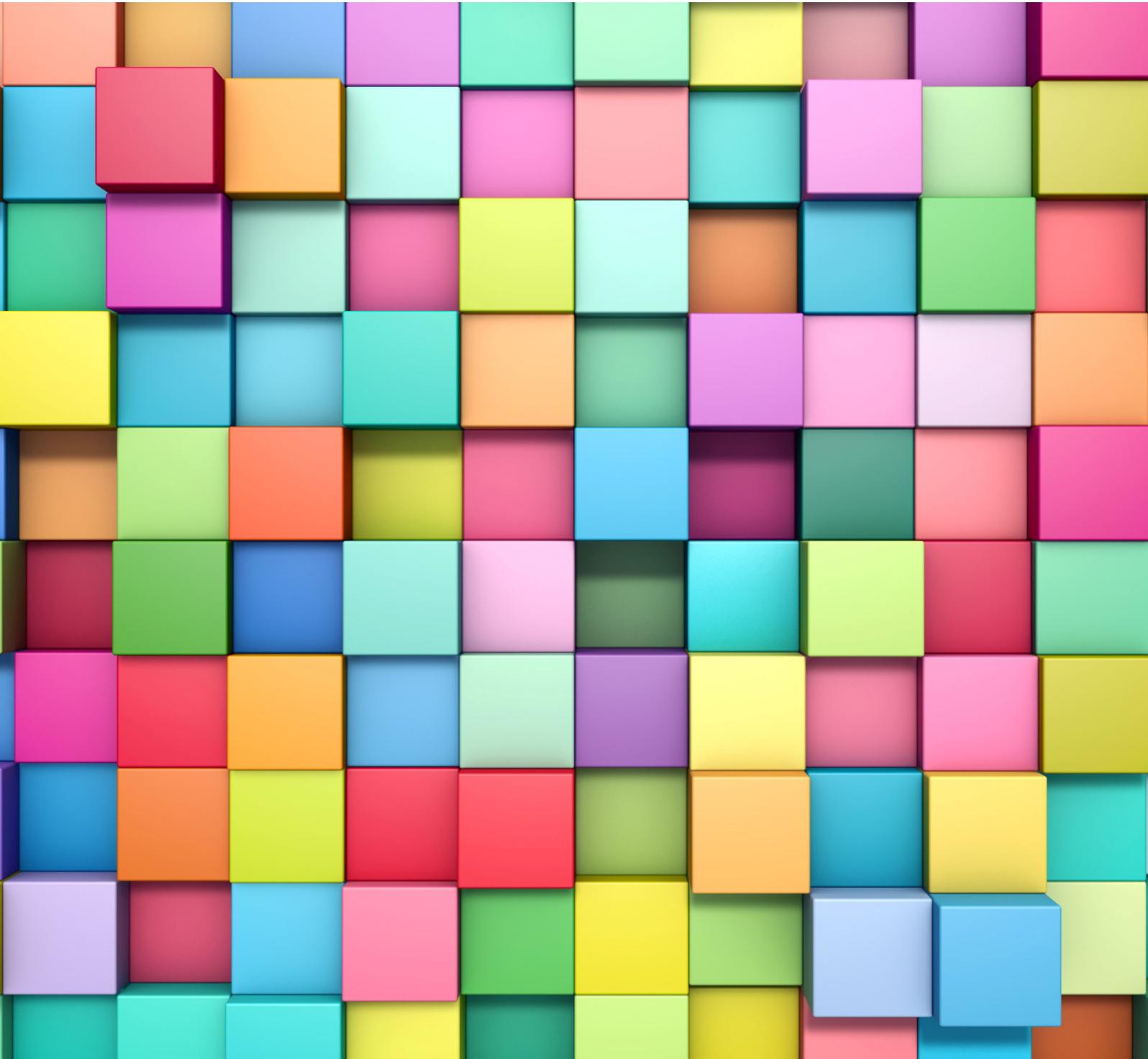


Mainstreaming Equality and Diversity in Clackmannanshire 2017 – 2021



Progress Report 2019



**Clackmannanshire
Council**

www.clacks.gov.uk

Comhairle Siorrachd
Chlach Mhanann

Contents

INTRODUCTION	1
EMPLOYEE INFORMATION	2
RECRUITMENT	6
OCCUPATIONAL SEGREGATION.....	9
GENDER PAY GAP	15
MAINSTREAMING EQUALITIES PROGRESS REPORT	16

GLOSSARY

BME	Black and Minority Ethnic
Clacks 1000	Clackmannanshire Citizens Panel of local residents
CTSI	Clackmannanshire Third Sector Interface
LGBTI	Lesbian, Gay, Bi-sexual, Transgender and Intersex
GIRFEC	Getting It Right For Every Child
MAPPA	Multi-Agency Public Protection Arrangements - to ensure the successful management of violent and sexual offenders.
LEP	Local Employability Partnership
CAB	Citizens Advice Bureau
EQIA	Equality Impact Assessment
SDS	Skills Development Scotland

INTRODUCTION

Clackmannanshire Council believes that equality of opportunity should be a guiding principle in all of its activities and is actively working towards the elimination of policies and practices that discriminate unfairly:

The Council is fully committed to the Equality Act 2010, which requires public authorities to actively consider how they can positively contribute to a more equal society through advancing equality and good relations in their day-to-day business, and in so doing, mainstream equality into public sector culture in practical and demonstrable ways (the Public Sector Equality Duty). A fourth component to the Act, the Fairer Scotland Duty, came into force on a three-year implementation basis in April 2018. This places a legal responsibility on public bodies in Scotland to actively consider how they can reduce inequalities of outcome caused by socio-economic disadvantage, when making strategic decisions.

Additional specific duties introduced under the Equality Act 2010 require listed public bodies to:

- Publish a set of equality outcomes every 4 years (Mainstreaming Report)
- Report on progress towards those outcomes every 2 years
- Report on employment data including; workforce profile, gender pay gap, occupational segregation

This report presents progress made by the Council on mainstreaming equality and on the Council's equality outcomes, set out in its Mainstreaming Equality & Diversity 2017-2021 report, approved by Council in 2017, and presents data relating to employment and recruitment.

EMPLOYEE INFORMATION

1. EXCLUDING TEACHERS

Age

	2017		2018	
	No.	%	No.	%
Under 21	81	3.9%	66	3.3%
21-30	259	12.5%	269	13.3%
31-40	349	16.9%	364	18.0%
41-50	551	26.6%	511	25.3%
51-60	660	31.9%	640	31.6%
61 and over	169	8.2%	173	8.6%
All	2069	100.0%	2023	100.0%

Sex

	2017		2018	
	No.	%	No.	%
Female	1465	70.8%	1442	71.3%
Male	604	29.2%	581	28.7%
All	2069	100.0%	2023	100.0%

The following figures are taken from a staff survey, so response levels vary.

Disability (survey results)

	2017		2018	
	No.	%	No.	%
Number of responses	124	100.0%	116	100.0%
Yes	75	60.5%	71	61.2%
Prefer not to say	49	39.5%	45	38.7%

Ethnicity

	2017		2018	
	No.	%	No.	%
Number of responses	1424	100.0%	1418	100.0%
BME	63	4.4%	64	4.5%
White - Scottish	1219	85.6%	1214	85.6%
White - Other	142	10.0%	140	9.9%

Religion and belief

	2017		2018	
	No.	%	No.	%
Number of responses	1396	100.0%	1389	100.0%
Church of Scotland	469	33.6%	453	32.6%
None	573	41.0%	593	42.7%
Other	17	1.2%	18	1.3%
Other Christian	53	3.8%	54	3.9%
Preferred Not to Say	135	9.7%	123	8.9%
Roman Catholic	149	10.7%	148	10.7%

Sexual orientation

	2017		2018	
	No.	%	No.	%
Number of responses	1369	100.0%	1363	100.0%
Heterosexual/Straight	1230	89.8%	1227	90.0%
Not Heterosexual/Straight	18	1.3%	22	1.6%
Preferred Not to Say	121	8.8%	114	8.4%

Marital status

	2017		2018	
	No.	%	No.	%
Number of responses	1494	100.0%	1472	100.0%
Civil Partnership	15	1.0%	17	1.2%
Married	923	61.8%	885	60.1%
Not Married	305	20.4%	326	22.1%
Other	90	6.0%	89	6.0%
Preferred Not to Say	54	3.6%	52	3.5%
Single	107	7.2%	103	7.0%

2. TEACHERS

Age

	2017		2018	
	No.	%	No.	%
Under 21	0	0	0	0
21-30	160	22.9%	148	23.1%
31-40	205	29.3%	200	31.2%
41-50	173	24.7%	166	25.9%
51-60	114	16.3%	104	16.2%
61 and over	47	6.7%	23	3.6%
All	699	100.0%	641	100.0%

Sex

	2017		2018	
	No.	%	No.	%
Female	571	81.7%	525	81.9%
Male	128	18.3%	116	18.1%
All	699	100.0%	641	100.0%

The following figures are taken from a staff survey, so response levels vary.

