note is the introduction of a Carers leave system and the awarding of Carer Positive status for the organisation.</p> <p>West Dunbartonshire Council has also been named Best Public Sector Employer at the 2017 Scottish Top Employers for Working Families Awards.</p>																								
<p><b>Increase in the proportion of carers from each group who feel supported and are capable of continuing their role as a carer (S, A)</b></p>	<p>This Outcome has been replaced by the Outcomes published through the West Dunbartonshire Health and Social Care Partnership (WDHSCP), which became a separately listed body in July 2015</p> <p>WDHSCP published the following Equality Outcomes in April 2016:</p> <ul style="list-style-type: none"> <li>● All older people are supported to live as independently as is possible in their community as far as is practical given their individual needs</li> <li>● All Looked After Children are cared for and supported in the most appropriate setting to their individual needs</li> </ul>																								
<p><b>Decrease the number of hate incidents in West Dunbartonshire (SO, R/B, D, GR)</b></p>	<p>The number of reported hate incidents in West Dunbartonshire has decreased during this period. This is positive, especially as there are now a larger number of third party reporting centres than in 2013 across both the statutory and voluntary sectors, including the Council, Shopmobility, and the ISARO Social Integration Network.</p> <table border="1" data-bbox="416 1066 1369 1420"> <thead> <tr> <th>Police reported incidents</th> <th>2013/14</th> <th>2014/15</th> <th>2015/16</th> </tr> </thead> <tbody> <tr> <td>Racist reported incidents</td> <td>57</td> <td>48</td> <td>31</td> </tr> <tr> <td>Disability incidents</td> <td>1</td> <td>11</td> <td>4</td> </tr> <tr> <td>Sexual orientation incidents</td> <td>13</td> <td>12</td> <td>11</td> </tr> <tr> <td>Religion and belief</td> <td>4</td> <td>2</td> <td>1</td> </tr> <tr> <td>Sectarian incidents</td> <td>6</td> <td>11</td> <td>9</td> </tr> </tbody> </table> <p>Citizens Panel results in 2016 show no experience of identity based harassment on public transport. 2% of respondents to a Citizens Panel survey carried out in 2016 reported having experienced some form of identity based harassment, a significant reduction from 9% reported in 2014. In 2016 over two thirds of the group say they did not report it. This data is in line with widely accepted estimates that between 70% and 80% of hate incidents are not reported in Scotland.</p>	Police reported incidents	2013/14	2014/15	2015/16	Racist reported incidents	57	48	31	Disability incidents	1	11	4	Sexual orientation incidents	13	12	11	Religion and belief	4	2	1	Sectarian incidents	6	11	9
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<p><b>Reduce identity based bullying and harassment in schools (R, S, SO, R/B, D, GR)</b></p>	<p>Revised systems have been established to monitor and track incidents in schools. These indicate reported incidents from 14/15 and 15/16 have lessened, although reporting categories have changed so direct comparison is difficult.</p> <p>All schools have updated and refreshed their Promoting Positive relationships and reducing Bullying Behaviour policies, reflecting Scottish Government Guidelines.</p> <p>Key members of Pupil Support staff from all secondary schools and the Senior Phase Team have received training from LGBT Youth Scotland. This will be disseminated to the wider school communities.</p> <p>An Authority working group has been established, providing a common agreed approach for staff supporting and working with LGBTI+ pupils. Pupils have had additional school opportunities to be supported by Lifelink Counselling Services in all High Schools. This service has been extended for session 2016/2017.</p>																								

