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East Dunbartonshire Council

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Equalities Mainstreaming and Outcomes Report 2017-2021

Equality Outcomes 2021-2025

Note that Report will be designed following Council approval September 2021

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1. Foreword

This document presents East Dunbartonshire Council's Corporate, Education Authority and Licensing Board Equality Mainstreaming Report for the period 2021 - 2025. The Council is committed to tackling discrimination, advancing equality of opportunity and promoting good relations both in our workforce and community. Mainstreaming equality is the process by which we will work towards achieving this as an organisation.

Our objective in mainstreaming equality is to integrate an equality and human rights perspective into the everyday work of the Council, involving managers and policy makers across all Council services, as well as equality specialists and Community Planning Partners to ensure that equality, diversity and inclusion is at the heart of everything we do.

Considerable progress is being made in this work and there is a greater awareness across the Council about the importance of meeting the needs of our increasingly diverse population. Equality mainstreaming is a long-term approach that aims to make sure that policy making within the Council is fully sensitive to the diverse needs and experiences of everyone affected. The approach will help to provide better information, transparency and openness in the way we make decisions about our services and resources.

The Council recognises that mainstreaming requires leadership and commitment to the principles and processes of mainstreaming equality, as well as ownership and integration within every service and team across the council.

The Council's 2021-2025 outcomes have been produced under the lens of COVID-19. The pandemic has exposed pre-existing inequalities, presented new challenges and provided the Council with a rare opportunity to make significant changes in a dynamic way to continue to deliver services and support our employees throughout unprecedented circumstances. Work to measure the impact of COVID-19 and to respond as required will continue throughout the forthcoming mainstreaming period.

Councillor Andrew Polson
Joint Leader, East Dunbartonshire Council

Councillor Vaughan Moody
Joint Leader, East Dunbartonshire Council

2. East Dunbartonshire Council Equality Statement

East Dunbartonshire Council is fully committed to the ethos, values and vision of the Equality Act 2010 and to fulfilling the key elements of the general equality duty as defined in the Act:

- **Eliminating discrimination, harassment and victimisation**
- **Advancing equality of opportunity between people who share a protected characteristic and those who do not**
- **Fostering good relations between people who share a protected characteristic and those who do not**

The protected characteristics are:

- **Age**
- **Disability**
- **Gender reassignment**
- **Pregnancy and maternity**
- **Race, including ethnicity, colour and national origin**
- **Religion or belief**
- **Sex**
- **Sexual orientation**
- **Marriage/civil partnership**

This report follows on from our Equality Outcomes and Mainstreaming Progress Report in 2017. This report gives us the opportunity to detail the progress we have made from 2017-2021 in mainstreaming and progressing equality across East Dunbartonshire. We also use it to set out our updated Equality Outcomes for the period 2021-2025. These Equality Outcomes are designed to help us meet our duties as detailed in The Act.

3. Equality in East Dunbartonshire

Local Context

Population and Age

East Dunbartonshire lies to the north of Glasgow and is bound by the Campsie Fells and the Kilpatrick Hills. It is a strategically significant location for economic, social and environmental development between the City of Glasgow and the Highlands through the West Highland Way and eastwards through the Kelvin Valley.

With a population of 108,640, East Dunbartonshire is in the mid-range of Scottish local authority populations and covers an area of 77 square miles. It comprises a mixture of urban and rural areas that include Bearsden, Milngavie, Bishopbriggs, Torrance, Milton of Campsie, Lennoxton, Kirkintilloch, Twechar and Lenzie.

East Dunbartonshire has been recognised as one of the best areas to live in Scotland based on people's health, life expectancy, employment and school performance. Economic activity and employment rates are high and the level of crime is significantly below the Scottish average. Despite this, inequalities exist across the authority and there are pockets of deprivation where indicators of disadvantage correlate and the quality of life falls below the national average.

According to National Records of Scotland (NRS) 2019 mid-year population estimates for East Dunbartonshire, 18% of the population was estimated to be aged 0-15, 60% were of working age (16-64 years), 23% were aged over 65 and 11% of the population were 75 years and over.

Data from NRS shows that in 2019, there were more females (51.6%) than males (48.4%) living in East Dunbartonshire. These numbers are very similar to those for Scotland as a whole as there were also more females (51.3%) than males (48.7%).

The most recent population projections (2018-based) published by NRS suggest that by 2028 the total population of East Dunbartonshire will increase by 3.8%. The proportion of children (0-15 years) is expected to increase by 4.1% between 2018 and 2043, the working age population (16-64 years) is also projected to increase by 4.5%. Significantly, the proportion of those aged 65 and over is expected to increase by 18.6%, within that the biggest population change is forecast to be seen in those aged 75 and over with a predicted increase of 66.6% by 2043.

East Dunbartonshire has the second highest life expectancy at birth in Scotland for both males (80.4 years) and females (83.4 years).

NRS show that there were 910 births in East Dunbartonshire in 2019. This is a decrease of 4.2% from 950 births in 2018. Of these 910 births, 439 (48.2%) were female and 471 (51.8%) were male. In 2019, East Dunbartonshire was the council area with the joint second highest standardised birth rate (11.1 per 1,000 population, compared with 9.1 per 1,000 population in Scotland overall).

Ethnicity

The most recent data on ethnicity in East Dunbartonshire is that collected for Scotland's 2011 Census. The data below indicates that the biggest ethnic group is white, accounting for 93,051 people at the date of collection. The ethnic composition of East Dunbartonshire was as follows:

Ethnicity	Number	% of Population (at 2011)
White Scottish	93,051	88.60%
White Other British	5,026	4.79%
White Irish	1,248	1.19%
White Gypsy/Traveller	27	0.03%
White Polish	144	0.14%
White Other	1,126	1.07%
Multiple or Mixed	420	0.40%
Pakistani/Pakistani Scottish/Pakistani British	752	0.72%
Indian/Indian Scottish/Indian British	1,569	1.49%
Bangladeshi/Bangladeshi Scottish/Bangladeshi British	44	0.04%
Chinese/Chinese Scottish/Chinese British	701	0.67%
African/African Scottish/African British	169	0.16%
African Other	3	0.003%
Caribbean/Caribbean Scottish/Caribbean British	48	0.05%
Black/Black Scottish/Black British	16	0.02%
Other Caribbean or Black	5	0.005%
Arab/Arab Scottish/Arab British	170	0.16%
Other Ethnic Group	136	0.13%

Disability

There is limited information on the number of people who have a disability in East Dunbartonshire. The main source of data for this characteristic is the 2011 Census which asked respondents if their day-to-day activities were limited a lot, a little or not at all due to a health problem or disability; 7.8% of people's daily activities were limited a lot and 9.5% of people's activities were limited a little. It also asked respondents to report any long-term health conditions; 28% of people in East Dunbartonshire reported having one or more long-term health conditions.

