

Dumfries and Galloway Council

Dumfries and Galloway Education Authority and

Dumfries and Galloway Licensing Authority and Licensing Boards

Equality Outcomes 2021 - 2025



Equality Outcomes 2021 - 2025

The Equality Act 2010 has a number of General and Specific Duties which apply to our Council, the Education Authority and Licensing Authority and Licensing Boards. Similar to previous years and in line with best practice the Equality Outcomes for Education, Licensing and Council are published together for 2021 – 2025.

Dumfries and Galloway Council is committed to equality of opportunity for all people within our Community. Our aim is to increase equality of opportunity and tackle the causes and effects of inequality and poverty.

Our approach to setting our Equality Outcomes was developed by drawing on a number of main sources. Due to the COVID-19 pandemic our consultation and engagement was carried out through online methods including –

- An online public consultation in partnership with NHS Dumfries and Galloway.
- Online consultation events with our local Equality and Diversity Working Group and our local BSL Community
- Evidence and engagement with local diversity groups
- Information contained within the Council Plan and Service Business Plans
- Performance Monitoring Reports of the Commission on Representation and Engagement 2018 – 2020; and mid year report 2020/21 which includes surveys of disabled, LGBT and minority ethnic residents; and the Commission on Youth Work Services for LGBT Young People
- Annual Report on the Community Planning Local Outcomes Improvement Plan 2019/2020
- National and local research data including – Data collected during the COVID-19 pandemic (both local and national)
 - Scottish Household Survey
 - 10,000 Voices Young People's Survey
 - Dumfries and Galloway Poverty and Deprivation Report 2020
 - Scottish Government Equality Evidence Finder

Dumfries and Galloway Council Equality Outcomes 2021 – 2025

Issue/ Inequality	The COVID-19 pandemic has highlighted a number of barriers to accessibility for a number of groups, including information being widely available in a variety of languages and formats. The increasing reliance on digital technology has highlighted barriers to some public services.
Theme	Accessibility
Equality Outcome	Ensure our services and information are fully accessible and available in a range of formats and languages for disabled people and for those where English is not their first language.
Protected Characteristic Groups Supported	<ul style="list-style-type: none"> • Disability • Race
General Equality Duty	Will help to advance equality of opportunity for those from a protected characteristic group accessing our services.
Link to Strategic Priority	Contributes to the Council Priority to be an inclusive Council and increase equality of opportunity.
Activities	<ul style="list-style-type: none"> • Give people a choice in how to access services • Improve communications and language to ensure that our information and services are accessible • Understand the languages spoken and written in our region • Continue to work towards our objectives within our local British Sign Language (BSL) Plan • Introduce a Text Relay Service as a means of contacting the Council

Issue/ Inequality	The COVID-19 pandemic has highlighted the increasing reliance on digital technology has highlighted barriers to some public services, employment opportunities and access to cheaper foods.
Theme	Accessibility
Equality Outcome	Reduce digital exclusion in Dumfries and Galloway for younger and older people, disabled people and minority ethnic communities.
Protected Characteristic Groups Supported	<ul style="list-style-type: none"> • Age • Disability • Race
General Equality Duty	Will help to advance equality of opportunity for those from a protected characteristic group accessing our services.
Link to Strategic Priority	Contributes to the Council Priority to be an inclusive Council and increase equality of opportunity.
Activities	<ul style="list-style-type: none"> • Support the enabling of better digital connectivity across the Region • Work with other partners about the availability of equipment including Connect Scotland • Promote digital learning

Issue/ Inequality	Some protected characteristic groups are more likely to experience discrimination and less fair treatment in the workplace which can create barriers to employment, progression and opportunities.
Theme	Employment
Equality Outcome	Develop a more diverse organisation which better represents the local population.
Protected Characteristic Groups Supported	<ul style="list-style-type: none"> • All
General Equality Duty	Will help to eliminate discrimination and advance equality of opportunity for our staff and Elected Members from a protected characteristic group.
Link to Strategic Priority	Contributes to the Council Priority to be an inclusive Council and increase equality of opportunity.
Activities	<ul style="list-style-type: none"> • Develop a more diverse workforce that represents our local population • Support the national work on participation in public life to encourage people from protected characteristic groups into Elected positions • Undertake a review of recruitment procedures to ensure that they are line with best practice to improve and increase workplace diversity