Appendix 2 *continued...*

**Equality Outcomes 2013 - 2017 - Final Progress Report**

Outcome	Progress 2013 - 2017																																																	
<p><b>Reduce identity based bullying and harassment in schools (R, S, SO, R/B, D, GR) (continued)</b></p>	<p><b>Good Practice at Dumbarton Academy</b>                      Recognising that there was a need to acknowledge the school's LGBTI community and fight homophobia a teacher set up the LGBTI + Straight Alliance Group. West Dunbartonshire is leading the way with a similar group established at the Vale of Leven Academy.</p>																																																	
<p><b>Reduce the attainment gap between students with and without additional support needs (D)</b></p>	<p>Attainment data from 2013 to 2015 is very difficult to compare with that used as a baseline in 2012, as the measurement framework was changed by the Scottish Government. However there is evidence of a narrowing of the gap between ASN and non ASN pupils.</p> <p>Reciprocal Reading strategies implemented looked at impact on poorest performing children. Data suggests this is helping close the gap between least and most able children. In the 2014/15 session, to consider the impact of Reciprocal Teaching on closing the attainment gap, criteria was set to determine lower and higher achieving groups.</p> <p>The lower achieving group scored 30% or less on the pre-test assessment of which there were 447 pupils and the higher achieving group scored 70% or more on the pre-test assessment of which there were 370 pupils.</p> <p>There were increases in comprehension score for both groups, however the amount of change in the lower achieving group was greater compared to the higher group. Following the implementation of Reciprocal Teaching the gap between the lower and higher achieving groups reduced by 26.7%.                      The greatest proportion of children in the low achieving group attended schools in SIMD deciles 1 to 3 whilst the greatest proportion of children in the higher achieving group attended schools in SIMD deciles 3 to 5.</p>																																																	
<p><b>Reduce gap between attainment levels of boys and girls at school leaving age (S)</b></p>	<p>At SCQF Level 5 the gap between females and males has widened between the 2013 and 2015 exams. Females were 6% ahead of males in 2013, but by 2015 they were 9% ahead.</p> <p>At SCQF Level 4 the gap between females and males has narrowed between the 2013 and 2015 exam diets. Females were 5% ahead of males in 2013, but by 2015 they were only 3% ahead. In the year in between, (2014 exams), males were ahead of females by 1%.</p> <p>Percentage of S4, S5 and S6 Pupils Achieving Literacy and Numeracy at SCQF Level 4.</p> <table border="1" data-bbox="419 1630 1375 1921"> <thead> <tr> <th rowspan="2"></th> <th colspan="3">2013</th> <th colspan="3">2014</th> <th colspan="3">2015</th> </tr> <tr> <th>F</th> <th>M</th> <th>GAP</th> <th>F</th> <th>M</th> <th>GAP</th> <th>F</th> <th>M</th> <th>GAP</th> </tr> </thead> <tbody> <tr> <td>West Dun</td> <td>78.8</td> <td>73.6</td> <td>5.21</td> <td>79.4</td> <td>80.3</td> <td>-0.9</td> <td>84.7</td> <td>81.8</td> <td>2.9</td> </tr> <tr> <td>Virtual comparator</td> <td>76.2</td> <td>71.3</td> <td>4.81</td> <td>78.9</td> <td>76.5</td> <td>2.37</td> <td>83</td> <td>81.7</td> <td>1.3</td> </tr> <tr> <td>National</td> <td>79.3</td> <td>76.6</td> <td>2.78</td> <td>82.7</td> <td>79.9</td> <td>2.8</td> <td>86.6</td> <td>84.9</td> <td>1.7</td> </tr> </tbody> </table>		2013			2014			2015			F	M	GAP	F	M	GAP	F	M	GAP	West Dun	78.8	73.6	5.21	79.4	80.3	-0.9	84.7	81.8	2.9	Virtual comparator	76.2	71.3	4.81	78.9	76.5	2.37	83	81.7	1.3	National	79.3	76.6	2.78	82.7	79.9	2.8	86.6	84.9	1.7
	2013			2014			2015																																											
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National	79.3	76.6	2.78	82.7	79.9	2.8	86.6	84.9	1.7																																									
<p><b>Better meet the educational needs of Gypsy Travellers (R)</b></p>	<p>The Traveller Education Programme provides access to education provision for secondary aged pupils who decide not to access mainstream secondary school. A range of subjects, leading to National Qualifications, may be offered based on the age and stage of the pupils. Where appropriate young people may also have the opportunity to attend vocational tasters and work experience.</p>																																																	

