
Report to: Clackmannanshire Council

Date of Meeting: 9 March 2017

Subject: Equalities Mainstream Outcomes Report 2017/21

Report by: Head of Strategy & Customer Services

1.0 Purpose

- 1.1 The purpose of this report is to seek Council approval for the Equalities Mainstream Outcomes Report for 2017/21, which is required no later than 30 April 2017. The report also includes information on: our progress in delivering the Equality Outcomes 2013/17 agreed by Council in 2013; and, information on the Gender Pay Gap for employees.

2.0 Recommendations

- 2.1. It is recommended that Council:
- 2.1.1. notes the information provided on progress against the Equality Outcomes 2013/17 and the Gender Pay Gap information for employees.
- 2.1.2. approves a new set of Equality Mainstream Outcomes for 2017/21 as set out in Appendix 1.

3.0 Considerations

- 3.1. The public sector Equality Duty was created by the Equality Act 2010. The Act aims to give people protection against discrimination and sets out the responsibilities placed on listed authorities. The Act aims to 'integrate considerations of the advancement of equality into the day-to-day business of all bodies subject to the duty'.
- 3.2. The Public Sector Equality Duty, also known as the General Duty, has three parts which must be complied with. It requires public bodies to have due regard, in the exercise of our functions, to the need to:
- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act because of any of the protected characteristics;
 - Advance equality of opportunity between people who share a protected characteristic and those who do not share it;
 - Foster good relations between people who share a protected characteristic and people who not share it.

- 3.3. The Act covers 9 protected characteristics – Disability; Age; Pregnancy and Maternity; Race; Religion or Belief; Gender; Sexual Orientation; Gender Reassignment and Marriage/Civil Partnership.
- 3.4. The Scottish Government has introduced a set of specific equality duties to support the better performance of the general duty by public bodies (The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012). These specific duties came into force in May 2012. These duties include requirements to:
- Publish a set of equality outcomes every 4 years (Mainstream Report) with the next required not later than 30th April 2017;
 - Report on progress made to achieve previous outcomes set out in the Mainstream Report every 2 years with the next required no later than 30th April 2017.
- 3.5 Listed public bodies are also required to:
- Assess and review policies and practices
 - Gather and use employee information
 - Publish gender pay gap information
 - Publish an equal pay statement
 - Consider award criteria and conditions in relation to public procurement.
- 3.6 The report identifies a number of areas of progress in Mainstreaming Equality and Diversity in Clackmannanshire between 2013/17. These have included;
- A programme of training for Service Managers and Team Leaders on Equality and Diversity through the Council's Leadership and Development Programme;
 - A revised EQIA process was implemented in 2015 and training provided for key employees;
 - Development and implementation of an Equality and Diversity e-learning course.
 - Replacement of our '2 ticks' compliance status with compliance in Disability Confident scheme.
 - Continuing promotion information for our staff and local communities on key events, including the annual 16 Days of Action campaign; Forth Valley Pink Heritage day, International Women's Day, and Mental Health Awareness Week.
 - Support for a number of initiatives for employees under Healthy Working Lives such as activities around Mental Health Awareness Week in May 2016, including information for employees and relaxation workshops.
- 3.7 The report identifies a set of new outcomes for mainstreaming Equality and Diversity over 2017/21. These outcomes and actions have been developed through engagement with a wide range of stakeholders, review of local information and

evidence and review of Equality and Diversity policy and good practice. There are 6 outcomes identified in the report;

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

4.0 Conclusions

This report presents the Equalities Mainstream Outcomes Report for 2017/21 which is provided at Appendix 1. The report also outlines information on progress made in delivering against the Equality Outcomes 2013/17 agreed by Council in 2013, and information on the Gender Pay Gap for employees.

4.1. Resource Implications

4.2. *There are no direct financial implications arising from the report.*

4.3. *There are no staffing implications arising from the report.*

5.0 Exempt Reports

5.1. Is this report exempt? Yes (please detail the reasons for exemption below)
No

7.0 Declarations

The recommendations contained within this report support or implement our Corporate Priorities and Council Policies.

(1) **Our Priorities** (Please double click on the check box)

The area has a positive image and attracts people and businesses	<input type="checkbox"/>
Our communities are more cohesive and inclusive	<input checked="" type="checkbox"/>
People are better skilled, trained and ready for learning and employment	<input checked="" type="checkbox"/>
Our communities are safer	<input checked="" type="checkbox"/>
Vulnerable people and families are supported	<input checked="" type="checkbox"/>
Substance misuse and its effects are reduced	<input type="checkbox"/>
Health is improving and health inequalities are reducing	<input checked="" type="checkbox"/>
The environment is protected and enhanced for all	<input type="checkbox"/>

The Council is effective, efficient and recognised for excellence

(2) **Council Policies** (Please detail)

8.0 Equalities Impact

8.1 Have you undertaken the required equalities impact assessment to ensure that no groups are adversely affected by the recommendations? Yes
No

9.0 Legality

9.1 It has been confirmed that in adopting the recommendations contained in this report, the Council is acting within its legal powers. Yes

10.0 Appendices

Appendix 1 Mainstreaming Equality and Diversity in Clackmannanshire in 2017-21

11.0 Background Papers

11.1 Have you used other documents to compile your report? (All documents must be kept available by the author for public inspection for four years from the date of meeting at which the report is considered)
Yes (please list the documents below) No

Is Scotland Fairer? The State of Equality and Human Rights 2015

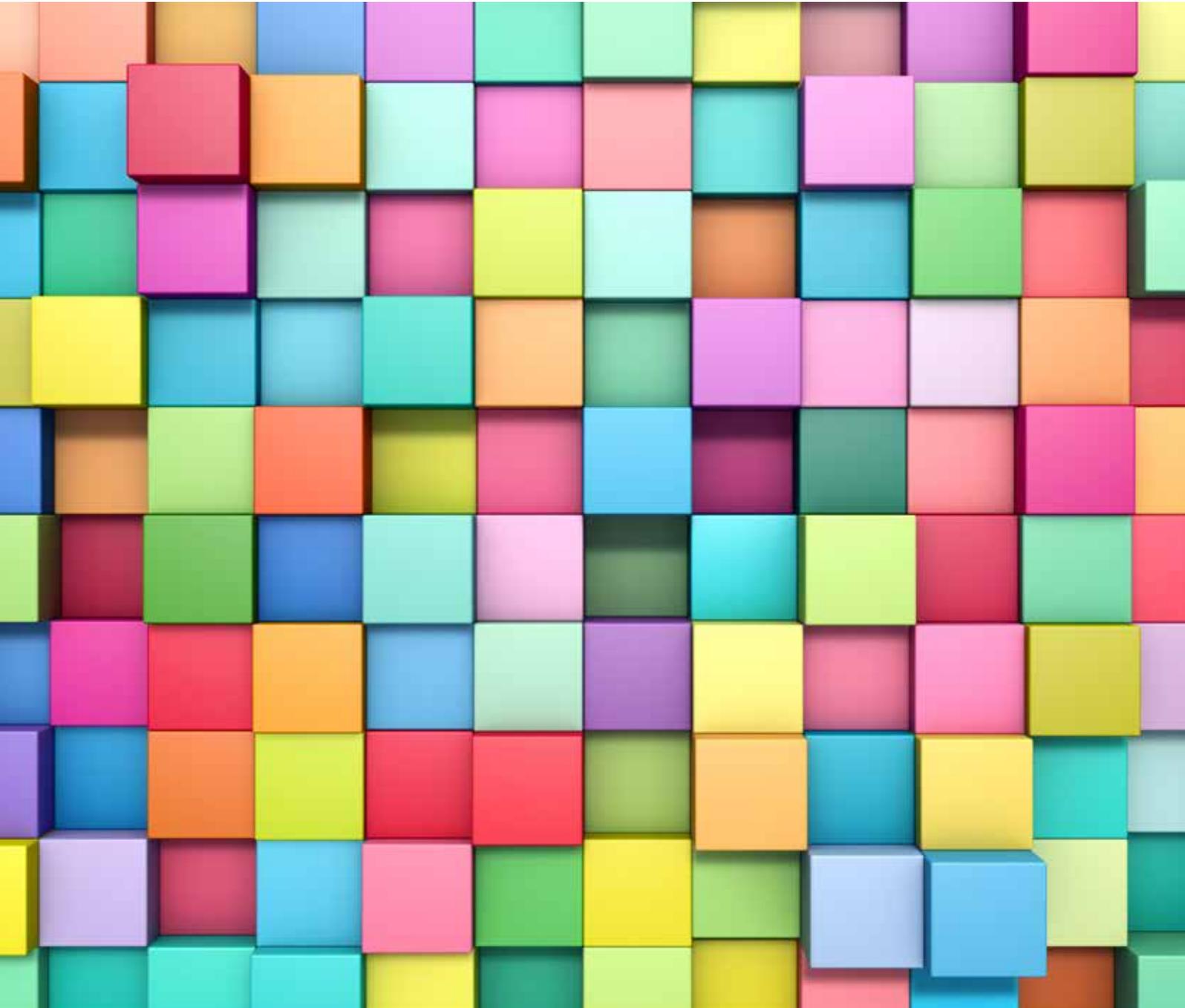
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Mainstreaming Equality and Diversity in Clackmannanshire 2017-2021



**Clackmannanshire
Council**

www.clacksweb.org.uk

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1 Introduction

Clackmannanshire Council recognises that equality is fundamental to improving outcomes for Clackmannanshire. The Council is committed to tackling discrimination, advancing equality of opportunity and promoting good relations both within our workforce and the wider community. Mainstreaming equality and diversity is the process by which we will work towards achieving this as an organisation.