Issue/ Inequality	Some protected characteristic groups are more likely to experience discrimination and less fair treatment in the workplace which can create barriers to employment, progression and opportunities.
Theme	Employment
Equality Outcome	Provide a safe and secure workplace for our staff and Elected Members from protected characteristic groups.
Protected Characteristic Groups Supported	<ul style="list-style-type: none"> • All
General Equality Duty	Will help to eliminate discrimination and advance equality of opportunity for our staff from a protected characteristic group.
Link to Strategic Priority	Contributes to the Council Priority to be an inclusive Council and increase equality of opportunity.
Activities	<ul style="list-style-type: none"> • Further development of the existing LGBT+ Staff Network • Explore the creation of new protected characteristic group staff networks • Undertake relevant 'charter' schemes, e.g. LGBT Youth Charter Mark, Equally Safe at Work • Improve our recording and monitoring of employee and Elected Member data on the protected characteristics • Develop a People Strategy to promote fairness and respect across our organisation • Implement an Organisational Development Framework

Issue/ Inequality	Some protected characteristic groups are more likely to experience discrimination and less fair treatment in the workplace which can create barriers to employment, progression and opportunities.
Theme	Employment
Equality Outcome	Support members of protected characteristic groups to have equality of access to a prosperous future.
Protected Characteristic Groups Supported	<ul style="list-style-type: none"> • All
General Equality Duty	Will help to eliminate discrimination, advance equality of opportunity and foster good relations.
Link to Strategic Priority	Contributes to our Council priority to build the local economy.
Activities	<ul style="list-style-type: none"> • Support and develop new and existing businesses to adopt Fair Work principles and practices • Adopt the Young Person’s Participation Strategy to widen accessibility • Support the Scottish Government’s Young Person’s Guarantee to develop a local Young Employment Strategy • Provide support and funded access to training to upskill and improve the employment circumstances for people in low paid positions • Promote initiatives that support the employment of disabled people • Support the Scottish Government’s No One Left behind policy for disabled people, young people, and those from a minority ethnic community

Issue/ Inequality	During the COVID-19 pandemic there has been an increased risk and incidence of stigma and discrimination for some groups due to misperceptions of origin or transmission of COVID-19 leading to hate crime and racist abuse.
Theme	Community Safety and Hate Crime
Equality Outcome	Support people in Dumfries and Galloway to feel safe to report Hate Crime.
Protected Characteristic Groups Supported	<ul style="list-style-type: none"> • Sex • Disability • Race • Sexual Orientation
General Equality Duty	Will help to eliminate discrimination, advance equality of opportunity and foster good relations among our local community.
Link to Strategic Priority	Contributes to our Council priority to protect our most vulnerable people.
Activities	<ul style="list-style-type: none"> • Work with our local community to identify and address any community safety issues • Ensure interventions are early and effective • Ensure our advice and support on community safety is accessible to all • Work with our local community to ensure they feel supported to report hate crime either directly to Police Scotland or through our local third-party reporting centres • Promote women's safety and wellbeing • Ensure the people who are deemed most at risk from harm will be identified, supported and protected

Issue/ Inequality	Consultation with local groups highlighted the need to involve people from protected characteristic groups in local changes to services and decision making.
Theme	Engagement and Involvement
Equality Outcome	Involve a wider range of people with protected characteristics in local decision making and activities.
Protected Characteristic Groups Supported	<ul style="list-style-type: none"> • All
General Equality Duty	Will help to foster good relations with our local protected characteristic groups by ensuring their voices are heard and represented in local decision making.
Link to Strategic Priority	Contributes to our Council priority to be an inclusive Council and ensure that people and communities are at the heart of our decision making.
Activities	<ul style="list-style-type: none"> • Work with the local protected characteristic groups to widen involvement in local decision making and activities. • Continue to develop involvement of our BSL community • Continue to develop involvement of our Gypsy/ Traveller Community

Issue/ Inequality	Feedback from both local engagement and national evidence suggests that COVID-19 has negatively impacted on mental health across all groups. Local engagement suggested that the rurality of our region contributes towards poorer mental health and isolation.
Theme	Mental Health and Health and Wellbeing
Equality Outcome	Support people with protected characteristics to have good mental health and wellbeing.
Protected Characteristic Groups Supported	<ul style="list-style-type: none"> • All
General Equality Duty	Will help to foster good relations with our local community experiencing difficulties with their mental health.
Link to Strategic Priority	Contributes to our Council priorities to protect our most vulnerable people and be an inclusive Council.
Activities	<ul style="list-style-type: none"> • Work in partnership with NHS Dumfries and Galloway and the Health and Social Care Partnership to gain greater understanding of any barriers and work together to address these • Maintain our Healthy Working Lives Gold Award status • Provide mental health and wellbeing information and support on our website • Roll out a community-based approach to addressing low level mental health in young people • Progress the multi-agency protocol to support young people not attending school due to anxiety issues