## Appendix 2 *continued...*

### Equality Outcomes 2013 - 2017 - Final Progress Report

Outcome	Progress 2013 - 2017
<p><b>Better meet the educational needs of Gypsy Travellers (R) (continued)</b></p>	<p>The programme is mainly delivered by teachers from the Central Support Service in a variety of community settings such as libraries. Additional input from partner agencies such as Skills Development Scotland will also be offered where appropriate.</p> <p>Teachers from the Central Support Service link with the Traveller Education Network (TENET) and the Scottish Traveller Education Programme. The group meets quarterly in various locations across Scotland and enables members to share practise, exchange views, ideas and information.</p>
<p><b>Better meet the accommodation needs of Gypsy Travellers (R)</b></p>	<p>Replacement of hard standing of pitch and fencing at Dennystoun Forge Site has brought these items back up to a good standard. Kitchens and bathrooms have been renovated in the utility blocks on the site to bring back up to a good standard.</p> <p>Satisfaction with overall accommodation by residents rose from 0% in 2013 to 85.7% in 2017.</p>
<p><b>Improve the accessibility of transport for women, older people and disabled (S, A, D)</b></p>	<p>More enforceable disabled parking bays created - going from 670 to 855 bays in the last 4 years. Those bays close to transport inter-changes help add to the overall accessibility of journeys.</p> <p>The Street Lighting improvement and replacement programme throughout West Dunbartonshire has provided better lighting in key locations, for example near bus shelters.</p> <p>The number of MyBus journeys undertaken by WDC residents increased by 3% (2011/12 - 2015/16). MyBus is a bookable bus service offering door-to-door transport in the area.</p> <p>The proportion of WDC residents aged 60 years or more who are in possession of concessionary travel card increased from 84% (12/13) to 91% (2015).</p> <p>Citizens Panel survey results from 2016 and a parallel survey to equality groups, shows only one reported experience of identity based harassment on public transport.</p> <p>The Council has worked with the Licensing Board to research and explore options for increasing as necessary the overall accessibility of the taxi fleets in West Dunbartonshire, ensuring that this provision is consistent across the authority. However further work is required to progress this agenda further and will be continued through the transport related equality outcome for 2017 - 2021.</p>

## Appendix 3 Council Equality Outcomes 2017 - 2021

### Outcome 1: Increase participation and voice of under-represented groups

Protected Characteristics: **All**  
Lead Strategic Service Area: **Housing & Employability**

**Evidence:**

We aim to build on the work carried out during 2013 - 2017, recognising the need for the widest possible participation as we move into Community Empowerment Act implementation. It helps ensure that interest groups are present as well as a focus on geographical areas. This will allow us to ensure that all residents are able to participate in Your Community activities in their local neighbourhood and that the Community Alliance, and supporting engagement structures, are representative of the local demographic profile.

**Measurement:**

Code	Description	Baseline	2020/21 target	Source
1.1	% of residents from BME groups who were satisfied or very satisfied with the opportunities for participating in the local decision making process	Baseline will be developed in 2017/18	To be confirmed	Citizens Panel
1.2	% of disabled residents who were satisfied or very satisfied with the opportunities for participating in the local decision-making process	Baseline will be developed in 2017/18	To be confirmed	Citizens Panel

### Outcome 2: Increase diversity in the Council workforce

Protected Characteristics: **Race, Sex, Disability**  
Lead Strategic Service Area: **People & Technology**

**Evidence:**

A more representative workforce is likely to be better equipped to meet the needs of residents of West Dunbartonshire. In the most recent workforce monitoring information 0.27% of the Council workforce is from BME groups, while this figure is 1.5% for the West Dunbartonshire population. The current gender split in the Council workforce is 70:30 with women significantly more prevalent in the workforce than men.