We recognise that mainstreaming equality is a long term approach that aims to make sure that policy making within the Council reflects the needs and experiences of everyone affected.

We aim to build on our previous work on equality and diversity. We have achieved what we set out to in our Mainstreaming Equality Report 2013/17 and we will build on those areas of achievement over the next 4 years.

This report sets out what the Council will do to further improve its outcomes on equality and diversity in Clackmannanshire. We will build equalities into every part of our work; from making decisions about policies and services; procuring and providing services as a Council and as a significant local employer in Clackmannanshire.

We recognise that mainstreaming equalities has a number of benefits including:

- Equality becomes part of the structures, behaviours and culture of the Council, to the benefit of employees and service users;
- The Council knows and can demonstrate how, in carrying out its business, it is promoting equality;
- Mainstreaming equality contributes to continuous improvement, better performance and better value.

We are committed to integrating equalities into our business, using tools such as Equality Impact Assessment (EQIA) and by ensuring the equalities features explicitly and proportionately in business planning, committee and other decision making reports and through other policy development and review mechanisms.

2 The Equality Act 2010 and General Equality Duty 2012

The public sector Equality Duty was created by the Equality Act 2010, and replaces race, disability and gender equality duties. The Act aims to give people protection against discrimination and sets out the responsibilities placed on listed authorities. The Act aims to 'integrate considerations of the advancement of equality into the day-to-day business of all bodies subject to the duty'.

The Public Sector Equality Duty, also known as the General Duty, has three parts which must be complied with. It requires public bodies to have due regard, in the exercise of our functions, to the need to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act because of any of the protected characteristics;
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it;
- Foster good relations between people who share a protected characteristic and people who do not share it.

Everyone is protected by the Act. Every person has one or more of the protected characteristics, so the Act aims to protect everyone against unfair treatment.

The 9 protected characteristics contained in the Act are;

Disability	Age	Pregnancy and Maternity
Race	Religion or belief	Gender
Sexual Orientation	Gender Reassignment	Marriage/Civil partnership

The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012

The Scottish Government has introduced a set of specific equality duties to support the better performance of the general duty by public bodies. These specific duties came into force in May 2012. These duties include requirements to:

- Publish a set of equality outcomes every 4 years (Mainstream Report) with the next required not later than 30th April 2017;
- Report on progress made to achieve previous outcomes set out in the Mainstream Report every 2 years with the next required no later than 30th April 2017.

Listed public bodies are also required to;

- Assess and review policies and practices
- Gather and use employee information
- Publish gender pay gap information
- Publish an equal pay statement
- Consider award criteria and conditions in relation to public procurement.

The National Context: Is Scotland Fairer?

In January 2016 the Equality and Human Rights Commission (EHRC) published 'Is Scotland Fairer? The State of Equality and Human Rights 2015'. This report highlights key areas of improvement in equality and human rights in Scotland and also challenges for the future. The economic and demographic context of equality and human rights has been a challenging one since 2010 with a slower rate of recovery seen in Scotland compared with elsewhere in the UK. The impact of the shifting population structure in Scotland and the impact of welfare reform in Scotland have also created challenges for people living in Scotland. At the same time Scotland has become more diverse since 2008 with increases in diversity of religion and ethnic identity.

The report identifies 7 priority areas for focus for Scotland. These priorities are likely to require UK, Scotland and local level actions to address:

- 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 communities
- Encourage democratic participation and ensure access to justice
- Ensure that all people can access the health services that they need
- Tackle harassment and abuse of people who share particular protected characteristics

The report is available here:

<https://www.equalityhumanrights.com/en/britain-fairer/scotland-fairer-introduction/scotland-fairer-report>

Clackmannanshire Council published its equality outcomes in 2013 and updated them in 2015. We also published employee information, gender pay gap information and statements on equal pay. These publications can be found here:

<http://www.clacksweb.org.uk/council/performancequalities/>

Since the last Mainstream Report was published in 2015 progress has been made in a number of key areas. There has also been a significant shift in the wider policy and legislative context with equalities being at the heart of that work. For example significant investments have been in the public sector through the Community Empowerment (Scotland) Act 2015 and Community Justice (Scotland) Act 2015. These both shape delivery of Community Planning and public services to ensure that equalities is central to that work.

The Equalities Mainstreaming Report now needs to be replaced with a new one which covers the period 2017-2021. We are required to publish this report on the Council's website by 1st April 2017.

3 Clackmannanshire: The Local Profile

The current population of Clackmannanshire is around 51,200 – with a proportionately even balance between males (25,100) and females (26,100). The broad age composition is as follows:

<15 years	9100
Working Age	33369
>64 years	8731

By 2037 the population of Clackmannanshire is projected to be 50,043, a decrease of 2.4 per cent compared to the population in 2012. The population of Scotland is projected to increase by 8.8 per cent between 2012 and 2037. Over the 25 year period, the age group that is projected to increase the most in size in Clackmannanshire is the 75+ age group. This is the same as for Scotland as a whole.

The population aged under 16 in Clackmannanshire is projected to decline by 9.2 per cent over the 25 year period. The age group 65-74 years is expected to increase in the region of 5% by 2037 and the 75+ age group is expected to increase by almost 9% by 2037.

There are a number of particular impacts of this population change for Clackmannanshire - demands on services for older people are likely to increase – particularly in relation to health and social care services. Clackmannanshire is likely also to see an increase in the ratio of non-working aged people to people of working age. Clacks is also projected to experience a decrease in the number of people of working age living in the area. This means that demands for services could be increasing and at the same time could be more challenging to employ the workforce to meet this demand. Key for Clackmannanshire will be to ensure that the working age population are as healthy and productive as they possibly can be with opportunities to flourish.

Clackmannanshire, as with Scotland on the whole, has an ageing population. This will mean that over the next 20 years the proportion of older people will significantly outweigh the proportion of young people and the young working age population. This will create significant policy difficulties for Clackmannanshire Council and our partners over the next couple of decades.

In 2016 (Census 2011) the largest age group in Clackmannanshire is the older working age population (45-59) followed by the 30-44 year age group. Young people from 0-15 years account for 18.2% of the population currently.

Age Group	% of population Clackmannanshire	% of population Scotland
All People	51442	5,295,403
0-4 years	5.7%	5.5
5-15 years	12.5	11.8
16-29 years	16.3	18.5
30-44 years	20.8	20.0
45-59 years	21.8	21.1
60-74 years	16.4	15.5
75+	6.5	7.7
<16 years	18.1	17.3

16-64 years	65.9	65.9
>65 years	16.0	16.8

Ethnicity

Clackmannanshire's population is comprised predominantly of white Scottish ethnicity. This is followed by 7.4 % of the population reporting white other British ethnicity. Clackmannanshire has relatively lower levels of white other; Asian Scottish or Asian British or other ethnic group when compared with the national population.

Ethnic Group	% population Clackmannanshire	% population Scotland
White – Scottish	88.2	84.0
White – Other British	7.4	7.9
White – Irish	0.6	1.0
White – Polish	1.0	1.2
White – Other	1.2	2.0
Asian Scottish or Asian British	1.0	2.7
Other ethnic groups	0.5	1.3

Identity

The identity of Clackmannanshire is predominantly Scottish only followed by Scottish and British only. Clackmannanshire has a relatively lower proportion of 'other' identity compared with the national average.