Religion

The most recent data on religion in East Dunbartonshire is that collected for Scotland's 2011 Census. As at date of collection, the religious composition of East Dunbartonshire was:

Religion	Number	% of Population (at 2011)
Church of Scotland	37,415	35.62%
Roman Catholic	23,390	22.27%
Other Christian	4,801	4.57%
Buddhist	151	0.14%
Hindu	605	0.58%
Jewish	66	0.06%
Muslim	1,044	0.99%
Sikh	942	0.90%
Other Religion	184	0.18%
No Religion	29,663	28.24%
Not Stated	6,765	6.44%

Poverty and Inequality

Based on the most recent Scottish Index of Multiple Deprivation (SIMD) data, published in 2020, East Dunbartonshire remains relatively less deprived in contrast to other Scottish local authorities with the majority of East Dunbartonshire datazones falling into the least deprived areas of

the SIMD. Although East Dunbartonshire, as a whole, is relatively less deprived than other local authorities in Scotland, there are specific areas within East Dunbartonshire that fall below the Scottish average.

Datazones are a commonly used geography across Scotland and are determined by population rather than size, therefore urban datazones have a smaller geographical area than rural datazones. The average datazone has a population of 760 people and there are currently 130 datazones within East Dunbartonshire. East Dunbartonshire has eight datazones in the most deprived 25% in Scotland. These are located in Hillhead, Auchinairn, Lennoxton, Kirkintilloch West and Keystone and Dougalston in Milngavie. Hillhead remains the most deprived area in East Dunbartonshire according to SIMD. The datazone in Keystone and Dougalstone in Milngavie has entered the top 25% most deprived. There are seven individual domains for each datazone and these, East Dunbartonshire has the most deprived datazones in the access domain which would be expected given the rural nature of certain parts of the authority.

The East Dunbartonshire Community Planning Partnership is committed to reducing inequality and to targeting resources where they are needed the most. As a result, the Place/ Locality approach is being used to work within areas which experience the most inequality. This is a particular way of working with communities which moves away from simply providing services to an approach that alleviates local issues with tailored solutions, making local people central to the process. Currently, the four areas in East Dunbartonshire which have been identified as 'Place/ Locality Areas' are Hillhead and Harestanes, Lennoxton, Twechar and Auchinairn. For more information on the place approach, visit <https://www.eastdunbarton.gov.uk/place-approach>.

Equality Engagement Group

We are keen to continue to engage and include those with lived experience or interest in reducing inequality. This is an area that we are very keen to develop and improve upon and we are looking to link with our overall engagement strategy. The creation of a new Equality Engagement Group for East Dunbartonshire is currently being considered.

National Context

Over the past 40 years, over 100 pieces of legislation and statutory instruments have been enacted in order to promote equality in our society. This report contains East Dunbartonshire's equality practices and information as required by the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012. The regulations placed upon public bodies in Scotland are designed to help organisations demonstrate how they are taking steps to meet the general equality duty (Equality Act 2010).

The Specific Duties were created by secondary legislation in the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012. These specific duties came into force on 27th May 2012 and were subsequently amended by:

- The Equality Act 2010 (Specific Duties) (Scotland) Amendment Regulations 2015
- The Equality Act 2010 (Specific Duties) (Scotland) Amendment Regulations 2016

4. Mainstreaming Equality in East Dunbartonshire -Progress from 2017-2021

Policies

Impact Assessment Guide

The Council has recently replaced the Policy Development Framework (PDF) with an Impact Assessment Guide (IAG) and Checklist in 2019.

The IAG has been developed in response to the legislative, regulatory and administrative requirements placed on local authorities by the Equality Act (2010) (Equality Impact Assessment), Environmental Assessment (Scotland) Act 2005, (Strategic Environmental Assessment), East Dunbartonshire Corporate Risk Management Strategy (Risk Assessment), General Data Protection Regulations (GDPR) and Data Protection Act 2018 (Data Protection Impact Assessment).

The IAG is a central source of information for policy and plan-makers to assess, identify and alter the policies, plans, programmes and strategies being developed within the Council. The IAG and related Checklist has been used as a proactive tool to ensure that plan-makers know the legislative, regulatory and administrative requirements of any policy document being produced ahead of its development.

All policy or practice developments are subject to an initial screening for impact on equality and then the full assessment if applicable. Our equality impact assessment encourages the relevant managers or policy authors to consider how plans might affect individuals with protected characteristics. The equality impact assessment should be completed before any policy is drafted. This allows any policy consultation work to coincide with equality-related consultation work. An equality impact assessment toolkit is available to assist those carrying out an assessment. Bespoke guidance is available for officers during this process to ensure a comprehensive assessment is carried out.

Accessible Information Policy

The Council's Accessible Information Policy sets out details on the range of accessible information methods and formats that can be expected from the Council, whether that be printed information, electronic information, face to face contact or contact by telephone. The intended outcome of the Policy is to ensure that the public, Council employees, elected members and partner organisations have equality of opportunity when communicating with or being in receipt of communication from the Council.

The Accessible Information Policy adopts six communication support principles of the Communication Forum Scotland to help the Council to engage effectively with people who have communication support needs. The Policy sets out how to access translators, interpreters or alternative formats, and also includes helpful information on using plain language, appropriate font and type size and appropriate contrast when using colour.

The Accessible Information Policy is being updated to reflect the Public Sector Bodies (Websites and Mobile Applications) Accessibility Regulations which came into effect in September 2020. The Council's website has been updated to meet these regulations and guidance has been provided to employees to ensure that any documents that need to be published to the Council website meet accessibility requirements.

The Council promotes the Contact Scotland BSL video translation service in the 'contact us' section of the website. BSL video is published where available on the website to provide useful information. This included Scottish Government guidance and NHS guidance and information in relation to the Covid-19 pandemic.

Equality and Human Rights Policy

The policy sets out the Council's commitment to the principles of equality, diversity and human rights. It covers all of our functions and policies, both in the provision of services and in employment. We wish to create an environment in which the services we provide and our workplace is free from unfair discrimination and where human rights principles are upheld. We also want our workforce and our service provision to reflect the communities we serve. Our approach to Human Rights will reflect the priorities and outcomes of Scotland's National Action Plan (SNAP) for Human Rights.

Domestic Abuse Policy

This Domestic Abuse Policy complements the Policy for Health, Safety and Welfare at Work and focuses on the issues relating to domestic abuse from an employment perspective. It has been prepared taking account of the recommendations contained in Equally Safe – Scotland's

Strategy for Preventing and Eradicating Violence against Women and Girls, and also the Council's policy in relation to professional practice relating to domestic abuse within its area.

The Council is aware of its duty of care as a good employer for ensuring, so far as is reasonably practicable, the health, safety and welfare of its employees at work, and for creating an environment in which employees are safe to disclose their experience of abuse in order to access support and increase safety for themselves and others. However, the right of employees not to disclose must be respected and no employee should feel pressured into sharing this information if they do not wish to do so. For some employees the workplace is a safe haven and the only place that offers routes to safety.

Learning and Development

Training

The Council's corporate induction training module includes equality and diversity issues and is mandatory for all members of staff to undertake. One of the priorities moving forward in East Dunbartonshire is building in a more robust learning and development programme on equality. A need for workforce training on impact assessments and practical applications of the general duty have been identified.

Early Career Development Programmes

The most recent census data shows that approximately 9.8% of people in East Dunbartonshire are aged 16-24.

Our most recent employee data reports have highlighted that this age group has shown a slight increase across the Local Government Workforce from 2018/2019 (3.45%) and 2019/2020 (3.85%), and 2021/2021 (6.63%), however it is still not proportionally represented. As the biggest employer in East Dunbartonshire, there remains a continued commitment by the Council to address this through development of the Early Career Programme across services areas.