**Measurement:**

Code	Description	Baseline	2020/21 target	Source
2.1	% of our workforce who have declared a disability	1.48%	2%	Workforce monitoring
2.2	% of our workforce who have stated they are LGBT	2.5%	2.5%	Employee survey
2.3	% of our workforce who are from a Black minority ethnic group	0.27%	0.5%	Workforce monitoring

### Outcome 3: Reduce disability pay gap

Protected Characteristics: **Disability**  
Lead Strategic Service Area: **People & Technology**

**Evidence:**

While work has been undertaken during 2013-2017 to reduce the gender pay gap successfully, there is a need to undertake audit and improvement activity to ensure that pay gaps related to disability are identified and improved. This activity is also linked to activity to increase diversity across the Council workforce

**Measurement:**

Code	Description	Baseline	2020/21 target	Source
3.1	Disability pay gap	12.4% (2015/16)	10%	Workforce monitoring

## Appendix 3 *continued...*

### Council Equality Outcomes 2017 - 2021

#### Outcome 4: Decrease occupational segregation

Protected Characteristics: **Sex, Race**  
 Lead Strategic Service Area: **Housing & Employability / People & Technology**

**Evidence:**

There is clear gender segregation in the Council workforce. There was some progress on desegregating Modern Apprenticeships in terms of gender and roles between 2013 and 2016. However roles are still gender stereotypically filled for the most part and the number of male apprenticeships is still greater than females.

There is evidence that gender segregation has a damaging effect on economies as it contributes to the UK skills gap (Campbell et al 2011). Skills shortages occur most often in sectors with the least female participation (Fuller et al 2005).

**Measurement:**

Code	Description	Baseline	2020/21 target	Source
4.1	Male Modern Apprenticeship starts in care programmes	27% (2015/16)	30%	Workforce monitoring
4.2	Female Modern Apprenticeship starts in trade programmes	25% (2015/16)	30%	Workforce monitoring

#### Outcome 5: Increase digital inclusion of under-represented groups

Protected Characteristics: **Sex, Race, Age**  
 Lead Strategic Service Area: **Housing & Employability / Communications, Culture & Communities**

**Evidence:**

Higher levels of digital inclusion are beneficial in terms employment, employability, mental health and wider social inclusion.

There is positive correlation between lack of digital inclusion and deprivation.

The transformative potential of digital technology for individuals, communities, businesses and societies is widely recognised across the world. Evidence supports a targeted approach to digital inclusion based on age with Carnegie Trust reporting that 66% of 60 - 74 year olds have internet access compared to 80% of the whole population.

**Measurement:**

Code	Description	Baseline	2020/21 target	Source
5.1	% of older (60+) residents who have access to the internet in some form (home, phone, libraries, OSS etc)	Baseline will be developed in 2017/18	To be confirmed	Citizens Panel
5.2	% of residents under 60 who have internet access in some form (home, phone, libraries, OSS etc)	Baseline will be developed in 2017/18	To be confirmed	Citizens Panel

## Appendix 3 *continued...*

### Council Equality Outcomes 2017 - 2021

Outcome 6: Improve the accessibility of community transport				
Protected Characteristics:		<b>Disability, Age, Race</b>		
Lead Strategic Service Area:		<b>Housing &amp; Employability</b>		
<b>Evidence:</b>				
Access to accessible transport is a key element to ensuring wide social inclusion and Community Transport can play a vital role in this.				
West Dunbartonshire Access for All, has highlighted the importance of improving access to and availability of community Transport and it is an issue regularly discussed through Community Alliance West Dunbartonshire.				
<b>Measurement:</b>				
Code	Description	Baseline	2020/21 target	Source
6.1	% of disabled people satisfied with the local bus service	Baseline will be developed in 2017/18	To be confirmed	Citizens Panel
6.2	% of older people (60+) satisfied with the local bus service	Baseline will be developed in 2017/18	To be confirmed	Citizens Panel
6.3	% of younger people (under 30) satisfied with the local bus service	Baseline will be developed in 2017/18	To be confirmed	Citizens Panel
6.4	% of residents from BME groups satisfied with the local bus service	Baseline will be developed in 2017/18	To be confirmed	Citizens Panel