Identity	% population Clackmannanshire	% population Scotland
Scottish only	67.0	62.4
British only	7.4	8.4
Scottish and British only	17.6	18.3
Scottish and other identities	1.6	1.9
English only	2.3	2.3
Other combinations of UK identities	1.9	2.0
Other identity	2.1	4.4
Other identity and at least one UK identity	0.2	0.3

Religion

The most significant religious group reported in Clackmannanshire was 'no religion' followed by Church of Scotland. Both of these groups were relatively higher than the national average. Clackmannanshire has lower than national average proportions of Roman Catholic, other Christian, Muslim and other religions. 6.5% chose not to state their religion.

Religious Group	% population Clackmannanshire	% population Scotland
Church of Scotland	34.5	32.4
Roman Catholic	9.4	15.9
Other Christian	5.0	5.5

Muslim	0.6	1.4
Other religions	0.5	1.1
No religion	43.5	36.7
Not stated	6.5	7.0

Language

Very high proportions of residents in Clackmannanshire speak English well or very well. Compared with Scotland Clackmannanshire has lower levels of residents who do not speak English well or use a language other than English at home.

Language	% population Clackmannanshire	% population Scotland
All people 3 years +	49673	5,118,223
Speaks English well or very well	99.0	98.6
Does not speak English well	0.9	1.2
Does not speak English at all	0.1	0.2
Able to speak Gaelic	0.6	1.1
Able to speak Scots	34.3	30.1
Uses a language other than English at home	2.6	3.9

Disability

Clackmannanshire has a higher proportion than the national average of working age people who are economically inactive due to being long term sick or disabled. Clackmannanshire also has a slightly lower average age of a limiting long term illness – 57.9 years compared with 59.2 years in Scotland.

Disability	% population Clackmannanshire	% population Scotland
Economically inactive people of working age who are long term sick or disabled	17.8%	16.6%
Average age of a person with good or very good health	36.2	36.2
Average age of a person with a limiting long term illness	57.9%	59.2%

Poverty and Inequality

The latest Scottish Index of Multiple Deprivation (2016) was released in August 2016. Generally the overall picture is a positive one with Clackmannanshire's local and national share of datazones in the 20% most deprived areas decreasing from previous SIMDs.

Deep rooted poverty however remains in Clackmannanshire and these areas have seen no relative improvement since SIMD began. These areas are predominantly in Alloa South and East, but also include communities in Tullibody and Sauchie.

Four datazones are included in the 5% most deprived areas in Scotland with all four located in Alloa South and East. One of these communities is ranked 13th worst in Scotland

Relative measures of poverty are identified through the SIMD analysis. In 2016 7290 people were identified as income deprived. This accounts for 22.5% of the working age population in Clackmannanshire. The area with the highest proportion of income deprivation is Alloa South and East where 46% of residents in one datazone are living in income poverty.

Around 26% of children in Clackmannanshire live in poverty – this equates to more than 1 in 4 children. This is proportionately higher than our comparator councils.

Health Inequalities and Risky Behaviours

The most recent data on community health shows Clackmannanshire to be significantly falling behind Scottish averages on against a number of measures. It is widely understood that reducing risky behaviours such as smoking, alcohol consumption, drug use and poor diet could have a positive effect on an individual's health and mental health. Latest estimates suggest that 28.9% of people smoke – the corresponding figure for Stirling is 20% and for Scotland is 23.1%. Although this figure has fallen (from 35% in 2001/02) reflecting the national picture, the figure remains significantly higher than the Scottish average. In Clackmannanshire the rates for smoking related deaths, lung cancer deaths and COPD deaths were higher than the rate for Scotland.

Alcohol related mortality in Clackmannanshire in 2013 was 38.85 per 100k population - significantly higher than the average rate of 21.43 for Scotland. Alcohol related health issues are a major concern for public health in Scotland. Excessive consumption of alcohol can cause both short term and long term health and social problems. This includes liver and brain damage as well as mental health issues, cancers, stroke and heart disease. Alcohol related mortality, where alcohol is the underlying cause of death, is significantly higher than Scottish average.

Estimated prevalence of those with problem drug use has increased in Clackmannanshire when comparing data from 5 years ago. The prevalence of those with a problem drug use has increased in Clackmannanshire when comparing data from 2010 and 2013 (latest available data) – this is in contrast to Scotland as a whole where prevalence fell. Treatment services in Clackmannanshire appear to be performing to a high standard with 99.1% of people commencing treatment within the 3 week HEAT deadline – higher than the average figure for Scotland.

QOF registers demonstrate the key health conditions known to GP practices in Clackmannanshire. The main health conditions that are significant in proportion of patients known to have the condition in Clackmannanshire are: Hypertension, asthma, diabetes, coronary heart disease and chronic kidney disease.

In 2014 Clackmannanshire had the 3rd largest practice list size in Scotland. The 7 GP practices in Clackmannanshire had an average list size of 8075 – this is compared with Stirling where the 23 practices had an average of 4259 people on their lists. Furthermore in Clackmannanshire 3 GP practices have over a quarter of

patients living in communities within the 15% most deprived. The rate of emergency hospital admissions in Clackmannanshire has remained broadly similar over the past 10 years however the over 65 population account for a growing percentage of emergency admissions.

Projected long term health conditions Factors

Age; genetic predisposition; environment social and physical; deprivation (stress and the socio-psycho-neuro-immuno-pathological pathway); health related behaviours; underlying mental wellbeing/resilience/self-efficacy/confidence and motivation; real engagement with life in general and personal wellbeing.

Mental Health

In the 2011 census 2374 people in Clackmannanshire identified themselves as having a mental health condition. This is supported by the most recent data from the ScotPho community profiles which shows the rate of prescriptions for psychosis/depression/anxiety to be significantly higher than Scottish average and neighbouring authorities (19.9% compared with a national average of 17.4%).

4 Employment Data and Analysis

Employee Information – All Staff

In 2014/15 Clackmannanshire Council implemented a new integrated HR and Payroll system which aimed to improve the ways we can analyse, understand and report on employee information. Employees can now update their own information using this system and are routinely encouraged to access the system to do so.

At the end of 2016 Clackmannanshire Council had 2748 employees, 28% are male and 72% are female.

Gender	2016	
Number of responses	2748	
Male	774	28%
Female	1974	72%

Of our employees 1808 have provided information on their ethnicity. 88% of employees have identified themselves as being White Scottish with 4% being White English. 2% chose not to provide their ethnic group.

Ethnicity	2016	
Number of responses	1808	
African - African, African Scottish or African British	-	0%
All Ethnic Groups - Prefer not to Say	38	2%
Any Other White Ethnic Groups	15	1%
Asian, Asian Scottish or Asian British - Pakistani, Pakistani Scot, Pakistani British	-	0%
Asian, Asian Scottish or Asian British - Any other Asian ethnic group	-	0%
Asian, Asian Scottish or Asian British - Indian, Indian Scottish or Indian British	-	0%
Asian, Asian Scottish or Asian British - Chinese, Chinese Scot or Chinese British	-	0%
Caribbean or Black - Caribbean, Caribbean Scottish or Caribbean British	-	0%
Mixed or Multiple Ethnic Origin	-	0%
Other Ethnic Group	6	0%
White - British	43	2%
White - English	79	4%
White - Irish	11	1%
White - Northern Irish	10	1%
White - Scottish	1594	88%
White - Welsh	-	0%

Figures <5 have not been provided to avoid possible identification of individuals.

Of our employees 1762 have provided information on their Religion. 38% reported no religion, followed by 36% reporting Church of Scotland. 10% reported Roman Catholic; 4% reported other Christian; and 10% reported that they preferred not to say. 1% of employees reported other religion.

Religion	2016	
Number of responses	1762	
Buddhist	-	0%
Church of Scotland	640	36%
Hindu	-	0%
Jewish	-	0%
Muslim	-	0%
None	665	38%
Other	20	1%
Other Christian	65	4%
Preferred Not to Say	182	10%
Roman Catholic	181	10%

Of our employees 131 have provided information on their Disability. 40% of respondents preferred not to provide information on their disability; 15% reported a long term illness, disease or condition; 11% reported an unseen disability such as asthma, diabetes or epilepsy; 8% reported deafness/hearing impairment; 8% reported a mental health condition. 7% reported a disability affecting mobility; 5% reported physical disability and 4% reported a developmental disorder. Small numbers of staff reported blindness/partial sight and learning disabilities.

Disability	2016	
Number of responses	131	
Blind/Partially Sighted	-	2%
Deaf/Hearing Impairment	10	8%
Development Disorder (e.g. Spectrum Disorder, Autistic, Aspergers)	5	4%
Disability affecting mobility	9	7%
Learning Disability (e.g. Downs Syndrome)	-	1%
Long Term Illness, Disease or Condition	19	15%
Mental Health Condition	10	8%
Other Physical Disability	7	5%
Preferred Not to Say	52	40%
Unseen Disability (e.g. Asthma, Diabetes, Epilepsy)	15	11%

Of our employees 1741 have provided information on their sexuality. 89% identify themselves as being heterosexual/straight with 10% preferring not to say. Small numbers identify themselves as gay (1.3%) and bisexual (0.2%).

