



**Clackmannanshire
Council**

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Equality Outcomes





Equality Outcomes

1.0	Hate crime is reduced and victims of hate crime are better supported.		Council
	Protected Characteristics	All	
	Actions	Indicators	Lead
1.1	Contribute to the Central Scotland Multi Agency Hate Response Strategy in partnership with: Central Scotland Fire & Rescue Service Central Scotland Police Central Scotland REC Clackmannanshire Council Crown Office & Procurator Fiscal Service Falkirk Council Forth Valley College NHS Forth Valley Stirling Council University of Stirling Victim Support	Number of hate incidents reported. Number of hate crimes leading to prosecution. Number of hate incidents where supportive action is taken. Number of multi-agency case conferences called.	Strategy and Performance
1.2	Add facility to identify hate incidents through Potentially Violent Persons reporting within the Council.	Amended reporting format adopted	Strategy and Performance

2.0	Children and young people are respectful and understanding of all Protected Characteristic Groups		Council Education
	Protected Characteristics	All	
	Actions	Indicators	Lead

2.1	Curriculum for Excellence further implemented in all schools.	All schools fully embedded principles of CFE.	Educational Establishments
2.2	Implementation of GIRFEC. Safe, Healthy, Nurtured, Achieving, Responsible, Respected, Included.	Self- assessment and inspection reports.	Educational Establishments
3.0	The reporting of domestic abuse is increased and support to victims is improved.		Council
	Protected Characteristics	Gender	
	Actions	Indicators	Lead
3.1	Maintain the activity of the Violence Against Women Partnership.	Progress against revised Domestic Abuse Strategy	Strategy and Performance
3.2	Contribute to any multi agency conference convened to address the issue of individual offenders or victims.	Number of conferences attended.	All Council services as required
3.3	Support third sector organisations engaged in raising awareness or supporting victims.	Number of organisations supported. Number of victims supported	All Council services as required
3.4	Treat homelessness as a result of domestic abuse as priority cases.	Number of homeless cases housed where domestic abuse was a factor.	Housing Services
3.5	Provide training in domestic abuse awareness to employees and extend to outside agencies.	Number of training course held. Number of people attending training.	Strategy and Performance
3.6	Awareness raising through website, leaflets, training, "16 Days of Action" and other events	Number of; • Leaflet drops • Poster campaigns • Public events	Strategy and Performance
4.0	Young people are tolerant and respectful of other races	Council Education	
	Protected Characteristics	Race	
	Actions	Indicators	Lead

4.1	All schools are working towards 'Promoting Health and Well Being Accreditation scheme'. A Local Authority Award Bearing programme aimed at social inclusion and promotion of diversity.	Number of schools already achieving this award.	Educational Establishments Youth Services Health EPS
4.2	Comenius Projects	Number of schools currently involved in this initiative	Educational Establishments
4.3	Access to more sporting / fitness opportunities for Muslim women.	Participation rates	Educational Establishments Sports Development

5.0	The Licensing process is made more accessible to those whose first language is not English	Council Licensing	
	Protected Characteristics	Race	
	Actions	Indicators	Lead
5.1	All application and guidance documents will include a statement in the main minority languages that translation of the document is available.	% of documents amended	Licensing Services
5.3	Interpreters will be made available at Licensing Board hearings if required.	Number of requests made Number of hearings where an interpreter is provided	Licensing Services
5.4	Equality Monitoring forms will be issued to applicants to allow analysis of applications.	% of applicants receiving a monitoring form % of monitoring forms returned	Licensing Services

The only protected characteristic that has been identified as having a specific relevance to Licensing is Race. A significant proportion of applicants belong to ethnic minorities. Future collection of monitoring information will allow analysis that confirms this or otherwise.

6.0	Young people from the LGBT community feel more supported.	Council Education	
	Protected Characteristics	Sexuality	
	Actions	Indicators	Lead

