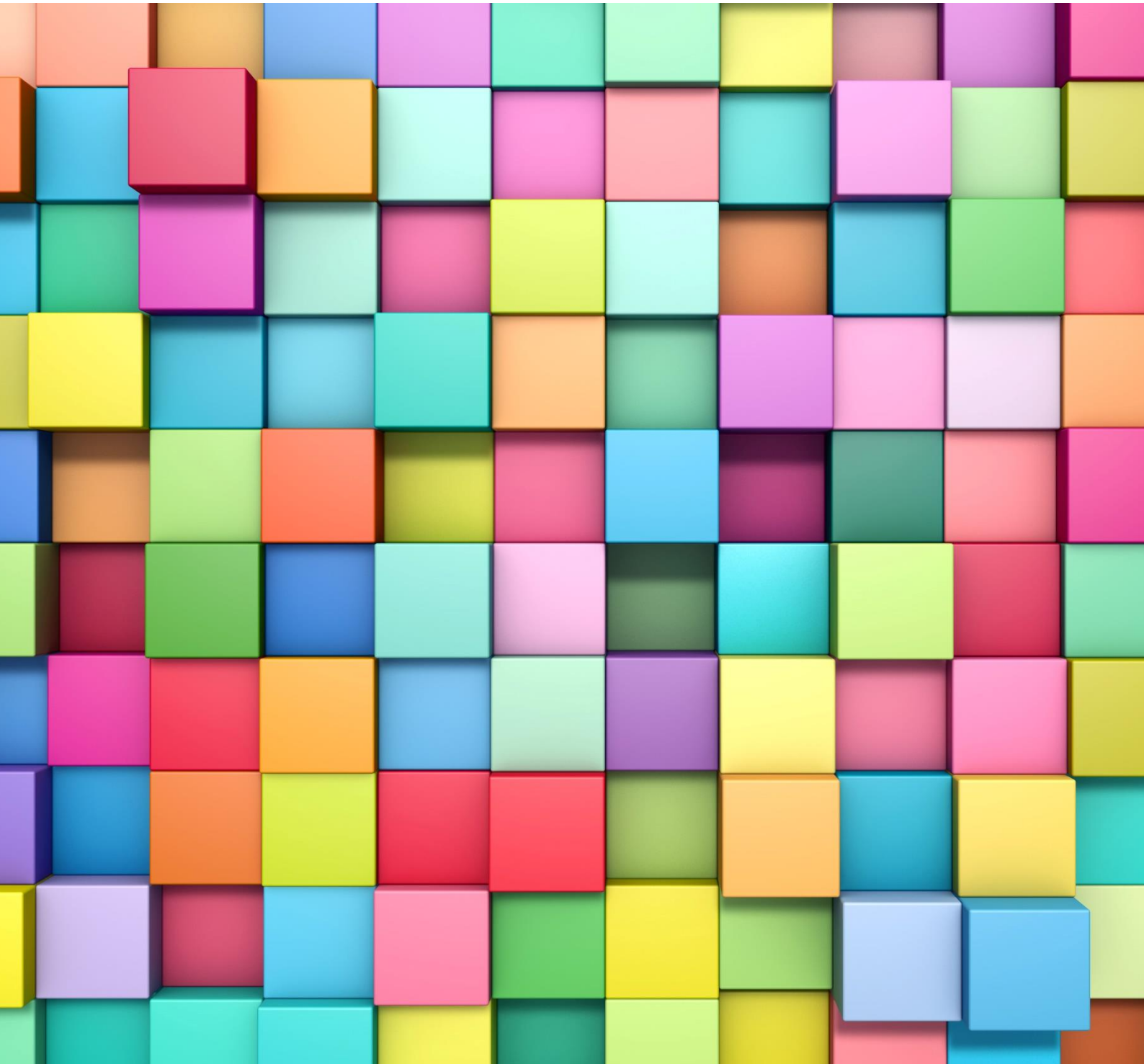


# Mainstreaming Equality and Diversity in Clackmannanshire: Outcomes for 2021/25.



**Clackmannanshire  
Council**

[www.clacks.gov.uk](http://www.clacks.gov.uk)

Comhairle Siorrachd  
Chlach Mhanann

## **Mainstreaming Equalities Outcomes 2021-2025**

Under the Public Sector Equalities duties Clackmannanshire Council is required to publish new Mainstreaming Equalities Outcomes every 4 years.