Sexuality	2016	
Number of responses	1741	
Bisexual	-	0%
Gay Man	9	1%
Gay Woman/Lesbian	15	1%
Heterosexual/Straight	1543	89%
Other	-	0%
Preferred Not to Say	169	10%

Of our employees 1906 have provided information on their Marital status. 62% are married; 20% are not married; 7% are single; 6% are other and 4% chose not to say. 1% of respondents are in a Civil Partnership.

Marital status	2016	
Number of responses	1906	
Civil Partnership	15	1%
Married	1186	62%
Not Married	388	20%
Other	108	6%
Preferred Not to Say	84	4%
Single	125	7%

Employee information – Education

1308 employees in Education provided information on their diversity. 82% were female and 18% male. 756 employees provided information on their ethnicity – with employees being predominantly white Scottish followed by white British and white English.

The predominant religion of education employees is none followed by Church of Scotland. 28 education employees have provided information about their disability.

Gender	2016	
Number of responses		1308
Male	18%	228
Female	82%	1079
Unspecified	0%	-
Ethnicity	2016	
Number of responses		756
Asian, Asian Scottish or Asian British - Any other Asian ethnic group	0%	-
Caribbean or Black - Caribbean, Caribbean Scottish or Caribbean British	0%	-
All Ethnic Groups - Prefer not to Say	1%	9
Other Ethnic Group	0%	-
Any Other White Ethnic Groups	1%	9
Mixed or Multiple Ethnic Origin	1%	-
White - British	4%	16
White - English	4%	37
White - Irish	1%	-
White - Northern Irish	1%	6
White - Scottish	85%	670
White - Welsh	1%	-
Religion	2016	
Number of responses		741
Buddhist	1%	-
Church of Scotland	27%	288

Muslim	1%	-
None	53%	278
Other	3%	14
Other Christian	2%	27
Preferred Not to Say	9%	55
Roman Catholic	4%	76
Disability	2016	
Number of responses		28
Deaf/Hearing Impairment	9%	-
Development Disorder (e.g. Spectrum Disorder, Autistic, Aspergers)	3%	-
Disability affecting mobility	13%	-
Long Term Illness, Disease or Condition	22%	5
Mental Health Condition	9%	-
Other Physical Disability	3%	-
Preferred Not to Say	31%	8
Unseen Disability (e.g. Asthma, Diabetes, Epilepsy)	9%	-

Sexuality	2016	
Number of responses		738
Bisexual	0%	-
Gay Man	0%	-
Gay Woman/Lesbian	1%	10
Heterosexual/Straight	90%	669
Preferred Not to Say	8%	52
Marital status	2016	
Number of responses		806
Civil Partnership	1%	-
Married	62%	507
Not Married	24%	191
Other	7%	48
Preferred Not to Say	3%	26
Single	3%	30

Gender Pay-Gap

The gender pay gap is the difference between men and women's full-time hourly earnings. The data in 2016 tells us that the female average hourly wage is £17.52 compared with the male average hourly wage of £16.34. The difference in hourly pay is £1.18. This data means that on average women earn 7% more than men.

Gender Pay Gap	2016
Avg. hourly wage (male)	£16.34
Avg. hourly wage (Female)	£17.52
% Gender pay gap	7%

5 Clackmannanshire Council: Policy Context

Equality is integral to the Council's framework strategies: The Corporate Plan 'Taking Clackmannanshire Forward' and the Partnership's current Single Outcome Agreement 2013-23. Delivering equalities are a key part of these corporate priorities, namely:

- Our communities are more cohesive and inclusive
- Our communities are and feel safer
- Vulnerable people and families in Clackmannanshire are supported

Clackmannanshire Council has in place a set of CORE values which underpin everything that we do. These are:

Commitment, Trust and Partnership Openness and Accountability Respect and Dignity Equity, Fairness and Inclusion

Through these Corporate strategies, and supporting policies and action plans we are actively working towards the elimination of all discriminatory practices and are developing actions to ensure that equalities are embedded in all Council practice and that of work we do in partnership with others.

There are a number of new and developing areas of legislation which have a bearing on how we ensure equalities are embedded in Council practice. These include implementation of:

- Community Empowerment Act and development of the Local Outcomes Improvement Plan and Localities Plans
- Health and Social Care Integration Interim Equalities Outcomes
- Children and Young People (Scotland) Act 2014
- Community Justice (Scotland) Act 2015
- GIRFEC and Named Person Legislation
- Scottish Attainment Challenge
- Clackmannanshire City Deal

A number of policies and strategies are being developed which will set out how each of these duties and responsibilities will be implemented in Clackmannanshire.

Health and Social Care Integration – Clackmannanshire and Stirling

A set of Equality Outcomes were developed and adopted by Clackmannanshire and Stirling Integration Board in April 2016. The Scottish Government added Integration Joint Boards (IJB) to Schedule 19 of the Equality Act 2010 and to The Equality Act 2010 (Specific Duties) (Scotland) Regulations. The duties require the IJB to:

- Report on the mainstreaming of the equality duty;
- Agree and publish Equality outcomes; and
- Assess and review policies and processes in light of Equalities.

The Integration Joint Board has adopted Equality outcomes which reflect the distinct nature of each organisation and the need to reflect organisational functions, responsibilities, priorities and methods of working. The outcomes adopted by the Integration Joint Board are:

- Self Management – Individuals, their carers and families are enabled to manage their own health, care and well-being;
- Community Focussed Supports – Supports are in place, accessible and enable people, where possible, to live well for longer at home or in homely settings within their community;
- Safety – Health and social care support systems help to keep people safe and live well for longer;
- Decision Making – Individuals, their carers and families are involved in and are supported to manage decisions about their care and wellbeing;
- Experience – Individuals will have a fair and positive experience of health and social care.

Clackmannanshire Council Equality Mainstreaming Report 2013/17

Clackmannanshire Council published its Mainstreaming Report in April 2013 which set out 13 Equality Outcomes which would provide areas for focus for 2013/17 in meetings it obligations under the Public Sector duties.

We published a Mainstreaming Update Report in April 2015 which set out a number of refreshed actions under the 13 outcomes. These documents were published on our Equality pages on ClacksWeb.

<http://www.clacksweb.org.uk/council/performancequalities/>

The 2013 outcomes are:

Hate Crime is reduced and victims of hate crime are better supported

Children and Young people are respectful and understanding of all protected characteristics groups

The reporting of domestic abuse is increased and support to victims is improved

The licensing process is made more accessible to those whose first language is not English

Young people from the LGBT community feel more supported

Lesbian, Gay and bi-sexual and transgender pupils are supported in Education

Children and young people are knowledgeable and understanding of issues relating to sex, sexual health and relationships

Barriers to educational attainment, relating to disability are reduced

People with Disabilities have better access to Council buildings, public space, streets and public transport

Young people recognise and understand religious diversity and the importance of religion in society

Young parents are supported to return to education, training and employment

Educational opportunities are made available to older people

Employees of the Council with protected characteristics feel supported and have equal opportunities

Our Progress

We have made significant progress in meeting our outcomes and actions under our Equality Mainstream Report 2013/17 and our updated actions published in April 2015. The progress that we have made has also benefited from a number of policy and legislative changes which have ensured a focus on equalities and inequalities

across a broad spectrum of work. This work includes implementation of the Single Outcome Agreement in Clackmannanshire and development of our new Local Outcomes Improvement Plan (LOIP) and Locality Plans under the Community Empowerment (Scotland) Act 2015; Implementation of GIRFEC and the Children (Scotland) Act 2014 and the Community Justice (Scotland) Act 2015. These areas of legislation have provided a framework for ensuring that the Equalities agenda is embedded in our policy development and practice in Clackmannanshire.

