

Equality Information Note 4

Revised 26/01/2017

What are Equality Outcomes?

Outcomes are the changes that result for individuals, communities, organisations as a consequence of the action the Council has taken. Outcomes can include short-term benefits such as changes in awareness, knowledge, skills and attitudes, and longer-term benefits such as changes in behaviours, decision-making, or social and environmental conditions.

By focusing on outcomes rather than objectives, the Council aims to bring practical improvements in the life chances of those who experience discrimination and disadvantage.

The law requires listed public bodies such as West Dunbartonshire Council, Police Scotland, Greater Glasgow and Clyde Health Board, Scottish Fire and Rescue Service and Clydebank College and to agree and publish equality outcomes. You can find these organisation's equality outcomes on their websites.

Example; [West Dunbartonshire Council's Equality Outcomes 2013-2017](#)

The Equality Outcomes the Council has identified cover all protected Characteristics. The Equality Outcomes are not the only things the Council will be doing to support equality and fairness, but show priority areas for improvement in the next four years.

1. Greater participation and Involvement of people from under represented Groups in influencing Decision Making in the Area
Protected characteristics; Race, Sex, Sexual Orientation, Religion and Belief, Disability, Gender reassignment, Age
2. Increase the proportion of Council employees who are from currently under represented groups
Protected Characteristics; Race, Disability, Sex
3. Reduce the gender pay gap
Protected characteristic; Sex
4. Reduce the levels of gender segregation in employment
Protected Characteristic; Sex
5. Improve the speed and effectiveness of reasonable adjustments for disabled employees
Protected Characteristic ; Disability

<p>6. Increase the use of flexible working arrangements</p> <p>Protected Characteristics: Pregnancy/Maternity and sex</p>
<p>7. Increase in the proportion of carers from each group who feel supported and are capable of continuing their role as a carer</p> <p>Protected Characteristic; Sex, Age (Please note that this equality outcome was removed in 2015, as this area of work passed to the West Dunbartonshire Health and Social Care Partnership)</p>
<p>8. Decrease the Number of Hate Crimes West Dunbartonshire</p> <p>Protected characteristics: Race, Sexual Orientation, Religion and Belief, Disability, Gender reassignment</p>
<p>9. Reduce identity based bullying and harassment in schools</p> <p>Protected Characteristic; Race, Sex, Sexual Orientation, Religion and Belief, Disability, Gender reassignment</p>
<p>10. Reduce the attainment gap between students with and without additional support needs</p> <p>Protect Characteristic; Disability</p>
<p>11. Reduce gap between attainment levels of boys and girls at school leaving age</p> <p>Protected Characteristic; Sex</p>
<p>12. Better meet the educational needs of Gypsy Travellers</p> <p>Protected Characteristic; Race</p>
<p>13. Better meet the accommodation needs of Gypsy Travellers</p> <p>Protected Characteristic; Race</p>
<p>14. Improve the accessibility of transport for women, older people and disabled people</p> <p>Protected Characteristic; Sex, Age and Disability</p>

Evidence, consultation and involvement used in forming our Equality Outcomes

The law requires to public authorities to identify equality outcomes with reference to relevant evidence whether local or national, qualitative or quantitative. The Council took account of the following evidence;-

- Census data 2001 and 2011 (as available at December 2012)
- The West Dunbartonshire Disability Profile 2009
- The West Dunbartonshire Social and Economic Profile 2011
- The West Dunbartonshire Single Outcome Agreement 2011-2014
- The West Dunbartonshire Council Strategic Plan 2012-2017

- Draft West Dunbartonshire Lesbian, Gay, Bisexual, transgender (LGBT) Equalities Network Action Plan 2012-14
- Stronger, Safer supported: Increasing LGBT Tolerance, Awareness and Service Provision in The West Dunbartonshire, Equality Network, 2011
- Data from the Scottish Governments Equality Evidence website
- Shared information with Community Planning Partners 2012
- National data examined with the Scottish Councils' Equality Network
- Analysis of past EIAs carried by the Council
- Employment monitoring data (see section on employment)
- Service monitoring data

Results of consultation and involvement

Four key target groups for consultation were identified, and a variety of methods of engaging were employed:

With Equality Groups in the West Dunbartonshire Area

Individual meetings with Equality Groups - including Access for All, Sensory Impairment Group and Clydebank Lesbian Gay Bisexual Transgender Group and a joint meeting at the Council's service focused Equalities Liaison Group. An online survey with 12 groups was also carried out.

With Citizens Panel members

Online Survey, with 1194 respondents, followed up by 2 focus Groups.

With West Dunbartonshire Council staff

Online Survey, with 70 respondents followed up by focus groups with staff, and one to one meetings, to ensure a flexible range of opportunities for engagement.

With Community Planning Partners

A series of meetings have been held with Community Planning Partners to explore joint evidence gathering and shared approached to engaging with the community. This will be taken forward to ensure that a joint up approach to achieving equality outcomes is supported.

Taking Equality Outcomes Forward

Community Planning Partners are in the processes of building a West Dunbartonshire Equality Forum, to support the achievement of equality outcomes that they have set for 2013-2017.

Listed bodies such as the Council and Police Scotland are required to review progress and to set new Equality Outcomes for 2017-2021

If you are interested in participating or require more information please contact community.planning@west-dunbarton.gov.uk.