The Council's Early Career Programme includes Modern Apprenticeships, a Graduate Programme and also supports Work Experience for Senior Phase pupils across Council services. This includes flexible and targeted work experience as well as the vocational element of the Foundation Apprenticeship qualification.

The first phase of our Modern Apprentice Programme started in August 2013 with 12 new Modern Apprentices (MAs) employed in various roles across the Council. Apprenticeship recruitment has been on an annual basis since then with a total of 74 young people taking up roles across service areas which include; Business Administration, Customer Services, Horticulture and ICT, Early Years, Craft, Construction Management, Procurement, Health & Social Care, Accounts and Finance, Vehicle Maintenance, Digital Marketing, Youthwork, Roads and Streetscene

Environmental. Of the 74 MAs recruited, the gender split was 55% male and 45% female. The Programme is also committed to addressing the gender imbalance in both STEM and Care related roles in line with Skills Development Scotland's Equality Action Plan 2019-21 and has had success recruiting males into Early Years roles, who will be a crucial part of the future workforce as role models. Guaranteed interviews are also offered to young people declaring a disability or who are care experienced.

In addition to positive outcomes for care experienced young people on the mainstream Apprenticeship Programme, our Early Career Programme has supported Social Work to develop and recruit two new MAs 'Youth Voice and Participation' funded through the Life Changes Trust. The role of these young people is to ensure that young people with care experience are empowered and supported to have their voices heard and to become champions for positive change. They will work directly with young people as part of the Champions Board and will attend and support Champions Board meetings. The start date for these MAs has been delayed due to COVID 19.

The Grad+ Programme has now been running for five years with Phase 7 Graduates recruited in October 2019. This brought the total number of Graduates to participate on the Programme to 38, recruited across various corporate service areas, including Housing, Business and Tourism, Legal, Strategic Planning, Community Learning and Development, Major Assets, Environmental Health, Social Work, Procurement, Audit and Risk, Finance, Business Change, HR, Civil Engineering, ICT and Innovation and Transformation. They undertake a one-year paid placement in line with their degree specialism. Of the 38 recruited, the gender split has been 50% male and 50% female. Of these, 33 have gone on to known promoted positions, 15 with the Council. Three are still on the Grad+ programme.

Apprentice and Graduate recruitment was paused in 2020, due to COVID-19. However, throughout lockdown, support for our young employees has continued and a further eight apprentices and two Graduates have gained fulltime employment with the Council. All Modern Apprentice and Graduate contracts were extended for a year to mitigate any impacts from this challenging time.

Recruitment

The Council supports the commitments under the Disability Symbol. The Disability Symbol is a recognition given to employers by Job Centre Plus who agree to take action to meet five commitments to individuals – the employment, retention, training and career development of disabled employees. Under the symbol, all candidates that meet the essential criteria for a post will be guaranteed an interview.

AccessAble

East Dunbartonshire Council is currently working with AccessAble to provide an update to their online access guide to a large number of buildings and locations in East Dunbartonshire.

AccessAble is a national online access guide available to everyone. There are now over 700 venues and sites in East Dunbartonshire which have been visited by an AccessAble surveyor and assessed for factual access information. The site enables those with specific access requirements to check venues in the area for the precise requirements they have. This detailed information is available on their website and on paper on request.

East Dunbartonshire's section on AccessAble can be browsed at: <https://www.accessable.co.uk/east-dunbartonshire-council>

AccessAble update the information annually.

Awareness

We provide equality related information, events and achievements to our Council employees and Elected Members through: briefing notes; news items via email and intranet and direct liaison with officers when required. We also publicise equality related information and news to local residents through our Council news webpages and regular press releases on equality items.

The Council's Communication & Engagement team manage our Council website and social media accounts which have become an increasingly mainstream channel of promotion and awareness for equality information.

Further information on equality in East Dunbartonshire can be obtained by emailing equality@eastdunbarton.gov.uk or phoning **0300 123 4510**.

Licensing Activities

In exercising its functions under the Licensing (Scotland) Act 2005, the Licencing Board must have regard to the licensing objectives. The daily operations of Licensing in East Dunbartonshire is carried out by designated Licensing staff, who work within our Legal Services team and are accountable to the Board and its objectives.

The Licensing Board and Licensing Staff carry out their functions to seek to promote the licensing objectives. Examples of activities and how they intersect with the promotion of the equality duty include:

- **Preventing crime and disorder: the Board and staff ensure that licensed premises are operating in a manner to prevent crime and disorder. Evidence shows that domestic violence and identity based hate crime are commonly fuelled by alcohol**

therefore increased awareness within licensed premises is beneficial for the protection of people identified by various protected characteristics.

- **Securing public safety:** the Board and staff ensure that licensed premises are operating in a manner, which secures public safety.
- **Preventing public nuisance:** the Board and staff ensure that licensed premises have trading hours and are managed in a manner suitable for the location. This may be a consideration for licensed premises situated beside religious establishments and Licensing Standards Officers will encourage premises to foster good relations with groups.
- **Protecting and improving public health:** The Board and the Licensing Staff ensure that premises are not managed a manner in contrary to protecting and improving public health. The Board has introduced two overprovision areas in its Statement of Licensing Policy to address public health concerns.
- **Protecting children and young persons from harm:** The Board welcomes applications from those who wish to operate licensed premises which accommodate children, while ensuring that the premises are operated in a manner to protect children and young persons from harm including implementation of challenge 25. Ensuring premises are managed properly will contribute to safeguarding the rights and safety of children.

The Licensing Standards Officers work with Police Scotland to monitor premises. If a premises is found to be operating in a manner contrary to the licensing objectives then application for a review of the premises licence can be made by a Licensing Standards Officer or Police Scotland. Should a premises be found by the Board to be operating in a manner inconsistent with the licensing objectives then the Board has the power to issue a written warning, making a variation of the licence, suspend the licence or in the most serious cases revoke the licence.

5. Mainstreaming Equalities in Education - Progress from 2017-2021

East Dunbartonshire Education Authority is committed to the advancement of equality and the elimination of discrimination in all work undertaken across the teams. This approach accords with the Council's commitment to mainstreaming the General Duty throughout the organisation.

The Education Service continued developing and updating strategies, plans policies and procedures, ensuring these are:

- **compliant with the equalities agenda;**
- **equality impact assessed; and**
- **compliant with legislation that promotes and protects the rights of children and young people.**

Anti-Bullying

The Education Service have revised their Anti-Bullying policy (2020) to take account of national guidance *Respect for All: The National Approach to Anti-Bullying for Scotland's Children and Young People* (2017).

SEEMIS is the Education Information Management System used by all local authorities in Scotland. In January 2019, the Education Service joined phase 2 of the operational roll out of the SEEMIS Bullying and Equalities module. This on-line recording system:

- **allows more in-depth interrogation of data;**
- **complies with the Equality Act 2010;**
- **records different types of discriminatory behaviour; and**
- **records incidents against persons displaying the behaviour and persons experiencing the behaviour.**

The Education Service provide an annual update to all schools in the new standardised approach to recording and monitoring bullying incidents in schools (updated SEEMIS bullying and equalities module).

All educational establishments are required to keep records of any bullying incidents. Data monitoring locally will support the improvement of targeted support and interventions that can be applied in a focussed, responsive way, recognising the unique nuances of geography and demographics.