Dumfries and Galloway Council Education Authority Equality Outcomes 2021 – 2025

Issue/ Inequality	Items identified within the Time for Inclusive Education plan require funding
Theme	Education and Young People
Equality Outcome	Raise attainment, achievement and participation for children with Protected Characteristics.
Protected Characteristic Groups Supported	<ul style="list-style-type: none"> • Children and young people, (age, disability, race, sex, sexual orientation and gender reassignment)
General Equality Duty	Will help to eliminate discrimination of young people and advance equality of opportunity across our schools.
Link to Strategic Priority	Contributes to our Council priority to provide the best start in life for all our children to raise ambition and attainment, in particular to address inequalities.
Activities	<ul style="list-style-type: none"> • Progress the actions within the Time for Inclusive Education Plan (TIE) • We will deliver the priorities and drivers of the National Improvement Framework through the Education Plan and improvement planning • Build capacity, identify inequalities and barriers and prioritise well considered support and mitigation, to help schools prioritise the most appropriate next steps to further drive equality improvements to close the attainment gap.

Issue/ Inequality	Identity based bullying and harassment in schools
Theme	Education and Young People
Equality Outcome	Reduce identity-based bullying and harassment in schools.
Protected Characteristic Groups Supported	<ul style="list-style-type: none"> • Children and young people, (age, disability, race, sex, sexual orientation and gender reassignment)
General Equality Duty	Will help to eliminate discrimination of young people and advance equality of opportunity across our schools.
Link to Strategic Priority	Contributes to our Council priority to provide the best start in life for all our children to raise ambition and attainment, in particular to address inequalities.
Activities	<ul style="list-style-type: none"> • Continue to commission services for LGBT young people • Progress the actions by working with local and national parental organisations (including Respectme)

Issue/ Inequality	Raise awareness of positive behaviour and anti-bullying policies in schools for parents.
Theme	Education and Young People
Equality Outcome	Increase partnership working between pupils, parents and professionals in policy development in schools.
Protected Characteristic Groups Supported	<ul style="list-style-type: none"> • Children and young people, (age, disability, race, sex, sexual orientation and gender reassignment)
General Equality Duty	Will help to eliminate discrimination, advance equality of opportunity and foster good relationships between our schools and parents.
Link to Strategic Priority	Contributes to our Council priority to provide the best start in life for all our children to raise ambition and attainment, in particular to address inequalities.
Activities	<ul style="list-style-type: none"> • Coordination of work with pupil councils linked to the Youth Council • Deliver on Youth Council actions • Implement the Parental Involvement Strategy

Dumfries and Galloway Council Licensing Authority and Licensing Boards Equality Outcomes 2021 – 2025

Issue/ Inequality	There is a need for more wheelchair accessible vehicles to increase the availability for disabled customers and reduce stigma and inequality
Theme	Licensing
Equality Outcome	Increase the number of accessible taxis.
Protected Characteristic Groups Supported	<ul style="list-style-type: none"> • Disability • Age
General Equality Duty	Will help to eliminate discrimination, advance equality of opportunity and foster good relationships.
Link to Strategic Priority	Contributes to our Council priority to build the local community and be an inclusive council.
Activities	<ul style="list-style-type: none"> • Improve number of wheelchair accessible vehicles. This will include consultation with taxi and private hire car operators and the public and undertaking a review to identify unmet need and actioning where appropriate

Issue/ Inequality	There is a need for customer training for taxi, private hire car drivers and staff licensed premises to raise awareness of disability etiquette and equality and diversity.
Theme	Licensing
Equality Outcome	Increase awareness of equality and diversity across license holders.
Protected Characteristic Groups Supported	<ul style="list-style-type: none"> • All
General Equality Duty	Will help to eliminate discrimination, advance equality of opportunity and foster good relationships.
Link to Strategic Priority	Contributes to our Council priority to build the local community and be an inclusive council.
Activities	<ul style="list-style-type: none"> • Development and implementation of a customer training course for taxi and private hire cars to raise awareness of all protected characteristics and promote understanding and respect for equality and diversity. • Increase awareness among the licensed trade of the needs of their disabled customers, and promote good practice

Issue/ Inequality	High risks are associated with under-age consumption of alcohol and gambling
Theme	Licensing
Equality Outcome	Reduce the opportunities for children and young people to be involved in risky behaviours relating to alcohol and gambling.
Protected Characteristic Groups Supported	<ul style="list-style-type: none"> • Age
General Equality Duty	Will help to eliminate discrimination, advance equality of opportunity and foster good relationships.
Link to Strategic Priority	Contributes to our Council priority to support the most vulnerable people
Activities	<ul style="list-style-type: none"> • Support awareness programmes about the dangers of under-age consumption of alcohol and gambling • Support reductions in opportunities for alcohol and gambling to be available to children and young people