6.1	Provide an LGTB Youth Support Group	Number of young people attending the group.	Education
6.2	Secondary schools will host 'health spot' clinics which young people can access to address issues around their physical, emotional or sexual health and well being.	Number of 'health spot' clinics held. Number of students attending health spot clinics	Education
6.3	Achieve LGBT Scotland Charter accreditation	External Accreditation	Education
7.0	Lesbian, gay, bi-sexual and transgender pupils are supported in education.	Council Education	
	Protected Characteristics	Sexuality	
	Actions	Indicators	Lead
7.1	All schools are working towards 'Promoting Health and Well Being Accreditation scheme'. A Local Authority Award Bearing programme aimed at social inclusion and promotion of diversity.	Number of schools achieving this award	Educational Establishments Youth Services EPS
7.2	Each Secondary School has a 'Health Spot'. One of its aims is to address issues around sexuality.	Number of secondary schools implementing	Educational Establishments Youth Services EPS
7.3	EPS and Youth Services devising a strategy aimed at anti-bullying particularly including issues of homophobic bullying and community attitudes	Number of Learning Communities implementing	Educational Establishments Youth Services Educational Psychology Service
7.4	Stonewall, Celebrating Difference DVD, Stonewall Scotland School Champions Programme.	Number of secondary schools implementing	Educational Establishments Youth Services EPS
7.5	Information in SHARE(Secondary Sexual Health Programme)	Number of secondary schools implementing	Educational Establishments Youth Services EPS

7.6	Relationships, Sexual Health and Parenthood Education Curriculum HWB 3-47a.HWB 4.47a	Number of secondary schools implementing	Educational Establishments Youth Services EPS
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8.0	Children and young people are knowledgeable and understanding of issues relating to sex, sexual health and relationships	Council Education	
	Protected Characteristics	Sexuality	
	Actions	Indicators	Lead
8.1	All schools are working towards 'Promoting Health and Well Being Accreditation scheme'. A Local Authority Award Bearing programme aimed at social inclusion and promotion of diversity.	Number of schools accredited	Educational Establishments Youth Services Health
8.2	Feel, Think , Do	Number of Primary schools delivering.	Educational Establishments
8.3	Development of Relationships, Sexual Health and Parenthood Education Framework(2013) for Clacks and Stirling	Number of Secondary Schools delivering.	Educational Establishments Youth Services Health
8.4	Support via Health Spots	Number of Secondary Schools delivering.	Educational Establishments Youth Services Health
9.0	Barriers to educational attainment, relating to disability, are reduced	Council Education	
	Protected Characteristics	Disability	
	Actions	Indicators	Lead
9.1	Implement the 'Promoting Health and Well Being Accreditation scheme'. A Local Authority Award Bearing programme aimed at social inclusion and promotion of diversity.	More young people with a disability being included. % Of pupils from Clacks participating in events in Forth Valley.	Educational Establishments Youth Services EPS

		Staff, pupils and parents demonstrate an understanding of those within this protected characteristic.	
9.2	Continuation of Active schools co-ordinator for pupils with ASN / disability.	Continuity of co-ordinator's role	Educational Establishments Sports Development

10.1	People with disabilities have better access to Council buildings, public space, streets and public transport.	Council	
	Protected Characteristics	Disability	
	Actions	Indicators	Lead
10.1	Improve accessibility of Council buildings to the disabled	% of buildings accessible as measured by the former SPI	Facilities Management
10.2	Establish a prioritised audit of all streets based on the "Roads for All" and "Designing for Streets" guidelines.	% of roads and streets audited % of roads and streets complying with relevant guideline.	Roads and Transportation
10.3	Implement prioritised street improvements based on the results of the street audit.	Number of streets improved to compliant status.	Roads and Transportation
10.4	Incorporate support for disabled users into any supported public transport initiative.	Number of services provided.	Roads and Transportation

11.0	Young parents are supported to return to education, training and employment.	Council Education	
	Protected Characteristics	Maternity and Pregnancy	
	Actions	Indicators	Lead
11.1	Provide a Young Parents Project using a key worker approach to supporting young parents to	Number of young parents engaging with the group.	Performance and Partnership

	engage with education, training and employment	Number in education. Number in training Number in employment	
11.2	Implementing and monitoring Teenage Mothers in School Guidance (2012)	% of pupils that become teenage mothers and return to school.	Education

12.0	Young people recognise and understand religious diversity and the importance of religion in society	Council Education	
	Protected Characteristics	Religion	
	Actions	Indicators	Lead
12.1	Curriculum for Excellence further implemented in all schools. Incorporate Comenius projects	All schools fully embedded principles of CFE. Number of schools schools currently involved in this initiative	Educational Establishments Youth Services
12.2	Promotion of physical activities for Muslim women including facilities to swim.	Improve participation rates	Sports Development

13.0	Educational opportunities are made available to older people	Council Education	
	Protected Characteristics	Age	
	Actions	Indicators	Lead
13.1	Active Communities officer delivers classes to 50+ participants	Participation rates	Sports Development
13.2	RSVP programme – programme to involve senior retired volunteers to assist with learning in schools.	Number of volunteers	Education Establishments



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