Through SEEMIS, the Education Service make use of termly reports to support quality improvement in terms of practice in this area.

Early Learning

The Early Years Strategic Plan is currently being revised and will continue to support the delivery of additional early learning and childcare entitlements for families as detailed in the Children and Young People's Act (2014). The plan gives a clear focus on extra support for children and their families living in geographic communities who experience poorer life outcomes compared to those living in others areas within East Dunbartonshire.

Roll out of 1140 hours has been completed and all EDC establishments are offering 1140 hours in session 21-22. In order to support families to provide flexibility of care, almost all centres, have now transitioned to providing 48 week provision through two options:

Option 1 - Funded hours only with no fees – extended year (48 weeks)

Option 2 - Funded hours with additional wrap around – extended year (48 weeks)

If parents require term time provision, this option also exists at two of our EYCs one of which is our Gaelic Nursery.

Early Years employee training will continue to be a key priority. A comprehensive Professional Learning Programme is in place which can be accessed by both Local Authority and Funder Provider EYCs as well as Childminders. This will continue to develop staff capacity and enhance the learning experience for children in our early years establishments.

Additional Support Needs

The Education Service records information about our children and young people in respect of gender, age, additional support needs and looked after status. Additional support needs are defined in legislation as being long or short-term and can be due to disability or ill-health, learning environment, family circumstances or social and emotional factors. Reasons for a pupil having an additional support need do not align to any particular protected characteristics; they can cut across many at once or none at all.

In 2017, the Education Service carried out a strategic review of the provision of additional support needs. The ASN Review was published in 2018 and the Including Every Learner (IEL) policy was published in the same year. These two documents, along with the development of the IEL Promoting Positive Relationships and Managing Behaviour that Challenges Guidance, set out a review of the provision to meet the needs of children and young people with additional support needs, along with clear plans to increase inclusion and provide a more flexible and responsive system within the education service.

The presumption of mainstream education for all children (2000) has led to an increase in the number of pupils in mainstream schools with a wider range of needs. This requires the provision of resources to meet these needs and a high level of knowledge and skill by teachers and support staff. Schools within East Dunbartonshire have a very good reputation for inclusion with the needs of the individual child at the heart of the curriculum and learning and teaching approaches. A high level of support is provided to schools from the central team and the new Locality Teams provide advice, support and training. The Council's Educational Psychology Service has a key role to play in the provision of support and advice to the Council's schools and central team.

A Curriculum for Excellence (2004) details entitlements for every child:

- A coherent curriculum from 3 to 18;
- A broad general education to the end of S3;
- A senior phase including qualifications;
- Opportunities for skills for life, learning and work with a focus on literacy, numeracy and health and wellbeing;
- Personal support to enable them to gain as much as possible from the opportunities of Curriculum for Excellence; and
- Support in moving to a positive and sustained destination beyond school.

The provision in all schools, early years centres and additional support needs establishments ensure the delivery of these entitlements with the provision of appropriate support.

The ASN Review published in 2018 is currently under review in light of recent national guidance and recommendations. In line with requirements in the Education (Additional Support for Learning) (Scotland) Act 2004 (as amended), the Education Service within the Council has a duty to make adequate and efficient provision for the additional support needs of all children and young people. The implementation of Getting it Right for Every Child (GIRFEC) has led to a greater focus on the assessment of wellbeing, a holistic view of a child/young person's needs and the child and family at the centre of planning. The East Dunbartonshire ASN Strategy is currently being reviewed and will include key recommendations from the Review of additional support for learning implementation: report (Scottish Government, 2020) Key recommendations include:

- Rights and Participation
- Relationships
- Inclusion and Universal Support
- Wellbeing and Care

In 2021, the Scottish Government adopted the principles of the United Nations Convention on the Rights of the Child (UNCRC) and this will be enshrined in Scottish law. The revised guidance will set out plans to continue the improvement of provision, resources and approaches to meet the needs of all children, including those with additional support needs.

The East Dunbartonshire Education Service Plan (2021-2024) sets out priorities for improvement within the area of additional support needs and identifies capacity building as a focus across all sectors; secondary, primary and early years. This includes professional development, resources and support through locality teams.

The East Dunbartonshire Integrated Children's Services Plan (2020-2023) sets out four priorities for all children and young people in East Dunbartonshire. They are: health and wellbeing, healthy choices, child protection and corporate parenting. Together, these plans set the agenda for the education service over the next three years.

Autism

Following the successful launch of the Autism Strategy in August 2016 an ongoing programme of support for all Autism Advisers continues to develop across all education establishments in East Dunbartonshire. The programme is led by an Educational Psychologist and a Quality Improvement Officer and is further supported by Local Authority Coordinators, Health and partner agencies as appropriate. Professional Learning Communities (PLC) were established in 2018-19 to create further opportunities for sharing practice by those leading on this aspect of improvement in their establishment. These communities have enabled more focused professional learning tailored to specific sectors (Secondary, Primary, Early Years). All aspects of the Autism Adviser professional learning programme continue to be highly evaluated by participants.

Accessibility

The Education Accessibility Strategy 2017-20 sets out a plan to continually improve access to education for disabled pupils. The plan is structured around how we intend to: increase participation in the curriculum; improve the physical environment of schools; and improve communication with pupils with a disability. Inclusion is a national and council priority. There is an ongoing duty incumbent on all to promote awareness of disabilities and additional support needs, create inclusive environments in which the needs of all pupils can be met and in which children and young people can flourish in a safe and nurturing environment. A review of the Strategy will be undertaken this session.

Health and Wellbeing

Since August 2020, all East Dunbartonshire Council schools have had access to a school counselling service as one of a range of interventions that support the mental wellbeing of young people.. Where possible this support has continued throughout the pandemic with delivery taking place in schools when possible and continuity of service being provided virtually as required.

Quality Improvement visits continue to include a strong focus on Pupil Equity interventions, use of funding and analysis of impact. Support from the attainment advisor has allowed schools to have increased confidence in measuring the impact of reducing the attainment gap in literacy, numeracy and health and wellbeing.

The annual all sector Health Forum, jointly delivered with Education and the Health and Social Care Partnership had been postponed during Covid -19 but will be rescheduled in the current session as new models of working are now in place.

Gaelic Language and Culture

The East Dunbartonshire Council Gaelic Language Plan was approved on the 21st of April 2020 by the Bòrd.

In session 19-20, a short life working group for Gaelic was created. The aim of the group is to review current provision and identify areas for further development. There is representation from Comann nam Parant and Bord Na Gaidhlig on the group. The Head Teacher of Meadowburn PS and HT and PT Gaelic – Bishopbriggs Academy are also members of this group.

The revised East Dunbartonshire Admissions Policy and Transfer Arrangements is now finalised and has been published on the EDC Website – please see link below: <https://www.eastdunbarton.gov.uk/residents/schools-early-years-and-learning/school-catchments/admissions-policy-transfer-arrangements>

The changes took effect from session 2020-2021. Section 5 of this policy clearly describes the revised processes in place with regard to application for places at the GME Unit at Meadowburn PS as well as Bishopbriggs Academy – GME Secondary Provision. This will further support progression in learning in Gaelic from primary to secondary.

The Education Service continues to promote a positive image of Gaelic, increase the learning of Gaelic and increase the use of Gaelic for children and young people as outlined in the Gaelic Language Plan.