Outcome 7: Reduce identity based bullying in schools				
Protected Characteristics:		<b>Race, Sex, Sexual Orientation, Gender Reassignment, Religion/Belief, Disability</b>		
Lead Strategic Service Area:		<b>Education, Learning &amp; Attainment</b>		
<b>Evidence:</b>				
A variety of <b>National Research</b> suggest that the majority of identity based bullying in Scottish Schools goes unreported.				
Evidence suggests that bullying has a negative effect on health and attainment.				
In 2015 the Council put new guidance and systems in place as well as staff training.				
Extending this Equality Outcome helps us embed processes and improvements to tackle underlying causes of bullying or harassment.				
<b>Measurement:</b>				
Code	Description	Baseline	2020/21 target	Source
7.1	Level of recorded incidents	0.8 per 1,000	0.7 per 1,000	SEEMIS
7.2	Prevalence of incidents in high schools	Baseline will be developed in 2017/18	To be confirmed	Annual pupil survey
7.3	Education staff accessing equalities training	85	100% of staff who require training	Workforce monitoring

## Appendix 3 *continued...*

### Council Equality Outcomes 2017 - 2021

Outcome 8: Reduce the poverty-related attainment gap				
Protected Characteristics:		<b>Sex</b>		
Lead Strategic Service Area:		<b>Education, Learning &amp; Attainment</b>		
<b>Evidence:</b> National and local gap between male and female attainment				
<b>Measurement:</b>				
Code	Description	Baseline	2020/21 target	Source
8.1	Average tariff score SIMD quintile 1	2015/16 633	To be confirmed	SCQF data
8.2	Average tariff score SIMD quintile 2	2015/16 813	To be confirmed	SCQF data
8.3	Average tariff score SIMD quintile 3	2015/16 951	To be confirmed	SCQF data
8.4	Average tariff score SIMD quintile 4	2015/16 1,111	To be confirmed	SCQF data
8.5	Average tariff score SIMD quintile 5	2015/16 1,041	To be confirmed	SCQF data

Outcome 9: Reduce educational attainment gap between pupils with and without additional support needs (ASN)				
Protected Characteristics:		<b>Sex</b>		
Lead Strategic Service Area:		<b>Education, Learning &amp; Attainment</b>		
<b>Evidence:</b> National and local gap between ASN and non ASN attainment				
<b>Measurement:</b>				
Code	Description	Baseline	2020/21 target	Source
9.1	SCQF Level 4 (pupils with and without additional support needs)	2015/16 with without 98.6% 98.4%	with without 99% 99%	SEEMIS
9.2	SCQF Level 5 (pupils with and without additional support needs)	2015/16 with without 82.5% 87.3%	with without 83% 87.5%	SEEMIS

## Appendix 4 Workforce Diversity

The Council aims to have a workforce which reflects the community the Council serves. The benefits of having a diverse workforce that is broadly representative of the local population is that the Council is seen as an employer of choice, and an employer who provides fair employment opportunities for all individuals.

2013/14		2014/15		2015/16	
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### Gender

Female %	Male %	Female %	Male %	Female %	Male %
70	30	71	29	71	29

West Dunbartonshire Council's gender profile continues to mirror the Scottish public sector gender profile with a significantly higher percentage of female employees. Over the last 3 years the profile has changed by 1%.

### Age

Age group %		Age group %		Age group %	
16 - 24	6.26	16 - 24	5.59	16 - 24	5.80
25 - 34	15.06	25 - 34	15.06	25 - 34	14.96
35 - 44	20.01	35 - 44	19.58	35 - 44	19.34
45 - 54	31.81	45 - 54	31.94	45 - 54	31.46
55 - 64	23.75	55 - 64	24.61	55 - 64	25.25
65+	3.11	65+	3.22	65+	3.20

### Disability

Yes %	No %	Not known	Yes %	No %	Not known	Yes %	No %	Not known
1.50	55.82	42.68	1.48	53.62	44.90	1.48	51.07	47.45

Census data for West Dunbartonshire from 2011 shows that 12.31% of people say that they have a health condition or disability that limits them a lot. This is a proxy measure of Disability. Another 10.75% said they have conditions that limited them a little.