The tables below provide our progress against each of the outcomes set out in our Mainstreaming Equalities Report 2013/17. A number of significant achievements and areas of work are highlighted below;

- Implementation of a programme of training and awareness for employees and elected members. Equalities training was provided to all Managers and Team Leaders through the Council's Leadership and Development Programme.
- Development and implementation of an equalities elearning course.
- Development of our EQIA process including revision of the assessment documentation and accompanying guidance notes for completion. A programme of training on completing EQIA with key employees was provided in 2015/16.
- We have updated a number of our framework HR policies including Dignity and Work, Grievance and Disciplinary Policies.
- We have replaced our '2 ticks' compliance status with compliance in *Disability Confident scheme*.
- We have and will continue to celebrate key events and promote information to our staff and local communities including the annual 16 Days of Action campaign; Forth Valley Pink Heritage day, International Women's Day, and Mental Health Awareness Week.
- School pupils in Clackmannanshire, supported by school based officers, have been involved in the 'Show Racism the Red Card' initiative with football clubs in Glasgow. Police Scotland and schools across Forth Valley are looking at developing ways that this initiative can be developed further in Clackmannanshire.
- We have ensured through our Service Level Agreements and Contracts with third parties that they have appropriate equality policies and processes.
- We have launched a consultation and engagement framework and 'Citizen Space' interface to ensure that we consult on decisions as widely as possible.
- We have launched our new Council intranet and refreshed the Council website to make it more accessible for employees and customers.
- We have implemented a new integrated HR and Payroll system which has enabled access to better quality employee information.
- We have launched a Developing the Young Workforce initiative in Clackmannanshire.

- We have supported the Syrian refugee resettlement scheme in Clackmannanshire
- We have developed the Scottish Attainment Challenge in Clackmannanshire
- We have implemented health hotspots in each of our 3 secondary schools.
- The Council's Procurement Strategy requires that, when specifying the supply of goods and services, we will specify community benefits wherever possible, to create opportunities for employment and training.
- Clackmannanshire Council has embedded a fuel poverty programme. Practical information and advice is provided on ClacksWeb and home visits and local surgeries are also available, providing opportunities to speak to trained advisors offering free and impartial energy efficiency advice.

Clackmannanshire Young Parents Programme

Clackmannanshire continues to deliver support to young mothers through the Young Parents Programme delivered by Clackmannanshire Council working in partnership with a range of services. The programme aims to support young mothers to maintain or return to Education or to access further education or employment. Over the last 2 years the project has supported 82 young mothers in Clackmannanshire, assisting them with housing and benefits advice, parenting and childcare advice, debt and money advice and education, training and employment advice. The programme uses a community learning and development approach to working with young mothers to support them to help themselves and to work with them to identify and work towards achieving their own improvement plans.

Community Wellbeing and Safety Partnership

The Community Wellbeing and Safety Partnership reports to the Clackmannanshire Alliance (Community Planning Partnership). The multi-agency partnership has a remit to support and develop projects and initiatives for communities and individuals most at risk of inequality and disadvantage with specific focus on: Mental Health and Wellbeing; Poverty experienced by women and households with young children; Domestic abuse; Alcohol and Drug misuse and Geographic locations of multiple deprivation.

The partnership has developed a number of initiatives which aim to provide support to communities facing inequality in Clackmannanshire and work to support and help initiatives being taken forward by the third sector in Clackmannanshire. Innovative pilot programmes are being developed in Clackmannanshire, such as WEvolution and THRIVE, which aim to improve the outcomes for the most disadvantaged people in Clackmannanshire. Community based health and wellbeing events are also being planned for early 2017.

Violence Against Women Partnership and 16 Days of Action

Clackmannanshire's Violence Against Women Partnership works every year with our Forth Valley partners to deliver a programme of events and activities to promote and raise awareness of gender based violence through a 16 Days of Action campaign. In Clackmannanshire a number of events and exhibitions were held throughout the community but also with Forth Valley College and with Council employees. Initiatives have included Women's Aid Clackmannanshire 40 year celebration exhibition; planting a white ribbon of white crocuses at Forth Valley College Alloa Campus; events and learning around domestic abuse, race and religion, and training has been provided on domestic abuse during the campaign.

Healthy Working Lives

Clackmannanshire Council continues to support initiatives to promote Healthy Working Lives amongst Council employees. Since 2015 a number of initiatives have been taken forward for employees including: health information newsletters for employees and their families via our staff intranet CONNECT; information on stress control classes; information to coincide with Mental Health Awareness Week in May 2016 including an information stand for employees and relaxation workshops.

Healthier Working Lives project and initiatives have also been developed around Race for Life Events; 500 Mile Challenge and the ChooseToLose@work employee weight loss programme.

Information on Healthy Working Lives is distributed throughout Council buildings and on the employee intranet site CONNECT.

The following tables provide our performance in more detail against each of the Outcomes and against each action.

6 Report on Mainstreaming Equality 2013/17

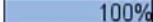
- 1) Outcome: Hate crime is reduced and victims of hate crime are better supported.
Protected Group: All

ACTION	Progress	Expected Outcome	Latest Note	Lead
Contribute to the Central Scotland Multi Agency Hate Response Strategy with partners	 100%		<p>Clackmannanshire Council contributes to the Multi-Agency Hate Response Strategy along with our partners. This includes third party reporting of hate crimes where appropriate. Information on Hate Crimes being committed in Clackmannanshire is reported by Police Scotland to the Council's Scrutiny Committee on a 6 monthly basis.</p> <p>Central Scotland Regional Equality Council (CSREC) gathers data from partners of the Multi-Agency Hate Response Strategy Group (MAHRS Group) and produces quarterly reports on hate incidents and hate crimes in Central Scotland/Forth Valley for partners. There are 2 third party reporting centres in Clackmannanshire namely; Clackmannanshire Travelling Persons Site and Scottish Disability Equality Forum.</p> <p>Hate crime is largely under-reported and CESREC has been raising awareness about Hate Crime more recently in Clackmannanshire and equality toolkits have been distributed to schools. Recent quarterly reports show an emerging trend of proportionately high incidents of reported hate crime in Clackmannanshire, which may relate to increased awareness. However, Clackmannanshire Council does not currently have the capability to record or report on hate incidents, therefore this remains an area for improvement over</p>	Strategy and Customer Services

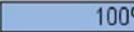
			the coming cycle, as per the next action.	
Add facility to identify hate incidents through Potentially Violent Persons reporting within the Council.	0%		Clackmannanshire Council will review its process for recording PVP in 2017/18. This will include consideration of recording hate incidents.	Strategy and Customer Services

Description	2015/16	2016/17	2016/17	Lead
	Value	Value	Note	
Number of hate incidents reported.	56	24	This figure provides an update to quarter 2 of 2016/17 (up to September 2016). The full year figure will be reported in due course. The majority of incidents in Clackmannanshire are related to race with the highest perpetrator groups being white European followed by white Scottish. The majority of incidents in Clackmannanshire take place in a dwelling or in the street.	Strategy and Customer Services
Number of hate crimes detected.	80%	55%	This figure provides an update to quarter 2 of 2016/17 (up to September 2016). The full year figure will be reported in due course. The detection rate for hate crimes in each of the Council areas in Forth Valley has fallen between 2015/16 and 2016/17. Central Scotland Regional Equality Council continue to monitor performance in partnership with MAHRS partners.	Strategy and Customer Services

2) Outcome: Children and young people are respectful and understanding of all Protected Characteristic Groups
Protected Group: All

ACTION	Progress	Expected Outcome	Latest Note	Lead
Curriculum for Excellence further implemented in all schools.	 100%		Curriculum for Excellence has been implemented in all schools in Clackmannanshire.	Education
Implementation of GIRFEC. Safe, Healthy, Nurtured, Achieving, Responsible, Respected, Included.	 100%		GIRFEC has been implemented in all schools in Clackmannanshire.	Education
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.	 100%		Health and wellbeing is one of the eight areas contributing to the experiences and outcomes within the Curriculum for Excellence framework which has replaced this scheme. Learning covers areas such as physical education, food and health, substance misuse, relationships, sexual health, parenthood, social and life skills, dependent on the age, development and maturity of each individual child.	Education
Comenius Projects	 100%		The Comenius programme was part of the EU's Lifelong Learning Programme 2007–2013. It aimed to help young people and educational staff better understand the range of European cultures, languages and values. This project has since been replaced by the National Curriculum	Education
Access to more sporting / fitness opportunities for Muslim women.			Participation in sports/fitness activities for Muslim women is comparatively low although there is some local evidence of Pilates classes in Clackmannanshire.	Education

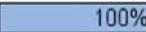
**3) Outcome: The reporting of domestic abuse is increased and support to victims is improved.
Protected Group: Gender**