Disability (survey results)

	2017		2018	
	No.	%	No.	%
Number of responses	14	100.0%	10	100.0%
Yes	9	64.3%	5	50.0%
Prefer not to say	5	35.7%	5	50.0%

Ethnicity

	2017		2018	
	No.	%	No.	%
Number of responses	429	100.0%	392	100.0%
BME	10	2.3%	9	2.3%
White - Scottish	366	85.3%	333	84.9%
White - Other	53	12.4%	50	12.8%

Religion and belief

	2017		2018	
	No.	%	No.	%
Number of responses	427	100.0%	392	100.0%
Church of Scotland	135	31.6%	123	31.4%
None	173	40.5%	163	41.6%
Other	15	3.5%	11	2.8%
Other Christian	21	4.9%	21	5.4%
Preferred Not to Say	33	7.7%	27	6.9%
Roman Catholic	50	11.7%	47	12.0%

Sexual orientation

	2017		2018	
	No.	%	No.	%
Number of responses	429	100.0%	392	100.0%
Heterosexual/Straight	390	90.9%	359	91.6%
Not Heterosexual/Straight	13	3.0%	11	2.8%
Preferred Not to Say	26	6.1%	22	5.6%

Marital status

	2017		2018	
	No.	%	No.	%
Number of responses	455	100.0%	412	100.0%
Civil Partnership	1	0.2%	1	0.2%
Married	260	57.1%	235	57.0%
Not Married	151	33.2%	140	34.0%
Other	13	2.9%	11	2.7%
Preferred Not to Say	16	3.5%	10	2.4%
Single	14	3.1%	15	3.6%

RECRUITMENT

	2017		
Marital status	Applicants	Selected for interview	Employment offered
Unknown/Prefer not to answer	4.3%	6.8%	8.4%
Single/Divorced/Separated/Widowed	50.6%	46.1%	34.7%
Married/Civil Partnership/Living with partner	45.2%	47.1%	56.8%
Total	100.0%	100.0%	100.0%
Caring responsibilities	Applicants	Selected for interview	Employment offered
Unknown/Prefer not to answer	3.7%	6.4%	8.5%
No	60.7%	56.7%	44.1%
Yes (Children under 18)	35.6%	36.9%	47.5%
Total	100.0%	100.0%	100.0%
Applying for a promoted post	Applicants	Selected for interview	Employment offered
Unknown/Prefer not to answer	46.5%	41.7%	48.3%
No	46.5%	48.0%	44.9%
Yes	7.0%	10.3%	6.8%
Total	100.0%	100.0%	100.0%
Religion or Belief	Applicants	Selected for interview	Employment offered
Unknown/Prefer not to answer	9.9%	12.9%	11.9%
Church of Scotland	16.2%	17.8%	20.3%
Other Religion or Belief	3.3%	2.8%	0.8%
None	54.0%	50.3%	51.7%
Other Christian	6.9%	6.9%	3.4%
Roman Catholic	9.8%	9.2%	11.9%
Total	100.0%	100.0%	100.0%

	2018		
Applicants	Selected for interview	Employment offered	
3.3%	3.9%	5.9%	
48.6%	46.5%	35.3%	
48.1%	49.6%	58.8%	
100.0%	100.0%	100.0%	
Applicants	Selected for interview	Employment offered	
3.0%	3.6%	4.7%	
56.4%	58.0%	55.3%	
40.6%	38.4%	40.0%	
100.0%	100.0%	100.0%	
Applicants	Selected for interview	Employment offered	
44.1%	37.7%	47.1%	
49.2%	50.9%	41.2%	
6.7%	11.4%	11.8%	
100.0%	100.0%	100.0%	
Applicants	Selected for interview	Employment offered	
8.3%	8.6%	12.9%	
15.9%	17.2%	23.5%	
3.1%	2.5%	4.7%	
56.1%	57.6%	48.2%	
6.4%	6.3%	5.9%	
10.3%	7.8%	4.7%	
100.0%	100.0%	100.0%	

	2017		
Applicants reporting a disability	Applicants	Selected for interview	Employment offered
Unknown/Prefer not to answer	4.1%	6.5%	7.6%
No	92.7%	90.3%	89.8%
Yes	3.2%	3.2%	2.5%
Total	100.0%	100.0%	100.0%
Sexual orientation	Applicants	Selected for interview	Employment offered
Unknown/Prefer not to answer	6.4%	10.3%	11.0%
Heterosexual/Straight	90.8%	87.8%	88.1%
Other	2.8%	1.9%	0.8%
Total	100.0%	100.0%	100.0%
Applicants identifying as a transgender person or trans person	Applicants	Selected for interview	Employment offered
Unknown/Prefer not to answer	3.4%	5.4%	7.6%
No	96.3%	94.1%	92.4%
Yes	0.2%	0.1%	0.0%
Total	100.0%	100.0%	100.0%
Gender	Applicants	Selected for interview	Employment offered
Unknown/Prefer not to answer	3.1%	5.6%	7.6%
Female	67.0%	67.5%	72.0%
Male	29.9%	27.0%	20.3%
Total	100.0%	100.0%	100.0%

2018		
Applicants	Selected for interview	Employment offered
3.2%	3.4%	3.5%
91.7%	91.9%	92.9%
5.0%	4.7%	3.5%
100.0%	100.0%	100.0%
Applicants	Selected for interview	Employment offered
6.0%	5.9%	8.2%
91.7%	91.8%	91.8%
2.3%	2.4%	0.0%
100.0%	100.0%	100.0%
Applicants	Selected for interview	Employment offered
3.0%	3.5%	3.5%
96.6%	96.4%	96.5%
0.5%	0.1%	0.0%
100.0%	100.0%	100.0%
Applicants	Selected for interview	Employment offered
2.9%	3.3%	3.5%
70.7%	72.7%	70.6%
26.4%	24.0%	25.9%
100.0%	100.0%	100.0%

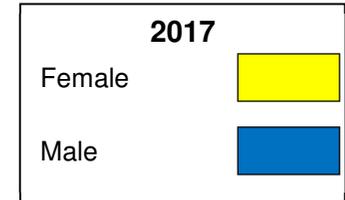
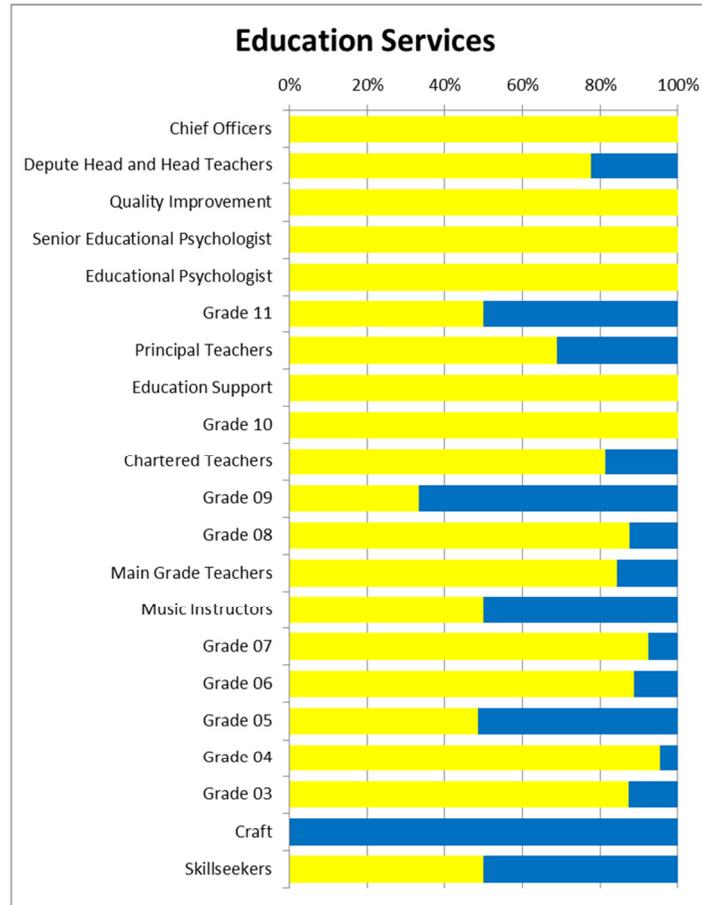
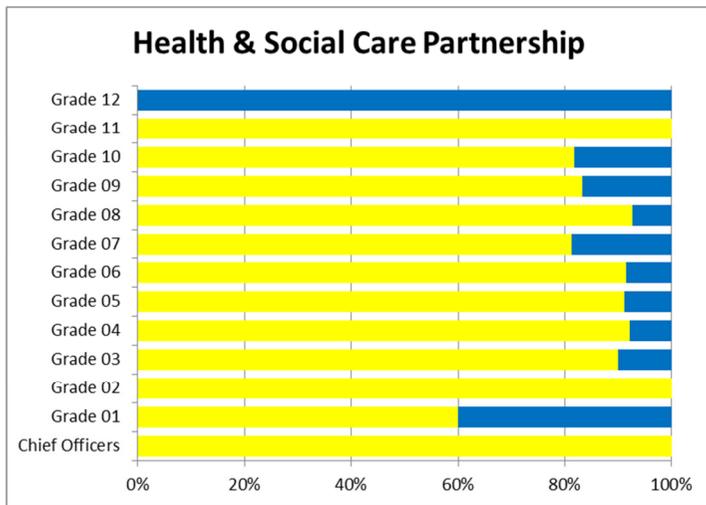
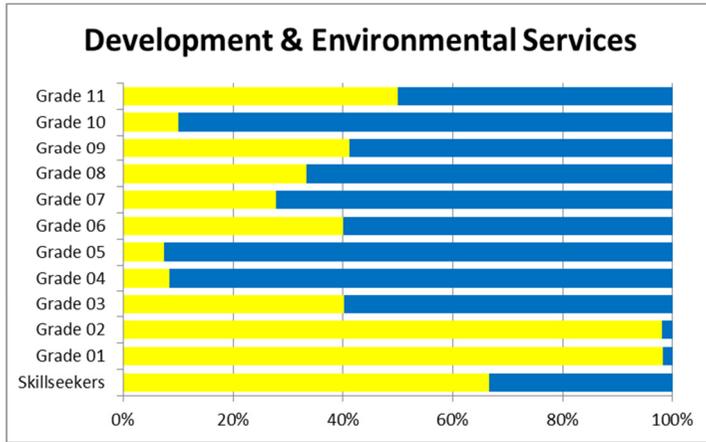
	2017		
Ethnicity	Applicants	Selected for interview	Employment offered
Unknown/Prefer not to answer	4.5%	6.8%	8.5%
BME	2.6%	1.8%	0.0%
White - Other British	8.8%	8.5%	6.8%
White - Other white ethnic group	3.9%	2.8%	5.1%
White - Scottish	80.3%	80.2%	79.7%
Total	100.0%	100.0%	100.0%
Age	Applicants	Selected for interview	Employment offered
Under 21	11.7%	12.2%	7.6%
21-30	33.1%	25.1%	22.0%
31-40	21.0%	23.7%	30.5%
41-50	19.3%	20.4%	23.7%
51-60	10.0%	11.2%	6.8%
61 and over	1.3%	1.3%	0.0%
Unknown	3.6%	6.1%	9.3%
Total	100.0%	100.0%	100.0%