Significant progress has been made by Clackmannanshire Council over the past 4 years with promoting equality and addressing inequality at the centre of our strategic planning landscape and at the heart of the outcomes we are seeking to achieve. As an employer we have also made significant strides forward through our Workforce Strategy and a range of new policies seeking fairness and equality for employees across all services.

We recognise however, that there are still improvements we can make. We are seeking to achieve that through delivery of our Equality Outcomes and Priority Actions set out below, but also through the following key strategies, all of which have a specific equality focus. These plans can be accessed by clicking on the links below:

- [Community Wealthbuilding Action Plan](#)
- [British Sign Language Action Plan](#)
- [National Improvement Framework](#)
- [Local Outcome Improvement Plan](#) (being refreshed in 2021)
- [Corporate Plan and Be the Future](#)
- [Local Child Poverty Action Plan](#)
- [Community Justice Action Plan](#)
- [Children's Services Plan](#) (being refreshed in 2021)
- [The Promise](#) (under development in 2021)
- [Workforce Strategy](#)
- [Gaelic Language Plan](#)
- [Sport and Active Living Framework](#)
- [Be the Future Strategic Roadmap](#)
- [Stirling and Clackmannanshire City Region Deal Skills and Inclusion Programme](#)

Along with our partners, Clackmannanshire is seeking to better integrate our strategic plans to ensure a consistent focus on key priorities where we want to make a real change. We want to streamline our plans to develop one clear strategic plan for Clackmannanshire underpinned by clear delivery plans and transformational priorities.

It is important therefore that our Mainstreaming Equalities outcomes and priorities reflect those set out in our new Local Outcome Improvement Plan (LOIP) and Corporate Plan 2019/23. Through our Wellbeing Economy work with Scottish Government and our strategic partners we will review our strategic outcomes in 2021/22 and these will be set out in our new LOIP and Corporate Plan.

Our current Strategic aims are set out here:

### **Our Vision**

Be the Future Where we will be a valued, responsive, creative organisation, through collaboration, inclusive growth and innovation, to improve the quality of life for every person in Clackmannanshire

### **Our Priorities**

We will achieve our vision through prioritising:

- Inclusive Growth, Jobs & Employability
- Reducing Child Poverty
- Raising Attainment
- Sustainable Health & Social Care
- Empowering Families & Communities
- Organisational Transformation

## **Our Outcomes**

These priorities are aimed at realising our vision; however, they also are the Council's contribution to delivering on better outcomes for Clackmannanshire in our Local Outcomes Improvement Plan (LOIP) 2017-27:

- Clackmannanshire will be attractive to businesses and people and ensure fair opportunities for all;
- Our families; children and young people will have the best possible start in life;
- Women and girls will be confident and aspirational, and achieve their full potential;
- Our communities will be resilient and empowered so that they can thrive and flourish.

## **Strategic Performance Framework**

Our Corporate Plan sets out our key performance measures which we report on annually. Information on the Council's performance reports can be found here

<https://www.clacks.gov.uk/council/performance/>

## **Meeting our Equalities Duties**

The Equality Act 2010 protects people from unfair treatment because of nine protected characteristics and requires public bodies to show how they make a positive difference to different groups of people. The legislation aims to protect all citizens from unlawful discrimination. The nine protected characteristics are:

- Age
- Disability
- Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race
- Religion and Belief
- Sex
- Sexual Orientation

The Equality Act 2010 requires all public bodies to take account of the need to:

- Eliminate discrimination, harassment and victimisation
- Advance Equality
- Foster good relations between different groups.