ACTION	Progress	Expected Outcome	Latest Note	Lead
Maintain the activity of the Violence Against Women Partnership.			The Violence Against Women Partnership in Clackmannanshire meets on a quarterly basis to co-ordinate activities in Clackmannanshire. The strategic direction of the partnership is outlined in the Violence Against Women Strategy which was agreed in 2015.	Strategy and Customer Services
Contribute to any multi agency conference convened to address the issue of individual offenders or victims.			<p>Clackmannanshire jointly hosts the annual 16 days of action campaign with Stirling and Falkirk Council. This is held in November each year. Clackmannanshire hosted the event in 2014 and will be due to host the event again in 2017. The 2016 event had a strong focus on violence faced by protected groups particularly faith and religion.</p> <p>Both the MARAC and MATAC processes are supported by the appropriate services on a monthly basis and in 2016 a multi-agency MARAC awareness event was held in Clackmannanshire to raise awareness of the process with services.</p>	Strategy and Customer Services
Support third sector organisations engaged in raising awareness or supporting victims.			A number of 3 rd sector groups are members of the Violence Against Women Partnership and all are invited to be part of the 16 Days of Action campaign as well as training and awareness raising sessions held in Clackmannanshire. Since 2013 18 domestic abuse training sessions have been delivered to 167 delegates in Clackmannanshire.	Strategy and Customer Services
Treat homelessness as a result of domestic abuse as priority cases.			Clackmannanshire Council Housing Services are represented on the Violence Against Women Partnership and homeless presentations are recorded and reported to the Violence Against Women Partnership.	Strategy and Customer Services

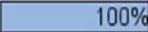
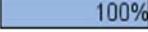
<p>Provide training in domestic abuse awareness to employees and extend to outside agencies.</p>		<p>Domestic Abuse training is provided to the following staff: Education and teaching staff Housing officers Social workers</p> <p>This training is also offered and provided to partner agencies including:</p> <p>Scottish Fire and Rescue Service Police Scotland NHS staff Third sector agencies working in Clackmannanshire. Forth Valley College</p>	<p>Strategy and Customer Services</p>
<p>Awareness raising through website, leaflets, training, "16 Days of Action" and other events</p>		<p>Significant awareness raising activity is carried out for 16 Days of Action. These include the production of a newsletter, posters, leaflets, promotional materials and giveaways, presentational materials and advertising through web, social media and local press. A public protection newsletter has also been developed to help raise awareness of domestic abuse across Forth Valley.</p>	<p>Strategy and Customer Services</p>

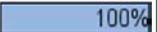
Description	2014/16	2015/16	Note	Lead
	Value			
Number of organisations supported.	6	6	This work is being co-ordinated through the Clackmannanshire Violence Against Women Partnership. The organisations supported in Clackmannanshire include Open Secret, Rape Crisis, Victim Support, Relationship Counselling, Clackmannanshire Womens Aid and Caledonian Project.	Strategy and Customer Services
Number of victims supported	345	316	This work is being co-ordinated through the Clackmannanshire Violence Against Women Partnership. Statistics on the number of women supported in Clackmannanshire is submitted to the partnership although improvements in the way that this is done and co-ordinated are planned in 2017/18. Each organisation submits information on clients accessing their services but there is no current mechanism to understand if clients are accessing multiple services in Clackmannanshire.	Strategy and Customer Services
Number of homeless cases housed where domestic abuse was a factor.	60	52	This work is being co-ordinated through the Clackmannanshire Violence Against Women Partnership. There were 52 homeless presentations in 2015/16 where domestic abuse was cited as a factor.	Housing Services
Number of people attending training.	43	72	This work is being co-ordinated through the Clackmannanshire Violence Against Women Partnership.	Strategy and Customer Services
Number of training course held.	6	7	In 2016, in addition to level 1 and level 2 domestic abuse sessions there were targeted sessions to ESOL students, council trades people and community wardens.	Strategy and Customer Services
Number of: Leaflet drops, Poster campaigns Public events	3	3	Campaigns supported have included 16 Days of Action and International Women's Day.	Strategy and Customer Services

**4) Outcome: The Licensing process is made more accessible to those whose first language is not English
Protected Group: Race**

ACTION	Progress	Expected Outcome	Latest Note	Lead
All application and guidance documents will include a statement in the main minority languages that translation of the document is available.	 100%		The Statement of Licensing Policy 2013/16 makes clear that all licensing applications form and guidance will offer a translation service for minority languages. A statement on the relevant pages of ClacksWeb provides information on translation services.	Development and Environment
Interpreters will be made available at Licensing Board hearings if required	 100%		The Statement of Licensing Policy 2013/16 makes clear that an interpretation service will be provided at Licensing Board hearings if requested. A statement on the relevant part of ClacksWeb provides information on translation and interpretation services.	Development and Environment
Equality Monitoring forms will be issued to applicants to allow analysis of applications	 100%		Equality monitoring forms are not currently issued to all licensing applicants, however this will commence in 2017/18.	Development and Environment

Outcomes: 5) Young people from the LGBT community feel more supported and Lesbian, gay, bi-sexual and transgender pupils are supported in education. 6) Lesbian, gay, bisexual and transgender pupils are supported in Education. Protected Group: Sexuality

ACTION	Progress	Expected Outcome	Latest Note	Lead
Provide an LGTB Youth Support Group	 100%		<p>Clax LGBT Youth Group is open to lesbian, gay, bisexual, transgender and intersex (LGBTI) young people and their friends. The group meets fortnightly in the Bowmar Centre, Alloa.</p> <p>The group is open anyone aged 13-25 years old and group members are encouraged and supported to take the lead.</p> <p>The group currently has 24 members.</p> <p>The group is working towards LGBT accreditation.</p>	Education
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.	 100%		<p>Health Spots are held each week in each secondary school in Clackmannanshire. These cover a range of issues including sexual health and well-being.</p>	Education
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.	 100%		<p>Health and wellbeing is one of the eight areas contributing to the experiences and outcomes within the Curriculum for Excellence framework which has replaced this scheme. Learning covers areas such as physical education, food and health, substance misuse, relationships, sexual health, parenthood, social and life skills, dependent on the age, development and maturity of each individual child.</p>	Education

EPS and Youth Services devising a strategy aimed at anti-bullying particularly including issues of homophobic bullying and community attitudes	 100%		An anti-bullying policy is in place in Clackmannanshire which incorporates the requirement to record and report on discriminatory behaviour. Homophobia, transphobia and 3 rd party reporting are themes covered by the LGBT youth support group.	Education
Stonewall, Celebrating Difference DVD, Stonewall Scotland School Champions Programme.	 0%		This action has been met by implementation of the National Curriculum and this scheme was therefore not progressed	Education
Information in SHARE(Secondary Sexual Health Programme)	 100%		This programme is being delivered in each of the 3 secondary schools in Clackmannanshire.	Education
Relationships, Sexual Health and Parenthood Education Curriculum	 100%		This programme is being delivered in each of the 3 secondary schools in Clackmannanshire	Education

**7) Outcomes: Children and young people are knowledgeable and understanding of issue relating to sex, sexual health and relationships.
Protected Group: Sexuality**

ACTION	Progress	Expected Outcome	Latest Note	Lead
Implement Feel, Think , Do			All primary schools in Clackmannanshire are delivering this programme.	Education
Development of Relationships, Sexual Health and Parenthood Education Framework (2013) for Clacks and Stirling			The Relationships Sexual Health and Parenthood (RHSP) Framework was developed by a Clackmannanshire and Stirling multi -agency group (2014) with support from Education Scotland, to provide guidance for Relationships, Sexual Health and Parenthood Education and health promoting activities for Primary Schools, in line with key national and local strategies and initiatives. It was updated in July 2016 to take into account The Children and Young People (Scotland) Act 2014. The framework continues to be implemented in all primary schools.	Education
Support via Health Spots			Health spots are provided in each of the 3 secondary schools on a weekly basis.	