2018		
Applicants	Selected for interview	Employment offered
3.5%	3.8%	4.7%
3.2%	2.2%	0.0%
9.3%	10.3%	8.2%
4.3%	3.3%	1.2%
79.8%	80.5%	85.9%
100.0%	100.0%	100.0%
Applicants	Selected for interview	Employment offered
5.8%	7.1%	2.4%
33.4%	33.6%	23.5%
24.5%	23.8%	28.2%
20.3%	20.1%	20.0%
10.7%	10.6%	17.6%
2.3%	1.6%	3.5%
2.9%	3.2%	4.7%
100.0%	100.0%	100.0%

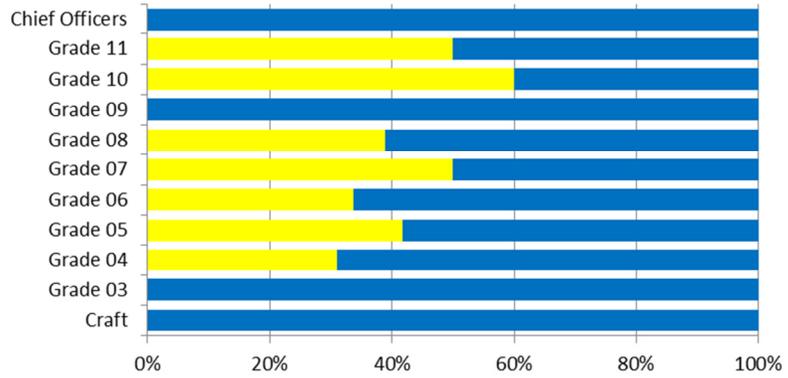
OCCUPATIONAL SEGREGATION

Differences in the distribution of women and men, disabled and non-disabled people and people from different minority racial groups across different occupational categories and job types.

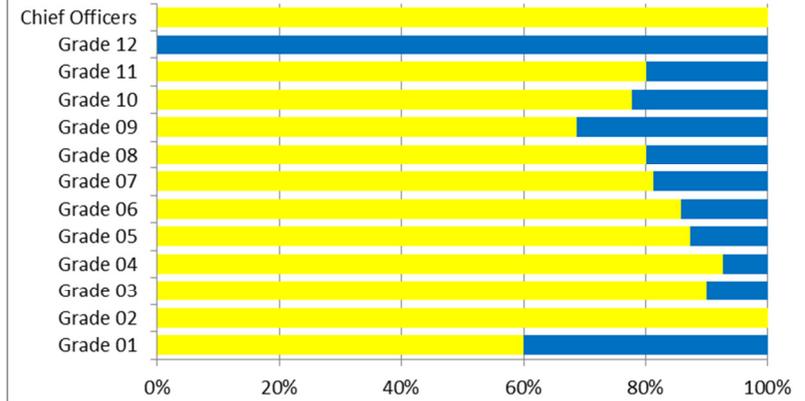
1.1 GENDER BY SERVICE AND GRADE, 2017



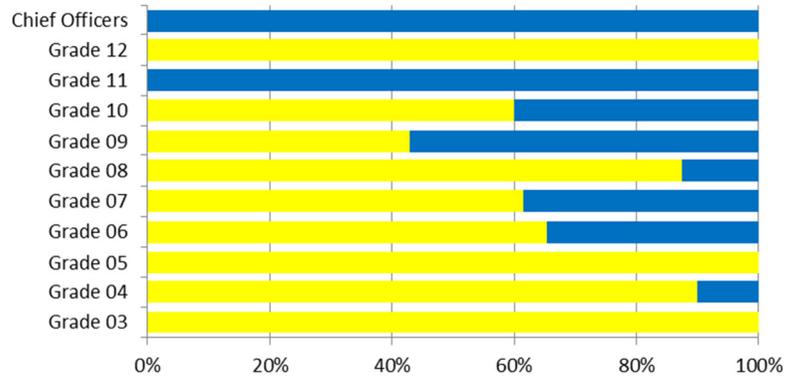
Housing & Community Safety



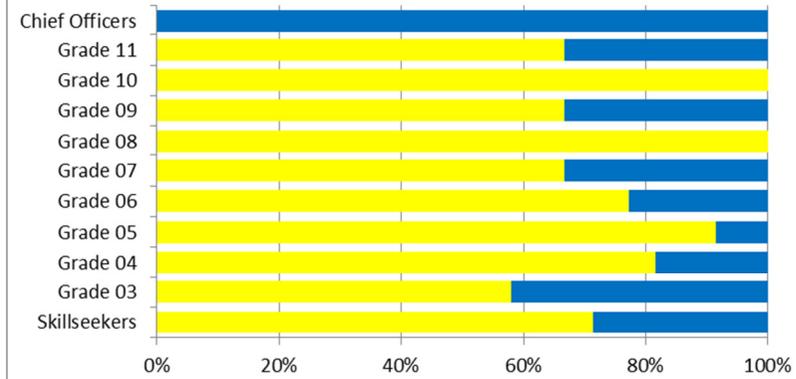
Social Services



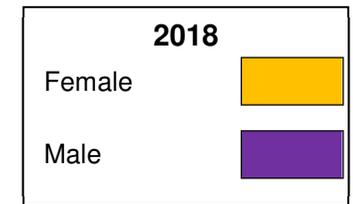
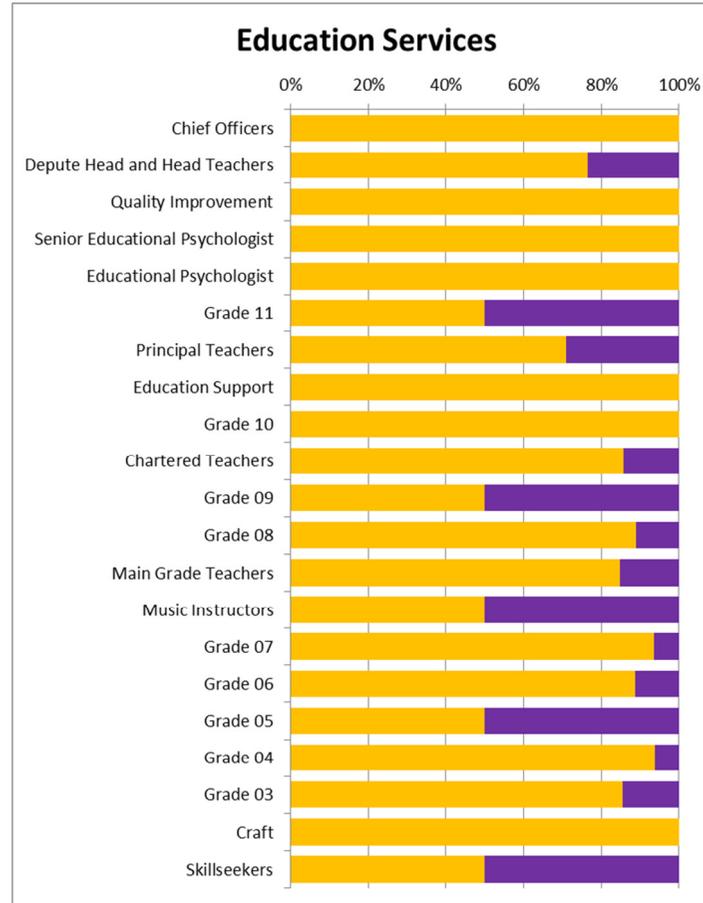
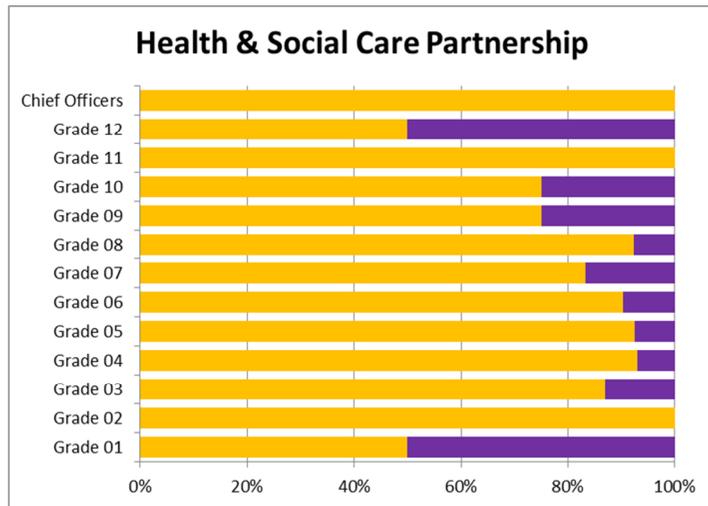
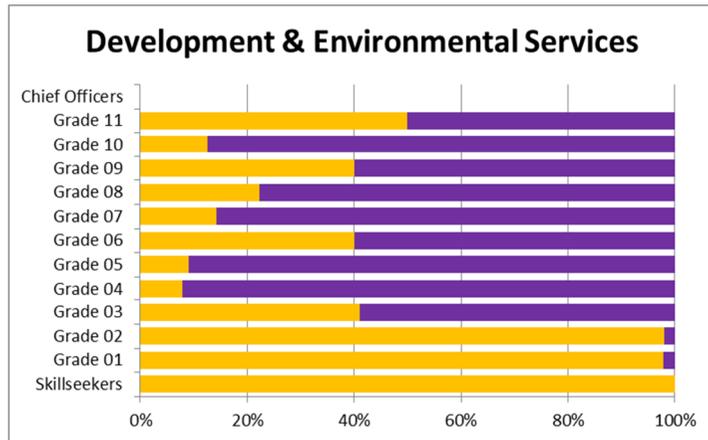
Resources & Governance