It should also be noted that in session 2019-2020, the Gaelic nursery was nominated for the Education Scotland Gaelic Education Award and shortlisted as one of three finalists. They were asked to showcase the work of the Sgoil Araich by creating a video on the Languages week Scotland website 'Celebrating the Scottish Education Award Finalists' section – see link below.

<https://scilt.org.uk/LanguagesWeekScotland/SEA2020/tabid/8461/Default.aspx>

Children are involved in a range of Gaelic Medium learning and cultural experiences to enhance their understanding and use of the language and culture both indoors and outdoors. Gaelic heritage, language and culture are at the foundation of all learning and community opportunities and parental links are regularly used to widen exposure to Gaelic Language and culture. Songs and stories are used daily to aid and reinforce Gaelic learning with staff often creating their own Gaelic songs using familiar traditional tunes; children find these engaging and stimulating.

Outdoor learning is central to Sgoil Araich; a purpose built outdoor area continues to provide daily opportunities to access stimulating and purposeful play through access to loose parts and natural play opportunities; this variety allows children to engage fully in their own creativity and learning.

As part of 1140 hours roll out, the Gaelic Nursery, is now open from 9am until 3pm – term time. This is ensuring that children have increased access to Gaelic Immersion experiences throughout the year. All staff are Gaelic speakers which will ensure Gaelic immersion for younger Gaelic learners in the nursery. EY staff have also been able to access a training course called Fas run by Newbattle Abbey College which is further developing Gaelic language skills and early years pedagogy.

The Gaelic Nursery has its own Twitter profile separate from the school. The use of this social media platform is further promoting Gaelic in the Early Years as well as enhancing communication with parents.

The Sgoil Araich have been asked by Education Scotland to present at the Scottish learning Festival in September 2021 and to share Meadowburn Sgoil Araich's effective practice at an online seminar titled – Early Learning and Childcare – Gaelic Medium Education. The focus will be as follows: - "Practitioners and senior leaders will share factors contributing to high-quality GME early learning and childcare, recovery approaches and progress with the 1140 hours. English and Gaelic will be used."

Currently in session 21-22, the roll within the Gaelic Unit at Meadowburn Primary is 85. There are 13 children currently attending the Sgoil Araich with other children due to start as the nursery year progresses. Within Bishopbriggs Academy, the number of pupils in GME is currently 29 in session 21-22. This is a slight drop from last year's roll across all three sectors.

Community Learning

Employability provision continues to be made available to provide support to local residents to access jobs, training and further education. Much of this provision is funded by both the Scottish Government and European Union and this focuses on supporting individuals with significant barriers to employment. Examples of these barriers include being from an ethnic minority background, being homeless, looked after young people, single parents, having criminal convictions, long term unemployed or having health issues. Our Parental Employment Support project which provides support for parents who are in work but living in poverty to help them improve their employment situation and increase earnings. This project contributes to the East Dunbartonshire Child Poverty Plan.

Small grants have been made available to local employers to create new job opportunities for individuals who have barriers to employment.

A range of adult learning opportunities are also provided mainly targeted on those who are unemployed. We provide literacy and numeracy and English for Speakers of other Languages groups in community venues across East Dunbartonshire

Youth Work

Youth work is provided in schools which supports pupil equity strategies and a range of provision is delivered in relation to supporting learning needs. This includes the Princes Trust Achieve programme, STEM related learning, group and individual pupil support and employability related

provision. The Positive Achievements project provides community-based support to pupils who have barriers to attending mainstream schools. The East Dunbartonshire Youth Council has been established to support young peoples' voice being heard.

Evening Youth clubs are available across East Dunbartonshire and one club is specifically run for young adults with disabilities. The Positive Achievements programme also provides community learning opportunities for young adults with disabilities.

Our Early Careers programme provides apprenticeship, work placement and graduate employment opportunities within the Council for young people. This programme works to address equality issues and has been successful in attracting more males into childcare and early years.

LGBT Youth Scotland

We continue our partnership with LGBT Youth Scotland which includes support for young people and school staff.

The weekly youth service for LGBT young people aged 13 – 25 had to adapt in response to restrictions imposed by the pandemic. As face-to-face meetings were not possible a newly developed digital platform supported a move to online youth groups. The new digital model has led to youth groups merging and East Dunbartonshire are part of a larger group that includes two Glasgow youth groups,

At the beginning of last session (2020-21), the majority of our Secondary schools embarked on the LGBT School Charter programme. This programme involves taking a whole school approach to inclusion. A champions group is established, and includes member of staff and pupils who lead on various pieces of work set out in the Standards as they work towards achieving the Charter award.. A member of staff from LGBT Youth Scotland provides support to EDC staff members leading this programme in each of our schools. All schools are on track to achieve the Bronze Standard by May 2022.

Moving forward, our remaining two secondary along with three primary schools (one from each locality) will begin their Charter journey this session.

The LGBT Charter enables schools to send a positive message that their school is a champion of LGBT inclusion where LGBT staff and learners will be safe, supported and included, and makes a clear statement that equality and diversity are at the heart of the school and will support implementation of recent guidance on supporting transgender pupils in schools (2021).

Mentors in Violence Prevention Programme

The Education Service continue to deliver the Mentors for Violence Prevention (MVP) programme in Secondary schools. MVP is a bystander intervention programme which focuses on tackling intimate relationship abuse, harassment, bullying, sexting, and control. The programme is delivered to senior phase pupils (S4 – S6) in the first instance and they in turn are supported in delivering the programme to younger pupils. The aim of the programme is to provide young people with the skills to safely intervene and prevent gender-based violence amongst their peers. The programme involves a multi-agency approach (Education, Police and Women's Aid). Due to staffing changes a number of MVP school leads changed and all schools required training or a refresher session. All but one of our secondary schools will have undertaken training by the end of this current school session with all schools committing to implementing the MPV programme in session 2022-23. Three members of staff in East Dunbartonshire are currently undertaking the train the trainer programme which will ensure sustainability in providing in-house training as needs arise.

Consultation and Engagement

The Education Service continue to consult a wide cross section of stakeholders using a range of methods. This has included our Early Years parents and carers, parents of children with additional support needs as well as children and young people with additional support needs. The Education Service consults with other key stakeholders who represent people of a variety of ages, ethnicities, religions, sexual orientations genders and people with disabilities, as required. Bodies and organisations include both Pupil and Parent Council Forums, East Dunbartonshire Health and Wellbeing Strategic Group and LGBT Youth Scotland.

Partnerships

Empowered

Empowered is the multi-agency partnership in East Dunbartonshire, which is committed to the prevention and elimination of gender-based abuse. Empowered brings together a wide range of knowledge and expertise from the following agencies:

- **ASSIST**
- **Ceartas Advocacy**
- **Citizens Advice Bureau**
- **Community Health Partnership**
- **EDC Adult Protection Services**

- **EDC Child Protection Services**
- **EDC Children's Services**
- **EDC Education services**
- **EDC Community Protection Services**
- **EDC Criminal Justice Social Work Services**
- **Elected Members**
- **EDC Housing Services**
- **East Dunbartonshire Association for Mental Health (EDAMH)**
- **East Dunbartonshire Women's Aid**
- **Police Scotland**
- **Rape Crisis Glasgow**
- **Say Women**

The purpose of the group is to share good practice, consider implications of national policies or initiatives on member agencies and add value to our services for victims of abuse through effective partnership working.