The framework below sets out the consolidated Equalities and Diversity outcomes and priority actions that Clackmannanshire Council is working towards to meet our strategic

outcomes. This framework also shows clear links to the Public Sector Equalities Duties. This framework will provide the basis for reporting our progress in line with our statutory requirements in 2023 and 2025. Where actions are being taken forward by Clackmannanshire Council as part of agreed strategies and plans the linkages to these areas of work are clearly stated.

Clackmannanshire Council Equality Outcomes for 2021/25 are:

- 1) We will work alongside our partners to reduce socio-economic disadvantage faced by families and communities in Clackmannanshire.**
- 2) We will have strong, vibrant and inclusive communities where citizens have a sense of belonging and identity.**
- 3) We will reduce the attainment and achievement gap for pupils and young people with protected characteristics and those living in poverty.**
- 4) Clackmannanshire Council has increased knowledge and capacity about equality, diversity and poverty and meets its responsibilities and duties under the Equality Act 2010.**
- 5) In Clackmannanshire people will feel equally safe from harm.**
- 6) Clackmannanshire Council is inclusive and values and respects all employees equally.**
- 7) Access to Council services will be improved for citizens with a protected characteristic in Clackmannanshire.**

## **Review of Evidence**

Like many other organisations, responding to the global Covid pandemic has interrupted the approach we would normally take to consult on the development of our Equalities Outcomes and Priority Actions. We have however collected a significant amount of data over the past two years which has helped shape our Equality Outcomes. This has included Equality and Fairer Scotland Impact Assessments; consultation and engagement activity; survey results and national, regional and local data on our customers, communities and workforce.

If you require this document in an alternative language or format please contact Clackmannanshire Council on 450000 or email [customerservice@clacks.gov.uk](mailto:customerservice@clacks.gov.uk)

<b>1) Equality Outcome: We will work alongside our partners to reduce socio-economic disadvantage faced by families and communities in Clackmannanshire.</b>	
Strategic Outcome/s: Clackmannanshire will be attractive to businesses and people and ensure fair opportunities for all; Our families; children and young people will have the best possible start in life; Women and girls will be confident and aspirational, and achieve their full potential; Our communities will be resilient and empowered so that they can thrive and flourish.	
Strategic Priorities: Inclusive Growth, Jobs & Employability, Reducing Child Poverty, Raising Attainment, Empowering Families & Communities, Organisational Transformation	
Equality Duty: Advance Equality; Foster good relations between different groups.	
<b><u>Priority Action Areas</u></b>	<b><u>Linked Strategies</u></b>
a) We will deliver a wellbeing economy for Clackmannanshire with inclusive growth and community wealth building at its heart. This will include the development of a good employment charter for Clackmannanshire and specific work to target gender justice across the County.	Local Outcome Improvement Plan Community Wealth building Action Plan
b) Working alongside our Community Planning Partners and through the Tackling Poverty Partnership we will deliver our commitments to reduce Child Poverty in Clackmannanshire. This will include specific work to develop the newly formed Clackmannanshire Food Partnership and a food resilience action plan for Clackmannanshire.	Local Child Poverty Action Report Local Outcome Improvement Plan.
c) We will continue to provide support services for people disproportionately impacted by the Covid pandemic including on welfare and financial assistance; food; advice and support on employment, redundancy and money.	Local Child Poverty Action Report
d) We will build on the achievements made in 2021 to reduce digital exclusion across protected groups and will publish a Digital Inclusion Strategy for Clackmannanshire by 2023.	Local Child Poverty Action Report
e) We will implement actions to tackle period poverty for all women and girls across	Local Child Poverty Action Report