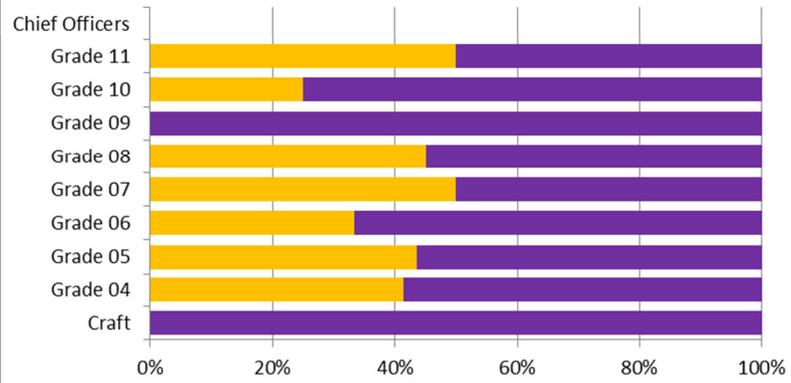
Strategy & Customer Services



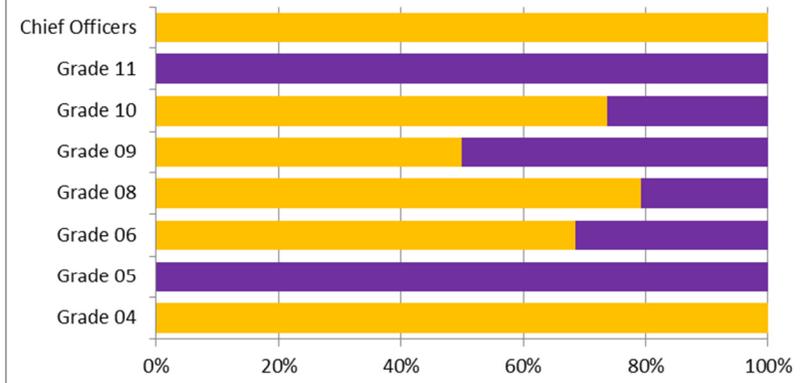
1.2 GENDER BY SERVICE AND GRADE, 2018



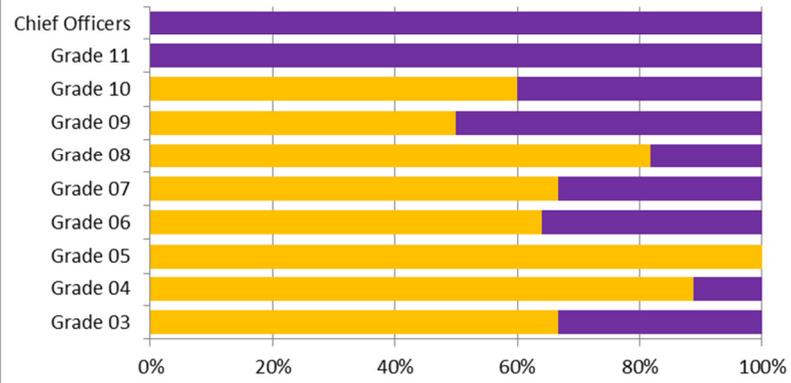
Housing & Community Safety



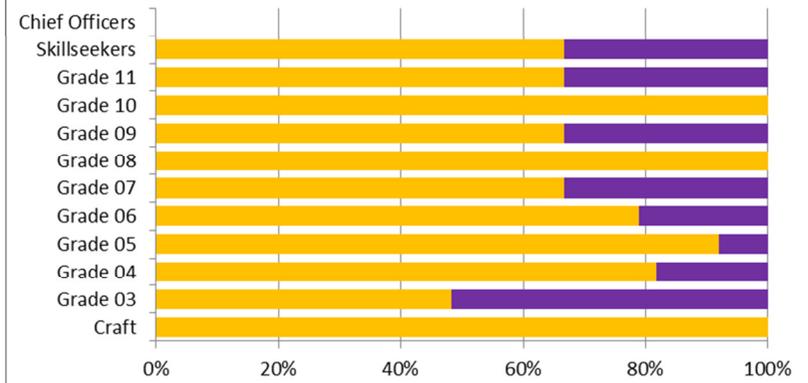
Social Services



Resources & Governance



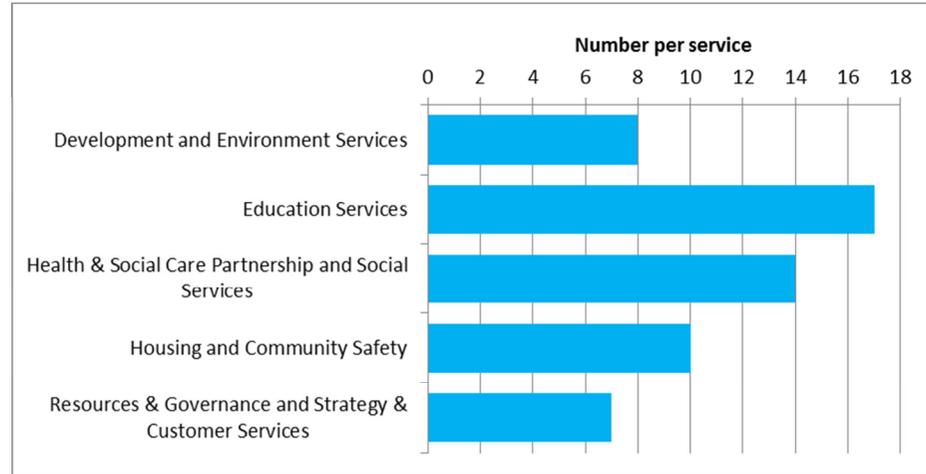
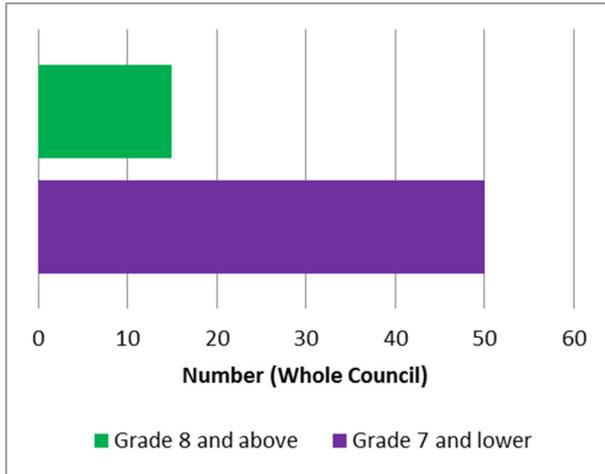
Strategy & Customer Services