In 2018, Empowered held a development session to review membership, to update its terms of reference and to agree on an action plan for the period 2018-2021. The action plan mirrors priorities in the Scottish Government's Equally Safe strategy, namely:

- Scottish society embraces equality and mutual respect and rejects all forms of violence against women and girls;
- Women and girls thrive as equal citizens; socially, culturally, economically and politically;
- Interventions are early and effective, preventing violence and maximising the safety and wellbeing of women, children and young people;
- Men desist from all forms of violence against women and girls and perpetrators of such violence receive a robust and effective response.

Four subgroups were also established at this time to take an integrated and consistent approach to pursuing actions in the following key areas - Perpetrator Behaviour Change, Learning and Development, Prevention and Early Intervention.

The Learning and Development subgroup reviewed and updated detailed online guidance in relation to local and national services available to support families affected by violence or abuse. The improved information is located within the Health and Social Care Services section of the Council's website. Can be browsed here [Domestic abuse | East Dunbartonshire Council](#)

Empowered supported the introduction of the UP2U programme in East Dunbartonshire in 2018, in partnership with colleagues from the East Dunbartonshire Community Justice Partnership. This is a court-mandated programme for convicted perpetrators of domestic abuse in East

Dunbartonshire. Members of Empowered were involved in the development of programme resources and in offering a concurrent support service to female partners or ex-partners of the men attending the programme.

Empowered has continued to support the annual '16 Days of Action' campaign by holding a conference in 2017 for local practitioners and members of the public. In 2018, the actor Naomi Breeze performed two different plays to raise awareness of domestic abuse. One event was held in Kirkintilloch town hall for members of the public and local workers, and the second event aimed to raise awareness of the local Multi Agency Risk Assessment Conference (MARAC) process and was aimed at workers and volunteers with a specific interest in this area. In 2019 and 2020, the Council, in partnership with the Kirkintilloch and district branch of the Soroptimists International, lit up three buildings – the William Patrick Library in Kirkintilloch, Bearsden Community Hub and Milngavie Town Hall – in orange in support of the campaign.

Scottish Government Reporting - All Violence against Women partnerships in Scotland are required to complete annual returns. These are required by the Scottish Government and COSLA to demonstrate the progress being made to prevent and eradicate violence against women and girls across Scotland. Empowered Partners contributed to the Equally Safe Quality Standards and Performance Framework returns in 2018, 2019 and again in 2020. Feedback from the Improvement Service, who collate the returns, has indicated that overall, East Dunbartonshire's results were very similar to the national averages and are only lower in the Multi-Agency Working category. This was also the only significant change from the previous year's report across all the priorities and can be directly attributed to capacity constraints in the Partnership which we hope to improve on in the coming year.

In 2020, Empowered held a development session which was facilitated by the National Violence Against Women Programme Manager. The purpose of this day was to look at the local and national drivers for tackling VAWG amid the Coronavirus pandemic, to identify key priorities for the partnership moving forward and to develop a revised, more appropriate action plan for the partnership.

During the pandemic, members of Empowered contributed articles to the EDC Public Protection bulletin, raising awareness of VAWG issues, particularly the heightened risks associated with domestic abuse. Presentations on the impact of Covid-19 on those experiencing domestic abuse were given to professionals and volunteers attending virtual meetings, for example East Dunbartonshire Voluntary Action's (EDVA's) Older Person's Network and its Children and Families network.

Empowered members continued to support clients throughout the Covid-19 pandemic, moving from face-to-face support to alternative, suitable means. Funding was sourced by some Partners to provide women, children and young people with essential communication devices, such as phones, tablets, laptops and access to the internet. Funding was also sought to provide those most at need with shopping vouchers for food and winter clothing.

Community Planning Partnership Working

A key function of the Council is to participate in Community Planning. This is the process by which statutory and voluntary partners work together to improve outcomes for a local authority area.

We have agreed on six local outcomes which provide strategic direction for all service planning by Community Planning Partners, including the Council and are included in our Local Outcome Improvement Plan 2017-2027. The outcomes are:.

- 1. East Dunbartonshire has a sustainable and resilient economy with busy town and village centres, a growing business base, and is an attractive place for visitors and investors.**
- 2. Our people are equipped with knowledge and skills for learning, life and work.**
- 3. Our children and young people are safe, healthy and ready to learn.**
- 4. East Dunbartonshire is a safe place in which to live, work and visit.**
- 5. Our people experience good physical and mental health and wellbeing with access to a quality built and natural environment in which to lead healthier and more active lifestyles.**
- 6. Our older population and more vulnerable citizens are supported to maintain their independence and enjoy a high quality of life, and they, their families and carers benefit from effective care and support services.**

There are also a series of four Place/Locality Plans, in the place areas of highest deprivation in East Dunbartonshire (Auchinairn, Harestanes & Hillhead, Lennoxton and Twechar) with a specific focus of addressing inequality. All Community Planning Partners play a role in the delivery of the LOIP objectives and the Place Plans.

Voluntary Sector

East Dunbartonshire currently funds a number of voluntary sector organisations regarded as key to the achievement of Community Planning objectives. These organisations are:

- **East Dunbartonshire Women's Aid**
- **East Dunbartonshire Citizens Advice Bureau**
- **East Dunbartonshire Voluntary Action**
- **Twechar Community Action**

Various activities enabled by our Strategic Partner Agreements benefit people who share protected characteristics. For example, East Dunbartonshire Women's Aid provide a wide range of services to support local women, children and young people affected by domestic abuse including access to refuge and implementation of local and national strategies around Violence Against Women.

As part of our responsibilities as a public body, will ensure that future development of our strategic partner agreements explicitly sets out conditions and guidance to aid the mainstreaming of the equality duty further.

7. Equality Outcomes 2021-2025

Our outcomes are designed to help us achieve our vision and meet our general duty to eliminate discrimination and harassment; promote equality of opportunity and promote good relations.

An equality outcome is a result which we as a local authority aim to achieve in order to further one or more of our general equality duties. Outcomes are the changes that result for individuals, communities, organisations or society as a consequence of the action we have taken. In developing Equality Outcomes for 2021-2025, the Council reviewed progress made on delivery of the current outcomes (detailed as appendix 1). This review has supported the identification of Equality Outcomes for delivery in East Dunbartonshire for 2021-2025 (detailed in Appendix 1).

For 2021-25 East Dunbartonshire Council will:

Outcome 1 – Ensure accessibility of services and information

Outcome 2 – Promote inclusion, equality and diversity

Outcome 3 – Promote equitable quality education and promote lifelong learning opportunities for all (UNSDG)

Outcome 4 – Ensure healthy lives and promote wellbeing for all at all ages (UNSDG)

8. Equal Pay

The Mean average hourly rate for males and females within this section are based on permanent and temporary employees. For the purposes of this calculation 'Leavers' have been excluded and the calculation is based on the total number of staff at the end of each reporting period. The table below shows the gender pay gaps across the current and previous reporting periods.