**8) Outcomes: Barriers to Educational Attainment relating to disability are reduced.
Protected Group: Disability**

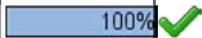
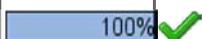
ACTION	Progress	Expected Outcome	Latest Note	Lead
Continuation of Active Schools Co-ordinator for pupils with ASN / disability.	100% 		The Active schools co-ordinator post for pupils with Additional Support Needs/Disabilities is in place for Clackmannanshire.	Education
All schools are working towards 'Promoting Health and Well Being Accreditation scheme'. A Local Authority Award Bearing programme aimed at social inclusion and promotion of diversity.	100% 		Health and wellbeing is one of the eight areas contributing to the experiences and outcomes within the Curriculum for Excellence framework which has replaced this scheme. Learning covers areas such as physical education, food and health, substance misuse, relationships, sexual health, parenthood, social and life skills, dependent on the age, development and maturity of each individual child.	Education

**9) Outcomes: People with disabilities have better access to Council buildings, public space, streets and public transport.
Protected Group: Disability**

ACTION	Progress	Expected Outcome	Latest Note	Lead
Improve accessibility of Council buildings to the disabled			91% of all council buildings are now accessible. The main Council buildings are fully accessible and all Community Access Points are fully accessible.	Development and Environment
Establish a prioritised audit of all streets based on the "Roads for All" and "Designing for Streets" guidelines.	<input type="text" value="0%"/>		Over time it emerged that the resources for this project were significant and not commensurate with those available given other priorities. Given this, the approach was subsequently adapted to ensure that all streets being improved are compliant with 'Roads for All' and 'Designing for Streets' guidelines. 'Access for all' guidance has been produced by Clackmannanshire Council and is available on ClacksWeb and guidance on safer footways for pedestrians has also been published on ClacksWeb.	Development and Environment
Implement prioritised street improvements based on the results of the street audit.	<input type="text" value="0%"/>		As above.	Development and Environment
Incorporate support for disabled users into any supported public transport initiative.	<input type="text" value="100%"/>		Information on the range of support provided for disabled users is available on ClacksWeb. This includes information on concessionary travel and support available for accessing public transport. http://www.clacksweb.org.uk/transport/accessforall/	Development and Environment

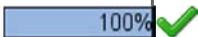
Indicators	Baseline (2013)	2015 Update	Progress to date August 2016
% of buildings accessible as measured by the former SPI	85%	89%	91%

**10) Outcomes: Young parents are supported to return to education, training and employment.
Protected Group: Maternity and Pregnancy**

ACTION	Progress	Expected Outcome	Latest Note	Lead
Provide a Young Parents Project using a key worker approach to supporting young parents to engage with education, training and employment			Young Parents Key Worker project is now well established in Clackmannanshire. The young parents key worker continues to work closely with Education, social services and health to support young mums to engaging with education, training and employment. Since April 2015 82 young parents have been supported by the project.	Strategy and Customer Services
Implementing and monitoring Teenage Mothers in School Guidance (2012)			The policy which sets out our approach in managing and supporting teenage mothers in school is the Monitoring Teenage Mothers in Schools Guidance. The Young Parents worker fully supports implementation of this guidance in partnership with Education and other appropriate partners.	Strategy and Customer Services

Indicators	Baseline (2013)	2016/17 Update	Latest Note
Number of young parents engaging with the group.	15	82	The Young Parents project continues to provide support to vulnerable young parents in Clackmannanshire. This project is key in supporting young mums to return to education, training and employment. The figures provided are achievements since 2015.
Numbers in education/ training	5	5	
Number in employment	3	6	
Number gaining qualification	-	30	

11) Outcomes: Young people recognise and understand religious diversity and the importance of religion in society
Protected Group: Religion

ACTION	Progress	Expected Outcome	Latest Note	Lead
Curriculum for Excellence further implemented in all schools.			Religious and moral education in non-denominational schools and religious education in Roman Catholic schools is one of the eight core curriculum areas within Curriculum for Excellence which has been implemented in all Clackmannanshire schools.	Education

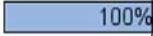
12) Outcomes: Educational opportunities are made available to older people.
Protected Group: Age

ACTION	Progress	Expected Outcome	Latest Note	Lead
Active Communities officer delivers classes to 50+ participants			The Active Communities Officer continues to deliver a range of exercise classes to participants who are over the age of 50. 355 people over 50 years of age have accessed these classes in 2015/16 which has exceeded targets originally set.	Education
RSVP programme – programme to involve senior retired volunteers to assist with learning in schools.			Volunteering Matters have implemented the Retired and Senior Volunteer Programmes (RSVP) offer volunteering in local schools in Clackmannanshire, for people aged 50+, where they can support pupils with reading, maths or specialized subjects.	Education

13) Outcomes: Employees of the Council with protected characteristics feel supported and have equal opportunities.

Indicators	2015/16	2016/17	Progress to date August 2016
Number of Managers and Team Leaders completing training	70	Not available	All managers and team leaders have completed training on equalities as part of the Council's Leadership and Development Programme. Specific training was also provided on completing Equality Impact Assessments. Further training on equalities will be provided throughout 2017/18 commencing in March 2017.
Number of employees completing the Equality and Diversity elearning module	18	65	We have seen an increase over the past two years in the number of employees completing the module. In 2016/17 it was agreed that this module would be mandatory for all new employees as part of the induction process.
Number of candidates interviewed via "2 ticks"		This information is not recorded.	This scheme has now been replaced by the Disability Confident scheme.

Protected Group: All

ACTION	Progress	Expected Outcome	Latest Note	Lead
Establish "Dignity at Work" policy	 100%		The Council's Dignity at Work policy is implemented	Resources and Governance
Incorporate Equality and Diversity Training through the Leadership Development Programme	 100%		The Council has delivered a programme of equality and diversity training to managers and team leaders through the Leadership and Development Programme. Equality and Diversity elearning course is now mandatory for all new staff as part of the induction programme.	Resources and Governance
Create an eLearning module on Equality and Diversity	 100%		Module now available on Clacks Academy and is a mandatory element of staff induction.	Resources and Governance

<p>Maintain "2 ticks" process for job candidates with disabilities.</p>	<p>100%</p>		<p>Clackmannanshire Council has now transferred from the positive about disability 'Two Ticks' scheme to the new Disability Confident Scheme which aims to give employers the tools they need to recruit, retain and develop disabled people in their workforce.</p>	<p>Resources and Governance</p>
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7 Clackmannanshire Council's Equality Outcomes 2017-2021.

Clackmannanshire Council has developed 6 new outcomes in its Equality Mainstreaming Report for 2017-21. These outcomes include matters for the Council and employees as well as the broad areas of poverty, health and well-being, access to services and safety. We are also required to include an outcome for Education which is included in the set of outcomes contained in this report.

In developing our Equality Outcomes for 2017/22 we have reviewed key policies and research on Equality and Diversity; reviewed good practice elsewhere in the UK; reviewed existing local evidence and information and engaged with key partners and stakeholders. We have also taken into consideration the range of advice and guidance documents published by the EHRC on assessing and developing outcomes on Equalities (<https://www.equalityhumanrights.com/en/advice-and-guidance/guidance-scottish-public-authorities>).

The following reports and evidence have been reviewed in developing our outcomes;

Existing evidence and data on achieving previous outcomes set out in the Mainstream Report 2013/17;
Data on the local profile of equalities and protected groups in Clackmannanshire (census; Scottish Index of Deprivation; Health and Well-being Profiles);
Community Planning Partnership Strategies and Plans
Corporate Council Strategies and Plans
HR and OD Policies
Existing Equality Impact Assessments (EQIAs)
Employee monitoring data and Gender Pay Gap data
Forth Valley LGBTI Survey
Support to Female Victims of Gender Based Violence within the Court System Survey in Clackmannanshire.
Violence against Women Partnership Performance Framework Survey Results for Clackmannanshire 2016.

We have also engaged with a range of Council services and with a range of representative groups in Clackmannanshire. Our engagement has included face to face, electronic and written means.

A formal consultation on our Mainstream Report for 2017/21 ran in late January/February 2017 and was hosted on our Citizen Space consultation database.

Face to face engagement was held with:

- Public Partnership Forum
- Alloa Central Group
- VOICES Group
- LGBTI Youth Forum

Written responses were received from Violence Against Women Partnership; Central Scotland Regional Equality Council (CSREC); Churches; Clackmannanshire Third Sector Interface (CTSI).

The following groups were invited to participate in the consultation:

Central Scotland Regional Equality Public Partnership Forum Council (CSREC)	
Church Forum	People First: Alloa Central Group VOICES Group
Violence Against Women Partnership	Community Justice Partnership
Community Safety and Well-being Partnership	Health and Social Care Integrated Joint Board
LGBTI Youth Forum	Clackmannanshire Third Sector Initiative
Parent Councils	Older Peoples Forum
Tenants and Residents Federation	Community Councils

Mainstreaming Equality; Our Outcomes for 2017/21

We have developed six new Equality Outcomes which are outlined below.

We have set out which of the protected characteristics each outcome applies to and which aspect of the duty it will help us to meet. Actions that we will take to achieve these outcomes are also detailed. We intend these outcomes to be strategic and to provide a degree of flexibility in achieving them in response to new and developing policies on key areas of legislation. Clackmannanshire Council along with our partners are developing a number of strategies and framework documents which will contribute to the delivery of our Equality Outcomes for 2017/21.

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

These outcomes and actions are set out in more detail below. We will develop measures to help us understand the impact of our actions in meeting these outcomes in early 2017. We will do this through engagement with relevant services and monitor through a corporate equalities group which will be established in 2017.