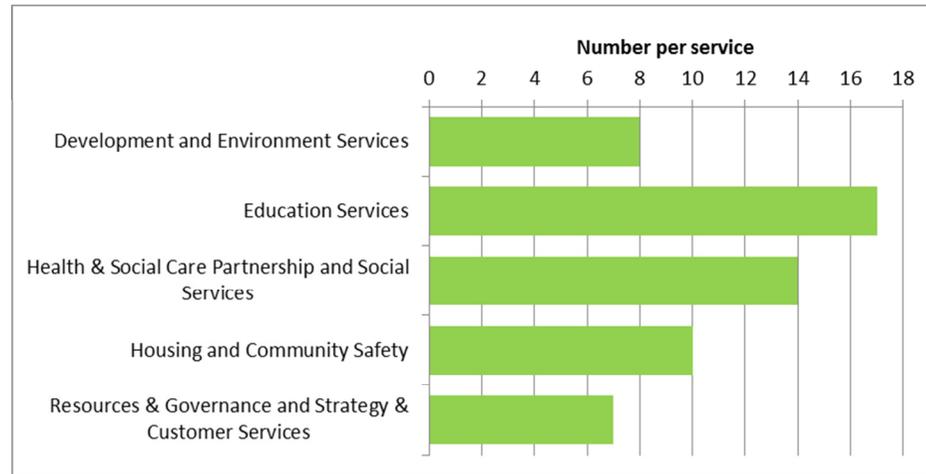
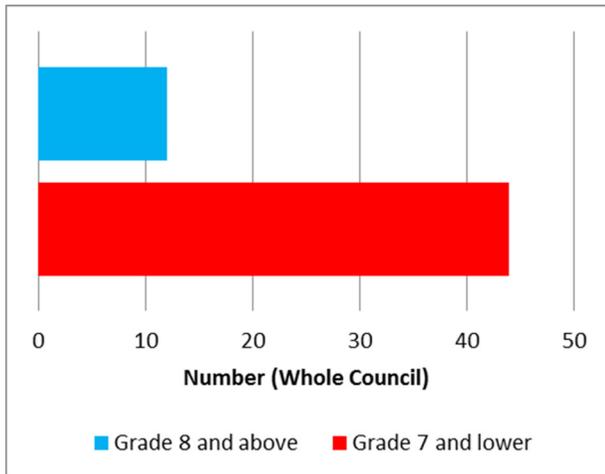
2 DISABILITY BY SERVICE AND GRADE

Owing to the small numbers, some services have been combined.

2017

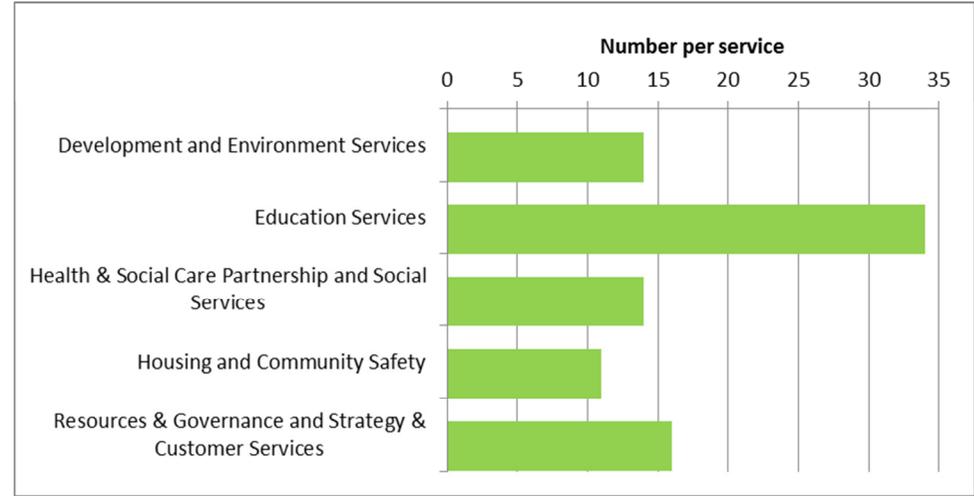
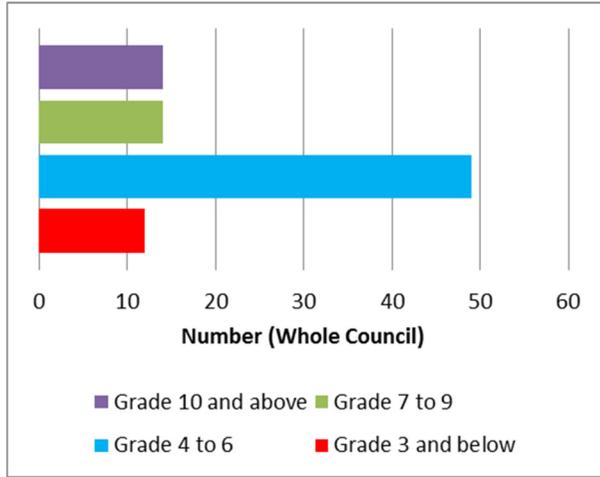


2018

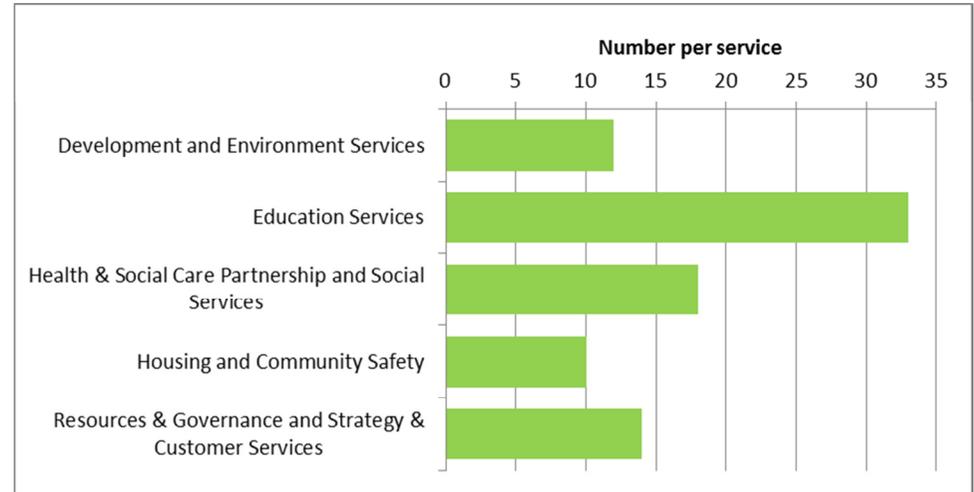
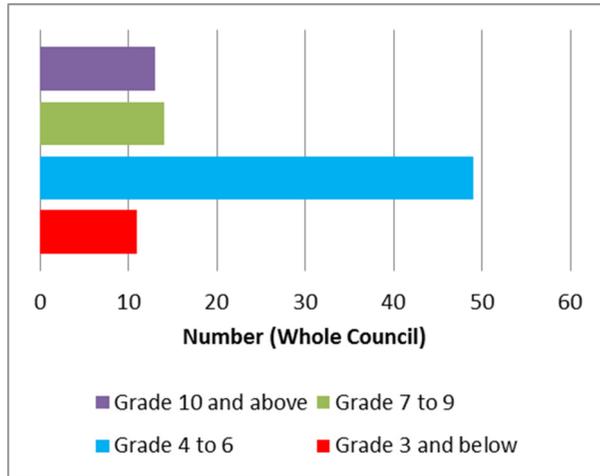


3 BLACK AND MINORITY ETHNIC BY GRADE AND SERVICE

2017



2018



GENDER PAY GAP

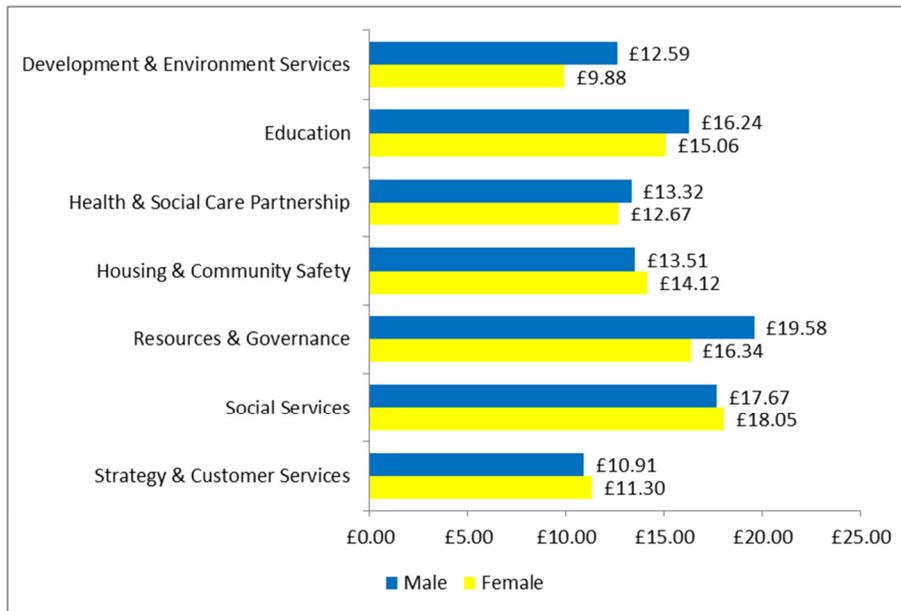
1 COUNCIL GENDER PAY GAP

Percentage difference between women's average (mean) hourly pay and men's average (mean) hourly pay.