### Race

BME %	White %	Not known	BME %	White %	Not known	BME %	White %	Not known
0.31	61.62	38.07	0.31	59.36	40.33	0.27	56.68	43.05

West Dunbartonshire's non-white population was 1.56% at the time of the 2011 Census, more than double that recorded in 2001 of 0.71%. It is likely that the proportion of non-white population of the area has increased since 2011, however population estimates are not produced at this level for ethnicity.



## Appendix 4 *continued...* Workforce Diversity

### Occupational segregation

Women and men tend to be clustered into different occupations and sectors. There are many factors which underlie this segregation including stereotyping about men and women's capabilities and skills; the culture associated with different types of work; and access to training courses and apprenticeships.

Although job segregation restricts choices for men and women, the jobs which are most likely to be done by women are also those that are associated with low pay and limited possibilities for progression. These are sometimes referred to the '5 Cs' - cleaning, catering, cashiering, clerical work and caring.

There has been some change to the occupational segregation figures in the last 3 years but only marginally. Occupation Segregation has been included as part of the Equal Pay Audit and will remain a focus for the organisation.

Department (pre Council organisation)	Roles (examples)	2013/14		2014/15		2015/16	
		Female %	Male %	Female %	Male %	Female %	Male %
Health & Social Care Partnership	<ul style="list-style-type: none"> <li>● Addiction support</li> <li>● Care homes</li> <li>● Home carers</li> <li>● Health (Macmillan carers, Occupational Therapists)</li> <li>● Sheltered Housing</li> <li>● Social Work</li> </ul>	84	16	84	16	84	16
Corporate Services	<ul style="list-style-type: none"> <li>● Finance</li> <li>● Human Resources</li> <li>● Legal</li> <li>● Regulation &amp; Audit</li> </ul>	71	29	72	28	70	30
Educational Services	<ul style="list-style-type: none"> <li>● Early Education</li> <li>● School Education</li> <li>● Libraries &amp; Museums</li> <li>● Education support</li> </ul>	84	16	84	16	85	15
Housing, Economic and Environmental Development	<ul style="list-style-type: none"> <li>● Housing</li> <li>● Craft (electricians, joiners, plumbers)</li> <li>● Estates Management</li> <li>● Architects</li> <li>● Facilities Management (cleaning, janitorial, catering)</li> <li>● Crematoriums and cemeteries</li> <li>● Engineering</li> <li>● Roads</li> <li>● Grounds Maintenance</li> <li>● Waste Services</li> </ul>	44	56	45	55	45	55

## Other formats

This document can also be provided in large print, Braille or on audio cassette and can be translated into different community languages.

Please contact:

**Corporate Communications  
Council Offices  
Garshake Road  
Dumbarton  
G82 3PU.  
Tel: 01389 737000**

本文件也可應要求，製作成其他語文或特大字體版本，也可製作成錄音帶。

अनुरोध पर यह दस्तावेज़ अन्य भाषाओं में, बड़े अक्षरों की छपाई और सुनने वाले माध्यम पर भी उपलब्ध है

ਇਹ ਦਸਤਾਵੇਜ਼ ਹੋਰ ਭਾਸ਼ਾਵਾਂ ਵਿਚ, ਵੱਡੇ ਅੱਖਰਾਂ ਵਿਚ ਅਤੇ ਆਡੀਓ ਟੇਪ 'ਤੇ ਰਿਕਾਰਡ ਹੋਇਆ ਵੀ ਮੰਗ ਕੇ ਲਿਆ ਜਾ ਸਕਦਾ ਹੈ।

درخواست پر یہ دستاویز دیگر زبانوں میں، بڑے حروف کی چھپائی اور سننے والے ذرائع پر بھی میسر ہے۔

هذه الوثيقة متاحة أيضا بلغات أخرى والأحرف الطباعية الكبيرة وبطريقة سمعية عند الطلب.

Dokument ten jest na życzenie udostępniany także w innych wersjach językowych, w dużym druku lub w formie audio.