Clackmannanshire.	Children's Services Plan
f) We will deliver our Skills and Inclusion programme as part of the Stirling and Clackmannanshire City Region Deal. This programme will support people with protected characteristic into skills and support programme for employment.	Stirling and Clackmannanshire CRD Skills and Inclusion Programme.
<b>2) Equality Outcome: We will have strong, vibrant and inclusive communities where citizens have a sense of belonging and identity.</b>	
Strategic Outcomes: Our communities will be resilient and empowered so that they can thrive and flourish.	
Strategic Priorities: Empowering Families & Communities;	
Equality Duty: Advance Equality; Foster good relations between different groups.	
<b><u>Priority Action Area</u></b>	<b><u>Linked Strategies</u></b>
a) We will work with local organisations to help raise awareness of local cultural heritage in Clackmannanshire.	Mainstreaming Equalities
b) We will deliver our Gaelic language plan to promote the heritage and history of language and place in Clackmannanshire.	Gaelic Language Plan
c) We will develop awareness raising activities in support of national campaigns such as International Women's Day, Challenge Poverty Week, LGBT + History, World Mental Health Day amongst others to raise awareness and support across Clackmannanshire.	Mainstreaming Equalities
d) We will use place based approaches to develop a transformation zone as part of a long term masterplan for Alloa. This will contribute to inclusive growth approaches by creating new health. Wellbeing and educational facilities along side increasing its attractiveness as a place to live and creating skills and employment opportunities.	Be the Future

e) Deliver a transformation zone in an SIMD area which centres around sustainable food growing (including community food growing) and renewable energy generation which contributes to helping families living in poverty.	Be the Future
<b>3) Equality Outcome: We will reduce the attainment and achievement gap for pupils and young people with protected characteristics and those living in poverty.</b>	
Strategic Outcome: Our families; children and young people will have the best possible start in life; Women and girls will be confident and aspirational, and achieve their full potential.	
Strategic Priorities: Reducing Child Poverty; Raising Attainment.	
Equality Duty: Eliminate discrimination, harassment and victimisation; Advance Equality	
<b><u>Priority Action Area</u></b>	<b><u>Linked Strategies</u></b>
a) We will deliver targeted support to young mothers in Clackmannanshire to help them achieve their full potential in learning and employment.	Children's Services Plan
b) We will develop integrated Promise and Child Poverty action plans as part of our overall approach to Children's Services Planning in Clackmannanshire.	Children's Services Plan
c) We will roll out the Cost of the School Day Toolkit to all Education establishments across Clackmannanshire.	Children's Services Plan
d) We will implement action plans on delivering change in mental health and wellbeing for children and young people.	Children's Services Plan
e) We will implement MCR pathways to address outcome gaps between care experienced young people and their peers.	Children's Services Plan
f) We will improve access to sport and leisure activities for young people with protected characteristics.	Sport and Active Living Framework.

	Be the Future
<b>4) Equality Outcome: Clackmannanshire Council has increased knowledge and capacity about equality, diversity and poverty and meets its responsibilities and duties under the Equality Act 2010.</b>	
Strategic Outcome: Our communities will be resilient and empowered so that they can thrive and flourish.	
Strategic Priorities: Organisational Transformation	
Equality Duty: Advance Equality	
<b><u>Priority Action Area</u></b>	<b><u>Linked Strategies</u></b>
a) We will take into account equality, diversity and poverty when planning and developing services and making decisions and we will clearly publish information on our processes for doing so.	Mainstreaming Equalities
b) The Council will publish and promote its Licensing Board Equality and Diversity Policy.	Mainstreaming Equalities
c) We will provide staff and elected members with a sound understanding of the Equality Act and Public Sector Duties (and associated legislation) as part of induction and learning and development.	Mainstreaming Equalities
d) We will identify and assess Equalities training needs of our workforce and provide refresher training on Equality and Fairer Scotland Impact Assessments.	Mainstreaming Equalities
e) We will review capacity and knowledge across the organisation to deliver our Equalities duties (and associated legislation) and agree an improvement plan.	Mainstreaming Equalities
<b>5) Equality Outcome: In Clackmannanshire people will feel equally safe from harm.</b>	
Strategic Outcome: Our families; children and young people will have the best possible start in life; Women and girls will be confident and aspirational, and achieve their full potential; Our communities will be resilient and empowered so that they can thrive and flourish.	
Strategic Priorities: Empowering Families & Communities;	