	2017	2018
Women	£14.01	£14.26
Men	£14.38	£14.74
% Pay Gap	2.6%	3.3%

2 AVERAGE HOURLY PAY BY SERVICE

2017



2018



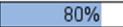
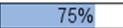
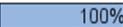
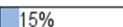
MAINSTREAMING EQUALITIES PROGRESS REPORT

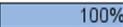
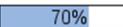
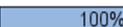
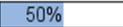
Progress summary

-  In progress, on track/ Completed
-  Check progress
-  Overdue

			
Access to services will be improved by better understanding about the challenges facing different groups and our response to their requirements	11	0	0
People in Clackmannanshire will feel safe	5	0	0
The gap between educational attainment of those with protected characteristics and those without is reduced	9	0	0
People in Clackmannanshire will have improved physical and mental wellbeing and will experience fewer health inequalities	6	0	0
Our organisation values and respects our employees and involves all equally in improving our services	11	0	0
We will work with our partners to reduce poverty and the impact of poverty on protected groups in Clackmannanshire	8	0	0

1. Access to services will be improved by better understanding about the challenges facing different groups and our response to their requirements

Pentana Ref.	Action	Due Date	Original Due Date	Status	Progress	Latest Note
COU EQU 001	We will improve how we collect and use equalities data and evidence making use of existing mechanisms such as Clacks 1000 Citizens Panel and other regular surveys.	31-Mar-2020	31-Aug-2017			<p>The Clacks 1000 has not been carried out since 2017. The Community Planning Partnership is considering options for an engagement mechanism to replace the Clacks 1000. A pilot using the Place Standard tool was carried out in 2018. This pilot engaged with around 30 very vulnerable people in Clackmannanshire and a report on the findings was presented to the Clackmannanshire Alliance in December 2018. The engagement interviewed adults with protected characteristics and found that social interaction, work and economy and feeling safe are all aspects of Clackmannanshire that respondents felt needed to be improved. Further work to roll out use of the Place Standard tool is now well underway.</p> <p>As a result of the introduction of GDPR legislation in 2018, we reviewed how we collect personal data via online surveys, including equalities data.</p>
COU EQU 002	We will increase our awareness raising work with staff and partners particularly front facing employees through a programme of training on Equality and Diversity	31-Mar-2021	31-Mar-2021			<p>A wide range of training and awareness work has been done and is continuing. For example:</p> <p>All trades staff have completed Equalities Awareness training and Catering, Janitorial and Cleaning staff have completed Dignity at Work training</p> <p>Equalities Awareness has been integrated into manager training, including Managing Unacceptable Behaviour and Recruitment & Selection</p> <p>Equality and Diversity training is mandatory for all staff and regular reports on employees completing this training is provided for senior managers.</p>
COU EQU 003	We will provide awareness raising briefing sessions for our new elected members as part of the members' induction process.	31-Dec-2017	31-Dec-2017			Completed June 2017.
COU EQU 004	We will review our main communication mechanisms to ensure that they are appropriate for protected groups.	31-Mar-2021	31-Mar-2021			Work to develop a new Corporate Communications Strategy is underway in 2019 following the approval of the Corporate Plan. This development work will include a review of our main external communication mechanisms.

Pentana Ref.	Action	Due Date	Original Due Date	Status	Progress	Latest Note
COU EQU 005	We will review our mechanisms for engaging with protected groups on how we deliver and improve services.	31-Mar-2021	31-Mar-2021			Through our work with partners we have reviewed how we engage with protected groups on delivering and improving services. The Place standard tool is a key mechanism, but we have also reviewed how we engage with communities supported by Clackmannanshire Third Sector Interface (CTSI) and how we engage with protected groups. As an example in 2018/19 engagement took place on the Corporate Plan with Oor Voices group of care experienced young people; with young people through the Youth Council as part of the 'Have your Say' consultation to develop the new Community Learning and Development Plan; and work to engage with 39 adult Syrian learners with the integration programme.
COU EQU 006	We will establish a corporate working group on equality to take the lead in co-ordinating policy, initiatives and events in respect of equality and diversity and implementation of this plan.	31-Mar-2021	31-Mar-2021			Topic-specific task and finish groups have been established to deliver key actions in this plan. Strategy and Performance service has the overall responsibility to deliver the mainstreaming outcomes.
COU EQU 007	We will run further awareness raising sessions on carrying out Equality Impact Assessments (EQIA).	30-Nov-2019	30-Nov-2017			The EQIA process has been updated to incorporate the new Fairer Scotland Duties 2018 which require decision making by the Council to consider socio-economic impacts. This assessment tool was used for the first time as part of the 2019/20 budget decision making process. Training options are being explored through Scottish Councils Equalities Network, in particular e-learning. Clackmannanshire Council recognise the importance of rolling out training on completing Equality Impact Assessments. We are seeking advice from a range of national partners on implementing this training.
COU EQU 008	We will improve access to translation and interpretation services and ensure key documents are available in languages other than English.	31-Dec-2017	31-Dec-2017			We have reviewed the information on our Website and on CONNECT to improve information on translation and interpretation services. We print and publish a range of leaflets and materials with information (in translation) on how customers can access translation and interpretation services. Information to raise awareness amongst staff on providing information in alternative formats and languages has been carried out through the staff newsletter.
COU EQU 009	We will review corporately how we are gathering information and monitoring equalities groups using our services.	31-Mar-2021	31-Mar-2018			Equalities data is gathered when we conduct significant online surveys, including the annual budget engagement survey. This data will be reviewed, as well as data gathered via the census.

Pentana Ref.	Action	Due Date	Original Due Date	Status	Progress	Latest Note
COU EQU 010	We will review how we gather and publish information on gender pay gap information in line with new regulations which come into force April 2018	31-Mar-2021	30-Apr-2018		<div style="width: 60%;"><div style="background-color: #4f81bd; height: 10px;"></div></div> 60%	Gender pay gap and employment segregation analysis have been enhanced and recruitment data has been added (see previous sections in this report). Further effort will be made to increase staff completion of personal data on iTrent, to improve future equality monitoring and to broaden the scope of employment data analysis.
COU EQU 011	We will develop a strategy on our use of British Sign Language in line with national guidance.	31-Jul-2018	31-Jul-2018		<div style="width: 100%;"><div style="background-color: #4f81bd; height: 10px;"></div></div> 100%	Our first BSL Plan was approved by Council 25/10/18. The plan is available via the website in both English and BSL videos.

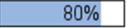
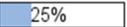
2. People in Clackmannanshire will feel safer

Pentana Ref.	Action	Due Date	Original Due Date	Status	Progress	Latest Note
COU EQU 012	We will work with our partners to improve how we record and report Hate Crimes in Clackmannanshire.	31-Dec-2017	31-Dec-2017		<div style="width: 100%;"><div style="background-color: #4f81bd; height: 10px;"></div></div> 100%	Advice on hate incidents and crimes, including third party reporting arrangements, are in place and published on the Council website. We are keeping up to date with developments relating to Lord Bracadale's review and requirements on the Council that might arise from the review.
COU EQU 013	We will continue to support the development of and implementation of the Violence Against Women Partnership Strategy and Action Plan.	30-Jun-2019	31-Mar-2018		<div style="width: 85%;"><div style="background-color: #4f81bd; height: 10px;"></div></div> 85%	The Violence Against Women Strategy for Clackmannanshire will be presented to the Alliance for approval in June 2019, following consultation with stakeholders in early 2019. The partnership has worked with the Improvement Service and National Equally Safe Co-ordinator to develop the strategy for Clackmannanshire.
COU EQU 014	We will review how we support and monitor services to address hate crimes against those with disabilities in Clackmannanshire.	31-Dec-2017	31-Dec-2017		<div style="width: 100%;"><div style="background-color: #4f81bd; height: 10px;"></div></div> 100%	I Am Me Scotland is a community based charity that works in partnership with Police Scotland to tackle disability hate crime and create a network of 'Keep Safe' places across Scotland. Keep Safe is a network of local businesses and organisations that are approved and trained to be a 'safe' place for anyone who feels lost, confused, scared or vulnerable when out in the community. The Keep Safe initiative has been rolled out across Clackmannanshire with a number of local businesses and organisations, including the Council, participating in the network of 'safe' places.

Pentana Ref.	Action	Due Date	Original Due Date	Status	Progress	Latest Note
COU EQU 015	We will support the development of and raise awareness of MARAC with Council employees and partners.	31-Jul-2017	31-Jul-2017		<div style="width: 100%;"><div style="background-color: #4f81bd; height: 10px; width: 100%;"></div></div> 100%	A MARAC Awareness session was held for a range of partners through the 16 Days of Action campaign in November 2017. MARAC continues to be part of regular discussion with partners across Community Safety; Violence Against Women and Community Justice. An update on MARAC is provided through regular scrutiny on the Local Policing Plan for Clackmannanshire. The Forth Valley Public Protection Newsletter has also provided information on MARAC alongside other key public protection matters.
COU EQU 016	We will work with Community Planning Partners to implement the new Equally Safe Delivery Plan when published by Scottish Government.	31-Mar-2018	31-Mar-2018		<div style="width: 100%;"><div style="background-color: #4f81bd; height: 10px; width: 100%;"></div></div> 100%	See COU EQU 013. Equally Safe will be delivered through the Violence Against Women Strategy for Clackmannanshire.