	2015/16		2016/17		2017/18		2018/2019		2019/20		2020/21	
All EDC Employees	Average Hourly Rate	Average Gender Pay Gap	Average Hourly Rate	Average Gender Pay Gap	Average Hourly Rate	Average Gender Pay Gap	Average Hourly Rate	Average Gender Pay Gap	Average Hourly Rate	Average Gender Pay Gap	Average Hourly Rate	Average Gender Pay Gap
Female	£15.51	£0.96	£14.86	£0.94	£15.77	£0.92	£15.53	£1.05	£16.36	£1.07	£16.76	£0.99
Male	£16.47		£15.80		£16.69		£16.58		£17.43		£17.75	

The trends across East Dunbartonshire Council workforce is of a predominantly female workforce and identifies the predominance of females within Grades 3, 4, 5 & 6 which include roles traditionally occupied by females such as Homecare, Facilities Management, Early Years and Administrative roles. The increase in the Gender pay gap between 2018-2020 was attributed to an increase in roles in these areas, in particular Early Years during the 1140 hours expansion of the provision of early years and childcare. Trends across teaching roles identify a consistency around the differentials between male and female within the profession and the Increase of Teacher Headcount in 2020-21 supported the decrease in the Gender Pay Gap. This correlates with on-going trends with the acknowledgement that improvement in the balance will be dependent on a number of factors over coming years such as promotional opportunities, vacancies within the employee groups and turnover across all categories of roles.

Due to the Covid-19 outbreak, the Government Equalities Office (GEO) and the Equality and Human Rights Commission (EHRC) stated on the 24th March 2019, that they have taken the decision to suspend enforcement of the gender pay gap deadlines for the 2019/20 reporting year. The decision means there will be no expectation on employers to report their data if they have not already done so. The full statement can be found here: <https://www.gov.uk/government/news/employers-do-not-have-to-report-gender-pay-gaps>

For any questions about these changes or for any further support if you do choose to report, please contact the GPG team on gpg.reporting@geo.gov.uk

Parental Leave

The requests for parental leave have declined from previous years in 2019/20 which still allowed for the segmentation of data but in 2020/21 it went to levels below five and therefore too small a number to report without risk of identifying individuals. This may be due to the pandemic and an increase in home working.

In 2019/20 all leave requests were made by females (100%).

In 2019/20 requests were in the 45-54 age category (45-64%) with 29.4% requests being made in the 25-34 and 35-44 age group categories which presents a more event split across the age categories.

The requests for 2020/21 have decreased to levels where the applications are below five and therefore too small a number to report without risk of identifying individuals.

Moving Forward with Employee Monitoring

Although there has been improvement in employee monitoring within certain categories it is recognised that there is a further requirement to emphasise the importance of collating employee data and providing more information around the purpose and use of the employee monitoring data to our workforce to reduce the occurrence of 'no response provided'.

In particular improved reporting would ensure stronger links between equality monitoring and the Council's Workforce Strategy to enable the Council to prepare for future workforce challenges and inform the development of policy;

Exercises were carried over 2017/18 and a further exercise in early 2019 with managers and employees whom have access to employee self-service to promote and encouraged the completion of the on-line Equality Monitoring form;

Further campaign/s to include information around the use and reason for collation of such information will be rolled out to encourage greater reporting. This will include reviewing how we can target those in our workforce who do not use computers or laptops in the workplace.

Workforce Strategy

The Council's Workforce Strategy data is reviewed quarterly and provides a data set on the structure of the Council and its workforce to ensure the Council can identify and respond to any current and future workforce challenges such as Brexit, the Covid-19 pandemic and skill shortages against an aging workforce.

The current data information set covers some of the protected characteristics such as age, gender, disability and nationality profiling, however it is recognised that analysis of other protected characteristics from the Equality Monitoring exercise/s would further enhance the knowledge around the profiling of the workforce.

Integrated Management System & Digitalisation

The self-service aspect of the on-line employee management system (iTrent) allows employees to provide and update their sensitive information and employees will be further encouraged to use this facility;

An electronic leavers questionnaire is in the process of being developed which will request information around the protected characteristics which is hoped will feed directly into the iTrent management system to facilitate further detail around the reason/s for exiting the organisation and feeding into the Workforce Strategy;

Sensitive information is monitored at the point of recruitment and further work will be carried out around establishing if this information can be loaded directly into the iTrent management system where the employee provides their agreement to do so capturing the information for all new starts going forward.

9. Contact Details

You can get more information from our Equalities Officer by:

- calling **0300 123 4510**
- emailing equality@eastdunbarton.gov.uk
- **writing to:**
 - Equalities Officer**
 - East Dunbartonshire Council**
 - Southbank House**
 - Kirkintilloch**
 - Glasgow**
 - G66 1XR**

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10. Other Formats & Translations

This document can be provided in large print, Braille or on CD and can be translated into other community languages. Please contact the Corporate Communications Team by calling **0300 123 4510** or emailing corpcommunications@eastdunbarton.gov.uk

本文件可按要求翻譯成中文，如有此需要，請電 0300 123 4510。

اس دستاویز کا درخواست کرنے پر (اردو) زبان میں ترجمہ کیا جاسکتا ہے۔ براہ مہربانی فون نمبر 0300 123 4510 پر رابطہ کریں۔

ਇਸ ਦਸਤਾਵੇਜ਼ ਦਾ ਮੰਗ ਕਰਨ ਤੇ ਪੰਜਾਬੀ ਵਿੱਚ ਅਨੁਵਾਦ ਕੀਤਾ ਜਾ ਸਕਦਾ ਹੈ। ਕਿਰਪਾ ਕਰਕੇ 0300 123 4510 ਫੋਨ ਕਰੋ।

Gabhaidh an sgriobhainn seo cur gu Gàidhlig ma tha sin a dhith oirbh. Cuiribh fòin gu 0300 123 4510

अनुरोध करने पर यह दस्तावेज हिन्दी में भाषांतरित किया जा सकता है। कृपया 0300 123 4510 पर फ़ोन कीजिए।

Appendix 1 – Equality Outcomes 2021-2025

Appendix 2 – Occupational Segregation by Grade

11. Appendix 1

Equality Outcomes 2021-2025

Following collective agreement of the Equality Outcomes for 2021-2025, a detailed action plan with specific actions, measurements, leads and timescales was created across all teams and council services.

EQUALITIES OUTCOMES 2021

Outcome 1 – Accessibility of services and information	Outcome 2 – Promote inclusion, equality and diversity	Outcome 3 – Promote equitable quality education and promote lifelong learning opportunities for all (UNSDG)	Outcome 4 – Ensure healthy lives and promote wellbeing for all at all ages (UNSDG)
<p>Theme 1 – Access to information Actions</p> <ul style="list-style-type: none"> 1.1 Publish council decisions and papers (Legal & Democratic) 1.2 Publish Local Housing Strategy (Housing) 1.3 Publish Allocations Policy (Housing) 1.4 Ensure council documents and guidance are accessible to all (Legal & Democratic) 1.5 Ensure all Land Planning and Development produced documents are accessibility checked prior to publication (Land Planning and Development) 1.6 Via the building warrant application process then 	<p>Theme 3 – Promote Inclusion Actions</p> <ul style="list-style-type: none"> 3.1 Transition planning for children with complex needs moving to adult services (Fieldwork etc) 3.2 Safeguarding – older people, carers and those with protected characteristics (previously only included disabilities) (previously Outcome 6) 3.2.1 Build links between Equality Engagement Group and ED Welfare Reform Group to address gaps in provision for protected characteristics (CPP) 3.2.2 Conduct needs analysis for protected groups for 	<p>Theme 6 – Equitable Quality Education Actions</p> <ul style="list-style-type: none"> 6.1 Remove financial barriers to learning and ensure equitable access to all aspects of school life (Education) 6.2 Conduct review of effectiveness of Education Support Team against needs of EAL pupils (Education) 6.3 Develop an Education specific equality eLearning module and promote (Org Development & CPP) 6.4 Develop an Education specific EqIA (CPP and Committee Services) 6.5 LGBT Youth Scotland teacher training sessions (Education) 	<p>Theme 8 – Healthy Lives Actions</p> <ul style="list-style-type: none"> 8.1 Delivery of healthy & nutritious school meals (Facilities Mgt) 8.2 Food growing strategy increased in socio economic disadvantaged areas (Sustainability) 8.3 Updating EDC records, risk assessments, method statements and policies and procedures (Health & Safety) 8.4 Ensure premises are complaint with legislation (Health & Safety) 8.5 Refer staff who require to occupational health (Health & Safety)