Equality Duty: Eliminate discrimination, harassment and victimisation; Advance Equality; Foster good relations between different groups	
<b><u>Priority Action Area</u></b>	<b><u>Linked Strategies</u></b>
a) We will work with our partners to deliver Equally Safe and ensure appropriate plans are in place to address domestic abuse.	Equally Safe
b) We will continue to implement Safe and Together across Clackmannanshire.	Children's Services Plan
c) We will work with our Community Justice partners to deliver our Community Justice Improvement Plan 'Resilience in the face of Adversity'.	Community Justice Improvement Plan.
d) We will develop plans to implement appropriate actions from the newly passed Hate Crime (Scotland) Act 2021.	Mainstreaming Equalities
<b>6) Equality Outcome: Clackmannanshire Council is inclusive and values and respects all employees equally.</b>	
Strategic Outcome: Clackmannanshire will be attractive to businesses and people and ensure fair opportunities for all;	
Strategic Priorities: Organisational Transformation	
Equality Duty: Eliminate discrimination, harassment and victimisation; Advance Equality	
<b><u>Priority Action Area</u></b>	<b><u>Linked Strategies</u></b>
a) We will build confidence in our staff to ensure disclosure of sensitive information in order to improve the data that we hold on our staff in order to better inform our decision making processes.	Mainstreaming Equalities
b) We will undertake a mapping and diversity exercise and seek to better understand and reflect the community in our workforce.	Community Wealth building Action Plan
c) We will continue to support the health and wellbeing of our workforce through implementation of our action plan and implementation of our tool kit developed in 2021.	Workforce Strategy

d) We will evaluate hard to reach employee groups (with protected characteristics) to understand barriers and improve engagement and internal communications.	Workforce Strategy Communications Strategy
e) We will work towards Healthy Working Lives continued accreditation.	Workforce Strategy
f) We will explore options to work with a relevant agency to develop an LGBTQ inclusive workforce across Clackmannanshire Council.	Mainstreaming Equalities
g) We will continue to demonstrate our Disability Confident Employer Status and continue to strive to make improvements where we can.	Workforce Strategy
h) We will review our workforce policies on a programmed basis to ensure that they promote equality for all employees at Clackmannanshire Council.	Workforce Strategy
i) We will ensure that all our workforce complete mandatory Equality and Diversity training each year.	Workforce Strategy
<b>7) Equality Outcome: Access to Council services will be improved for citizens with a protected characteristic in Clackmannanshire.</b>	
Strategic Outcome: Clackmannanshire will be attractive to businesses and people and ensure fair opportunities for all; Our communities will be resilient and empowered so that they can thrive and flourish.	
Strategic Priorities: Empowering Families & Communities; Organisational Transformation	
Equality Duty: Advance Equality; Foster good relations between different groups.	
<b><u>Priority Action Area</u></b>	<b><u>Linked Strategies</u></b>
a) We will further develop our knowledge of representative groups to ensure that our consultation on equality impacts is meaningful and can genuinely inform decision making.	Mainstreaming Equality
b) We will implement our British Sign Language Plan 2018/24 and report and publish our progress.	British Sign Language Plan

c) We will work with local organisations to review our Council buildings to ensure that they are accessible for people with a disability.	Mainstreaming Equality
d) We will improve access to services for gypsy travelling families in Clackmannanshire.	Mainstreaming Equality
e) We will review our customer charter to reflect our commitment to improving services for customers with a protected characteristic and will ensure that our customers are informed about how to influence decisions and services that matter to them and how they can access Council services.	Mainstreaming Equality Customer Charter