3. The gap between educational attainment of those with protected characteristics and those without is reduced

Pentana Ref.	Action	Due Date	Original Due Date	Status	Progress	Latest Note
COU EQU 017	We will revise our Corporate Parenting Strategy in Clackmannanshire. This will have a key focus on reducing inequalities for young people in Clackmannanshire.	30-Apr-2018	30-Apr-2018		<div style="width: 100%;"><div style="background-color: #4f81bd; height: 10px; width: 100%;"></div></div> 100%	The Clackmannanshire Corporate Parenting Plan 2018-21 was approved by Council in December 2018. Care experienced young people, were invited to contribute their views to the plan on what worked for them and what needs to be improved. The plan sets out the actions to be delivered for looked after children and young care leavers, together with how success will be measured.
COU EQU 018	We will develop our School Improvement Plan in line with National Improvement Framework Priorities. One of the priorities is on closing the attainment gap between the most and least disadvantaged children.	31-Mar-2018	31-Mar-2018		<div style="width: 100%;"><div style="background-color: #4f81bd; height: 10px; width: 100%;"></div></div> 100%	The Education Improvement Framework has been approved.
COU EQU 019	We will refresh our Integrated Children's Services Plan which will have a key focus on reducing inequalities for young people in Clackmannanshire.	31-May-2017	31-May-2017		<div style="width: 100%;"><div style="background-color: #4f81bd; height: 10px; width: 100%;"></div></div> 100%	The Children's Services Plan was approved in September 2017, and published in October 2017.
COU EQU 020	We will implement the Scottish Attainment Challenge in Clackmannanshire.	31-Mar-2021	31-Mar-2021		<div style="width: 100%;"><div style="background-color: #4f81bd; height: 10px; width: 100%;"></div></div> 100%	Implementation ongoing. The National Improvement Framework for Education is in place.

Pentana Ref.	Action	Due Date	Original Due Date	Status	Progress	Latest Note
COU EQU 021	We will implement our guidance on 'Support for Transgender and Gender Variant Children in School'.	31-Mar-2021	31-Mar-2021			The Transgender and Gender Variant Children guidance for schools has been replaced by the LGBT Youth Guidance on supporting Transgender and Gender Variant children in schools, which all Clackmannanshire education establishments are now following.
COU EQU 023	We will continue to support our LGBTI Youth Forum in Clackmannanshire	31-Mar-2021	31-Mar-2021			Young people in the Lesbian, Gay, Bi-sexual, Transgender and Intersex (LGBTI) group contribute to the work of LGBTI Youth Commission for Scotland. The group meets fortnightly in the Bowmar Centre, Alloa. The group is open anyone aged 13-25 years old and group members are encouraged and supported to take the lead. The group currently has 38 members.
COU EQU 024	We will revise our Education Anti-bullying Policy and guidance.	31-Mar-2020	31-Mar-2018			A draft Clackmannanshire Anti-bullying strategy has been developed in collaboration with Respectme, Scotland's Anti-Bullying Charity. The draft strategy includes a definition of what bullying behaviour is, approaches to support any children who are displaying bullying behaviour and also any children who are subject to bullying behaviour as well as refreshed procedures for recording and intervention. Workshops have been held for parents and further events are planned for pupils and other stakeholders.
COU EQU 025	We will implement our Parent and Family Support Strategy in Clackmannanshire	31-Mar-2021	31-Mar-2021			A Corporate Parenting Group has been set up. The Early Years Parenting Group continues to meet and arrange parenting sessions for parents in early years establishments, and training for staff around GIRFEC and Child Protection is continuing on a regular basis.
COU EQU 026	We will continue to provide opportunities for individuals with protected characteristics to increase their qualifications through delivery of the Council's Employability programme	31-Mar-2021	31-Mar-2021			Between 1 April 2017 until 31 January 2019, we supported 130 young people and unemployed adults to increase their qualifications through delivery of our employability programmes. We will continue to provide training opportunities in 2019/20 for local residents who are eligible for our employability programmes.

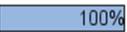
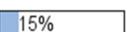
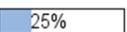
4. People in Clackmannanshire will have improved physical and mental wellbeing and will experience fewer health inequalities

Pentana Ref.	Action	Due Date	Original Due Date	Status	Progress	Latest Note
COU EQU 027	We will roll out a programme of mental health first aid training to staff and partners through the Community Wellbeing and Safety Partnership.	31-Aug-2017	31-Aug-2017		 100%	<p>Mental Health first aid training has been rolled out to employees and partners and the Council is exploring how Mental Health First Aiders can support and assist staff.</p> <p>The Council approved its revised Mental Health Policy in November 2018 continuing the Council's commitment to maintaining the well being of its staff. In addition to a number of support measures the Council provides training to managers and employees such as the NHS 'Mentally Healthy Workplace' and 'Mental Health First Aid' courses. A number of e-learning courses are also available to all employees.</p> <p>The Council also runs regular campaigns to encourage awareness of mental health issues and has reintroduced employee counselling in 2018 via PAM Assist.</p>
COU EQU 028	We will roll out training on identifying substance misuse, child and adult protection and domestic abuse to a range of partners through the Community Safety and Wellbeing Partnership.	30-Apr-2017	30-Apr-2017		 100%	<p>A range of co-ordinated partnership training packages are in place and are ongoing. This includes a range of workforce development training across the public protection agenda including: substance misuse, domestic abuse, child protection, adult protection and MAPPA. Training is well embedded and shared across partners including Council, health, police, fire and third sector.</p>
COU EQU 029	Working with our partners we will support third sector organisations to identify inequalities and develop assets based community led responses.	31-Dec-2017	31-Dec-2017		 100%	<p>A range of assets based community engagement activity is ongoing supported by partners and the third sector. Since 2017 Clackmannanshire has seen a significant rise in the number of community organisations including trusts and new social enterprises emerge. A new Community Learning and Development Strategy was approved in 2018 which aims to build on many of assets in our communities in Clackmannanshire. Work using the Place Standard tool is underway to support this work.</p> <p>Clackmannanshire Council works closely with CTSI to help support third sector organisations providing services to people and communities facing inequality or socio-economic disadvantage.</p>

Pentana Ref.	Action	Due Date	Original Due Date	Status	Progress	Latest Note
COU EQU 030	Working with our partners we will run a number of Health and Wellbeing events in Clackmannanshire with a focus on our most disadvantaged communities.	30-May-2017	30-May-2017			Community Wellbeing and Safety events were held in Coalsnaughton, Tullibody and Hawkhill, Alloa, promoting local services, resources and information available in relation to well-being and safety to the community. The CWSP also supports the annual Happiness Festival, run by Resonate, a fortnight of well-being activities for all ages. The Partnership continues to support weekly well-being outreach session at the Speirs Centre. Workshops were held in 2017 and 2018 with frontline LEP staff with the purpose of increasing their confidence, knowledge and awareness for signposting and supporting young people around their resilience.
COU EQU 031	We will continue to deliver a specifically targeted programme of curricular, extra curricular and school holiday sporting activities in primary, secondary, special schools and leisure facilities for protected groups in Clackmannanshire.	31-Mar-2018	31-Mar-2018			Clackmannanshire Council approved the Sport and Active Living Framework for Clackmannanshire in January 2019. A central focus of the framework is to ensure that all people have access to the benefits of sport and physical activity in Clackmannanshire regardless of their circumstances. In 2017 sports development ran a pilot aimed at supporting young care experienced people to take part in the Sports Development summer programme. 60 young people were assisted to take part and a total of 978 pupils attended the summer programme.
COU EQU 032	We will continue to provide a programme of wellbeing courses and workshops including stress control, managing stress, assertiveness, self esteem, improving your mood, relaxation, 'keeping the heid' to communities in Clackmannanshire.	31-Dec-2017	31-Dec-2017			A range of mental wellbeing interventions are being provided in Clackmannanshire. This includes Scottish Mental Health First Aid and Applied Suicide Intervention Training Skills. In 2018 21 mental health first aid training was delivered including 3 in secondary schools. 3 applied suicide intervention training skills courses were delivered. Stress Control classes are provided in Clackmannanshire as well as a range of literature and advice on managing stress and promoting wellbeing. Klacksun is an adults forum for people with mental health problems to consider, review and develop principles and practices in relation to these services. Klacksun is coordinated through CTSI on behalf of the Health and Social Care Partnership.