2017/21 Outcomes and Actions

Outcome	Access to services will be improved by better understanding about the challenges facing different groups and our response to their requirements.	
<i>General Duty</i>	<i>Eliminate unlawful discrimination, harassment and victimisation Advance equality of opportunity Foster good relationships</i>	
<i>Protected Characteristics</i>	<i>All</i>	
<u>Actions</u>	<u>Timescales</u>	<u>Lead</u>
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.	August 2017 and annually thereafter	Strategy and Customer Services
We will increase our awareness raising work with staff and partners particularly front facing employees through a programme of training on equality and diversity	Ongoing programme commencing in March 2017.	Strategy and Customer Services
We will provide awareness raising briefing sessions for our new elected members as part of the members induction process.	December 2017	Strategy and Customer Services
We will review our main communication mechanisms to ensure that they are appropriate for protected groups.	Ongoing commencing in April 2017	Strategy and Customer Services
We will review our mechanisms for engaging with protected groups on how we deliver and improve services.	Ongoing commencing in August 2017	Strategy and Customer Services
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	Ongoing commencing in August 2017	Strategy and Customer Services

diversity and implementation of this plan.		
We will run further awareness raising sessions on carrying out Equality Impact Assessments (EQIA).	November 2017	Strategy and Customer Services
We will improve access to translation and interpretation services and ensure key documents are available in languages other than English.	December 2017	Strategy and Customer Services
We will review corporately how we are gathering information and monitoring equalities groups using our services.	March 2018	Strategy and Customer Services
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	April 2018	Strategy and Customer Services Resources and Governance
We will develop a strategy on our use of British Sign Language in line with the BSL (Scotland) Act 2015 and guidance.	July 2018	Strategy and Customer Services

Outcome	People in Clackmannanshire will feel safe.	
<i>General Duty</i>	<i>Eliminate unlawful discrimination, harassment and victimisation</i>	
<i>Protected Characteristics</i>	<i>All</i>	
<u>Actions</u>	<u>Timescales</u>	<u>Lead</u>
We will work with our partners to improve how we record and report Hate Crimes in Clackmannanshire.	December 2017	Strategy and Customer Services
We will continue to support the implementation of the Violence Against Women Partnership Strategy and Action Plan.	March 2018	Strategy and Customer Services Violence Against Women Partnership
We will review how we support and monitor services	December 2017	Strategy and Customer Services

to address hate crimes against those with disabilities in Clackmannanshire.		
We will support the development of and raise awareness of MARAC with Council employees and partners.	July 2017	Strategy and Customer Services
We will work with Community Planning Partners to implement the new Equally Safe Delivery Plan when published by Scottish Government.	March 2018	Strategy and Customer Services Violence Against Women Partnership

Outcome	The gap between educational attainment of those with protected characteristics and those without is reduced.	
<i>General Duty</i>	<i>Eliminate unlawful discrimination, harassment and victimisation Advance equality of opportunity</i>	
<i>Protected Characteristics</i>	<i>All</i>	
<u>Actions</u>	<u>Timescales</u>	<u>Lead</u>
We will revise our Corporate Parenting Strategy in Clackmannanshire. This will have a key focus on reducing inequalities for young people in Clackmannanshire.	April 2018	Social Services Education
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.	March 2018	Education
We will refresh our Integrated Children's Services Plan which will have a key focus on reducing inequalities for young people in Clackmannanshire.	May 2017	Social Services Education Key Partners
We will implement the Scottish Attainment Challenge in Clackmannanshire.	Ongoing from April 2017	Education

We will implement our guidance on 'Support for Transgender and Gender Variant Children in School'.	Ongoing from April 2017	Education
We will deliver specifically targeted programmes of sport for protected groups and will continue to work in partnership with the Forth Valley Disability Sports groups to	Commence August 2017	Education
We will continue to deliver health 'hotspots' in each secondary school in Clackmannanshire.	Ongoing from April 2017	Education
We will continue to support and develop our LGBTI Youth Forum in Clackmannanshire	Ongoing from April 2017	Education
We will revise our Education Anti-bullying Policy and guidance.	March 2018	Education
We will implement our Parent and Family Support Strategy in Clackmannanshire	Ongoing from April 2017	Education
We will continue to provide opportunities for individuals with protected characteristics to increase their qualifications through delivery of the Council's Employability programme	Ongoing from April 2017	Development and Environment

Outcome	People in Clackmannanshire will have improved physical and mental wellbeing and will experience fewer health inequalities.	
<i>General Duty</i>	<i>Eliminate unlawful discrimination, harassment and victimisation Advance equality of opportunity</i>	
<i>Protected Characteristics</i>	<i>All</i>	
<u>Actions</u>	<u>Timescales</u>	<u>Lead</u>
We will roll out a programme of mental health first aid training to staff and partners through the	August 2017	Strategy and Customer Services Community Wellbeing and Safety

Community Wellbeing and Safety Partnership.		Partnership
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.	April 2017	Strategy and Customer Services Community Wellbeing and Safety Partnership
We will continue to deliver health 'hotspots' in each secondary school in Clackmannanshire.	Ongoing from April 2017	Strategy and Customer Services Community Wellbeing and Safety Partnership
Working with our partners we will support third sector organisations to identify inequalities and develop assets based community led responses	December 2017	Strategy and Customer Services Community Wellbeing and Safety Partnership
We will run a number of Health and Wellbeing events in Clackmannanshire with a focus on our most disadvantaged communities.	April and May 2017	Strategy and Customer Services Community Wellbeing and Safety Partnership
We will continue to deliver a specifically targeted programme of curricular, extra curricular and school holiday sporting activities in the local primary, secondary and special schools and leisure facilities for protected groups.	March 2018	Strategy and Customer Services Community Wellbeing and Safety Partnership
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.	December 2017	Strategy and Customer Services Community Wellbeing and Safety Partnership

Outcome	Our organisation values and respects our employees and involves all equally in improving our services.	
<i>General Duty</i>	<i>Eliminate unlawful discrimination, harassment and victimisation Advance equality of opportunity Foster good relationships</i>	
<i>Protected Characteristics</i>	<i>All</i>	
<u>Actions</u>	<u>Timescales</u>	<u>Lead</u>
We will continue to provide access to stress control classes for all staff.	Ongoing from April 2017	Resources and Governance
We will review access to training and uptake of training for protected groups of employees.	March 2018	Resources and Governance
We will implement equalities training as part of the induction process for all new employees.	July 2017	Strategy and Customer Services
We will review key HR policies in respect of equality and diversity on a rolling basis.	Ongoing	Resources and Governance
We will review our policies on recruitment to ensure appropriate activities are undertaken to target under represented groups employed by Clackmannanshire Council.	August 2018	Resources and Governance
We will continue to provide appropriate support to enable our staff with disabilities to carry out their duties (ie hearing aids and specialist equipment, visual aids and specialist equipment, physical aids and specialist equipment).	Ongoing	Resources and Governance
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.	December 2017	Strategy and Customer Services

We will review our main internal communication mechanisms to ensure that they are appropriate for protected groups.	December 2017	Strategy and Customer Services
We will review our mechanisms for internally engaging with protected groups on how we deliver and improve services (ie focus groups/workshops with employees).	December 2017	Strategy and Customer Services Resources and Governance
We will improve the health of Clackmannanshire Council's employees through work towards achieving the Health Working Lives Gold Award.	December 2017	Resources and Governance
We will maintain our Disability Confident status.	March 2017	Resources and Governance

Outcome	We will work with our partners to reduce poverty and the impact of poverty on protected groups in Clackmannanshire.	
<i>General Duty</i>	<i>Eliminate unlawful discrimination, harassment and victimisation Advance equality of opportunity Foster good relationships</i>	
<i>Protected Characteristics</i>	<i>All</i>	
<u>Actions</u>	<u>Timescales</u>	<u>Lead</u>
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 (LOIP) and Localities Plans.	July 2017	Strategy and Customer Services Clackmannanshire Alliance
Working with a range of partners we will continue to	October 2018	Development and Environment

provide a range of initiatives aimed at minimising the impact of fuel poverty in Clackmannanshire.		Community Safety and Wellbeing Partnership.
Working with our Community Planning Partners we will pilot a programme of work to support women on low incomes in Clackmannanshire.	December 2017	Strategy and Customer Services Clackmannanshire Alliance
We will continue to support financial inclusion services for protected groups in Clackmannanshire.	December 2017	Strategy and Customer Services
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.	March 2018	Strategy and Customer Services Clackmannanshire Alliance
We will continue to provide the Choose Life Programme in Clackmannanshire to help address mental health and risk of suicide.	July 2017	Integrated Mental Health Team
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.	December 2018	Development and Environment Local Employability Partnership
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.	March 2018	Clackmannanshire Council Development and Environment