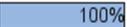
5. Our organisation values and respects our employees and involves all equally in improving our services

Pentana Ref.	Action	Due Date	Original Due Date	Status	Progress	Latest Note
COU EQU 033	We will continue to provide access to stress control classes for all staff.	31-Mar-2021	31-Mar-2021		<div style="width: 100%;"><div style="background-color: #4f81bd; height: 10px; width: 100%;"></div></div> 100%	Stress control classes are offered to employees to attend throughout the year. Information on mental health at work is also provided to staff through https://www.mentalhealthatwork.org.uk/
COU EQU 034	We will review access to training and uptake of training for protected groups of employees.	31-Mar-2020	31-Mar-2018		<div style="width: 20%;"><div style="background-color: #4f81bd; height: 10px; width: 20%;"></div></div> 20%	Arrangements for recording this information will be taken forward in 2019. The Council's iTrent HR system functionality allows training events to be recorded.
COU EQU 035	We will implement equalities training as part of the induction process for all new employees.	31-Jul-2017	31-Jul-2017		<div style="width: 100%;"><div style="background-color: #4f81bd; height: 10px; width: 100%;"></div></div> 100%	An e-learning module on Equalities is now included in the induction process and is a mandatory learning requirement for all employees.
COU EQU 036	We will review key HR policies in respect of equality and diversity on a rolling basis.	31-Mar-2021	31-Mar-2021		<div style="width: 100%;"><div style="background-color: #4f81bd; height: 10px; width: 100%;"></div></div> 100%	All the Councils main policies have been reviewed and updated and we are now moving into a phase of continued review and development. EQIAs are completed for all new and updated policies, which are also subject to Council approval.
COU EQU 037	We will review our policies on recruitment to ensure appropriate activities are undertaken to target under represented groups employed by Clackmannanshire Council.	31-Aug-2021	31-Aug-2018		<div style="width: 85%;"><div style="background-color: #4f81bd; height: 10px; width: 85%;"></div></div> 85%	The Councils recruitment and selection policy and procedures were reviewed, updated and approved by Council in September 2017. The Council is committed to applying its Equal Opportunities Statement at all stages of the recruitment and selection process. Shortlisting, interviewing and selection is carried out without regard to age, disability, sex, gender reassignment, pregnancy, maternity, race (including colour, nationality and ethnic or national origins), sexual orientation, religion or belief, marital or civil partnership status, political opinion or trade union membership. Reasonable adjustments to the recruitment process will be made to ensure that no applicant is disadvantaged because of their disability. The Council, in line with other Local Authorities, uses the myjobscotland portal for advertising vacancies to attract as wide a pool of potential applicants as possible. We are also an accredited disability confident employer and our new policy takes account of positive action in the recruitment process.

Pentana Ref.	Action	Due Date	Original Due Date	Status	Progress	Latest Note
COU EQU 038	We will continue to provide appropriate support to enable our staff with disabilities to carry out their duties (ie hearing aids, visual aids, physical aids).	31-Mar-2021	31-Mar-2021			Optima provide Occupational Health (OH) support to the Council. One function of the OH service is to ensure that we are able to identify and put into place reasonable adjustments for our staff to ensure that they are able to carry out their duties. This can involve engagement with GPs, consultants, Access to Work etc to ensure appropriate steps and actions are taken.
COU EQU 039	We will provide briefings/training on Equality and Diversity to all Elected Members as part of their induction programme following Local Elections in May 2017.	31-Dec-2017	31-Dec-2017			Completed in June 2017
COU EQU 040	We will review our main internal communication mechanisms to ensure that they are appropriate for protected groups.	31-Dec-2019	31-Dec-2017			Work to develop a new Corporate Communications Strategy is underway in 2019 following the approval of the Corporate Plan. This development work will include a review of our main internal communication mechanisms.
COU EQU 041	We will review our mechanisms for internally engaging with protected groups on how we deliver and improve services (ie focus groups/workshops with employees)	31-Dec-2020	31-Dec-2017			A staff survey was conducted for the first time for five years in 2018 with results reported in early 2019. A staff survey working group has been formed to make use of the results and help develop our workforce and our organisation.
COU EQU 042	Improve the health of Clackmannanshire Council's staff through work towards achieving Healthy Working Lives Gold Award.	31-Dec-2017	31-Dec-2017			<p>We successfully retained the Healthy Working Lives award at Silver Level after the annual review in October 2018. The cross-service working group works together to help ensure the Council workplace is a healthy and positive place to work. A variety of activities and initiatives available to staff through this initiative, including:</p> <ul style="list-style-type: none"> • Health checks, which include blood pressure, heart rate, lung capacity, hip to waist ration, weight, body fat percentage and Body Mass Index (BMI) • Subsidised leisure centre membership. • Stress Control Courses. • Counselling help line • Mental Health & Stress Management e-learning • Smoking cessation support • A range of health and wellbeing campaigns
COU EQU 043	We will maintain our Disability Confident employer status	31-Mar-2017	31-Mar-2017			The Council has been reaccredited as a Disability Confident Employer until 2020.

6. We will work with our partners to reduce poverty and the impact of poverty on protected groups in Clackmannanshire

Pentana Ref.	Action	Due Date	Original Due Date	Status	Progress	Latest Note
COU EQU 044	Working with our Community Planning Partners we will undertake a strategic needs assessment on poverty in Clackmannanshire. This will inform the development of the Local Outcome Improvement Plan and Localities Plans.	31-Jul-2017	31-Jul-2017			Completed July 2017. This work informed the development of the Local Outcome Improvement Plan outcomes and locality priorities.
COU EQU 045	Working with a range of partners we will continue to provide a range of initiatives aimed at minimising the impact of fuel poverty in Clackmannanshire.	31-Oct-2018	31-Oct-2018			A range of energy advice has been provided to households in Clackmannanshire. 14 employees have completed the Energy Awareness Course. The Citizens Advice Bureau (CAB) will start training front line staff on fuel poverty champions training. 293 new referrals have been made for fuel advice through CAB and almost 600 water saving packs provided to households to reduce fuel costs.
COU EQU 046	Working with our Community Planning Partners we will pilot a programme of work to support women on low incomes in Clackmannanshire.	31-Dec-2017	31-Dec-2017			The Thrive programme pilot was carried out in 2018 with 9 women and ran over 16 weeks. The programme, which will be rolled out over 2019/20 aims to develop skills and confidence focussing on change for a healthier lifestyle. Clackmannanshire was successful in a bid for the Pathways from Poverty project which will commence in April 2019. It aims to work with women in groups to increase confidence, Resilience, financial capabilities and promote enterprise.
COU EQU 047	Support financial inclusion services for protected groups	31-Dec-2017	31-Dec-2017			Targeted work being done in partnership with CTSI and CAB on supporting people affected by Universal Credit. CTSI provides support to make a claim and set up an account so that they can access their claim online. During 2018 more than 150 people used this service. CAB undertake preventative, early intervention and remedial activities to mitigate the risks of vulnerable people falling further into debt. They do this by providing information and support to people to help them build their knowledge, skills and confidence in making informed choices about their financial affairs and can assist with immediate action in crisis situations. More than 250 people accessed this service during 2018. From April 2019 CAB will take on a contract funded by the DWP, to help new UC claimants to get on line and make a claim, and to develop the skills required to manage their online accounts and journals.

Pentana Ref.	Action	Due Date	Original Due Date	Status	Progress	Latest Note
COU EQU 048	We will work with our Community Planning Partners to ensure that information on the availability of services in Clackmannanshire is accessible to local GPs and other health professionals.	31-Mar-2018	31-Mar-2018			The Health & Social Care Partnership has introduced a range of leaflets and are looking at introducing an app.
COU EQU 049	We will continue to provide the Choose Life Programme in Clackmannanshire to help address mental health and risk of suicide.	31-Jul-2017	31-Jul-2017			Clackmannanshire's Choose Life coordinator sits within the Integrated Mental Health Services in the wider HSCP. A Suicide Prevention Action Group across Clackmannanshire and Stirling is being set up to take forward a local suicide prevention strategy for Clackmannanshire and Stirling. In addition work is already progressed – Applied Suicide Prevention training is already being provided by 3 courses delivered in 2018. A suicide prevention crisis card was developed with national and local helplines and support and 5000 have been disseminated across Clackmannanshire and Stirling. 8 suicide prevention awareness sessions have been delivered for partners with further sessions planned.
COU EQU 050	Working with our Community Planning Partners we will ensure that efforts to facilitate, support and co-ordinate the provision of employability services in Clackmannanshire include protected groups.	31-Dec-2021	31-Dec-2018			<p>The Clackmannanshire Local Employability Partnership (LEP) has produced a directory of employability services in Clackmannanshire which is updated on an annual basis. The LEP, which is made up of community planning partners including the Council, DWP, SDS, Forth Valley College, NHS FV and CTSI, continues to meet on a quarterly basis to promote, support and add value to employability services in Clackmannanshire.</p> <p>Clackmannanshire is one of nine areas in Scotland delivering Fair Start Scotland, a new employment support service which helps people who are further from the jobs market to find work.</p> <p>Fair Start Scotland supports people who are struggling to find work. This may be because they:</p> <ul style="list-style-type: none"> •have a disability or additional support needs •have a health condition •have caring responsibilities •are a single parent •have been unemployed for a long time •are a care leaver •are from a minority ethnic community •are a refugee •are a person with a conviction

Pentana Ref.	Action	Due Date	Original Due Date	Status	Progress	Latest Note
COU EQU 051	Work to ensure that the region-wide economic benefits of the City Deal help to reduce poverty and the impact of poverty on protected groups in Clackmannanshire.	31-Mar-2025	31-Mar-2018		<input type="text" value="30%"/>	With our partners in Stirling, we reached a Heads of Terms agreement for investment of over £90m in the region designed to drive inclusive economic growth. The programme includes the establishment of Scotland's International Environment Centre at Alloa West as well as investment in culture, heritage and tourism, active travel and skills and inclusion.