Outcome 1 – Accessibility of services and information	Outcome 2 – Promote inclusion, equality and diversity	Outcome 3 – Promote equitable quality education and promote lifelong learning opportunities for all (UNSDG)	Outcome 4 – Ensure healthy lives and promote wellbeing for all at all ages (UNSDG)
<p>ensure new development layouts, building and planning applications are as accessible as possible for all users (Land Planning and Development)</p> <p>1.7 Explore how best to publicise consultation opportunities and how best to facilitate events to remove actual or perceived barriers (Legal & Democratic)</p> <p>1.8 The EDC equality webpage updated regularly and maintained to provide accurate info (CPP)</p> <p>1.9 Frontline staff training on use of sensory aids and alternate formats (Customer Services)</p> <p>1.10 Update Accessible Info Policy and promote internally (CPP and Corp Comms)</p>	<p>development of Financial Inclusion Strategy (CPP)</p> <p>3.2.3 Review and adjust provision of IT classes to meet demand (Org Development)</p> <p>3.2.4 Review needs of protected groups in community development, health and wellbeing interventions delivered through PLACE (CPP and those delivering PLACE)</p> <p>3.2.5 Ensure specific needs of protected groups are met in our Strategy for Carers (Adult and Community Care Services)</p> <p>3.2.6 Carry out exercise to raise awareness of caring and signposting of support services (Education)</p> <p>3.2.7 Improve the identification and assessment of needs of young carers in ED (Education, Children’s Services & IJB and care agencies)</p> <p>3.3 Build equality monitoring questions into pupil health and wellbeing survey to obtain baseline protected characteristics data (Delivering for Children and Young People partnership group and CPP)</p>	<p>6.6 School handbooks updated by Equality Act 2010 statements (Education)</p>	<p>8.6 Review training programme (Health and Safety)</p> <p>8.7 Reasonable adjustments and risk assessments (Health & Safety)</p>

Outcome 1 – Accessibility of services and information	Outcome 2 – Promote inclusion, equality and diversity	Outcome 3 – Promote equitable quality education and promote lifelong learning opportunities for all (UNSDG)	Outcome 4 – Ensure healthy lives and promote wellbeing for all at all ages (UNSDG)
	<p>3.4 Homeless people supported into accommodation where possible (Homelessness)</p> <p>3.5 Support participatory and human rights budgeting (Finance & Audit)</p> <p>3.6 Provide Tenant Participation Service Forums for tenants and resident groups (Housing)</p>		
<p>Theme 2 – Access to services Actions</p> <p>2.1 Increase access to recycling services for all residents – access to assistance programmes (Waste Mgt)</p> <p>2.2 Increase supply of accessible, affordable housing (Assets & Estates)</p> <p>2.3 Increase accessibility to all council buildings (Assets & Estates)</p> <p>2.4 Promote/remove disabled parking spaces as approved through social work (Technical & Engineering)</p> <p>2.5 Review Housing and Social Work policies to provide translation services (Housing, Child and Adult Services)</p>	<p>Theme 4 – Promote Equalities Actions</p> <p>4.1 Ensure EqIA process is used effectively across all services (Regen & Town Centre)</p> <p>4.2 EqIA training delivered to manager and policy authors (Org Development & CPP)</p> <p>4.3 Ensure equality processes are fully costed and any options for savings etc are assessed via EqIA process (Finance)</p> <p>4.4 Ensure Land, Planning and Development policies meeting the needs of all equality groups (EqIA) (Land Planning & Dev)</p> <p>4.5 Reduce Fuel Poverty at a local level (Sustainability)</p>	<p>Theme 7 – Skills for lifelong learning & work Actions</p> <p>7.1 Skills for lifelong learning and work (Education)</p> <p>7.1.1 Employability support</p> <p>7.1.2 Financial support</p> <p>7.2 Support adults with barriers to access employment (Education)</p> <p>7.3 Review Senior Phase work to take account of specific barriers for protected groups (Education and Org Development)</p> <p>7.4 Monitor school attainment levels against protected characteristics (Education)</p> <p>7.5 Provide access to jobs locally and enhance the local economy (City Deal)</p>	<p>Theme 9 – Promote Wellbeing Actions</p> <p>9.1 Support young people’s wellbeing (Education)</p> <p>9.2 Mental health of our children and families (Fieldwork etc)</p> <p>9.3 Mental Health Strategy group feeding into ensuring early intervention with services working together (Fieldwork)</p> <p>9.4 Enable people and communities to enjoy increased physical and mental wellbeing (Fleet Mgt)</p> <p>9.5 Support older population to enjoy high quality of life through provision of</p>

Outcome 1 – Accessibility of services and information	Outcome 2 – Promote inclusion, equality and diversity	Outcome 3 – Promote equitable quality education and promote lifelong learning opportunities for all (UNSDG)	Outcome 4 – Ensure healthy lives and promote wellbeing for all at all ages (UNSDG)
<p>2.6 Building adjustments based on needs of physically disabled pupils (Education and Corp Assets)</p> <p>2.7 Implement annual disabled access assessment in schools and nurseries (Education and Corp Assets)</p>	<p>4.6 Achieve gender equality & empower all women and girls (CPP) – UNSDG</p> <p>4.6.1 Implement MARAC (VAW coordinator)</p> <p>4.6.2 Implement multi-agency training calendar for members of ED’s VAW Partnership (VAW Coordinator)</p> <p>4.7 Consideration of protected characteristics in planning applications and capital works (Technical & Engineering)</p> <p>4.8 Implement a new elearning platform and deliver equality eLearning module for EDC staff and promote (Org Development & CPP)</p> <p>4.9 Develop publicity plan for annual equality events internally and externally (Corp Comms & CPP)</p> <p>4.10 Conduct review of HR policies to ensure reflect legislation (Org Change and Employee Relations)</p> <p>4.11 Ensure HR systems support requirements of equality legislation (CPP,</p>	<p>7.6 Support young people to sustain positive destinations (previously outcome 4) (Education)</p> <p>7.6.1 Promote and recruit MAs and early career development programmes school leavers (Org Development)</p> <p>7.6.2 Strengthen links between local area coordinators and Employability Services to increase opps (Adult and Community Care & Org Development)</p> <p>7.6.3 Develop new employability No One Left Behind plan.</p> <p>7.6.4 Increase links between ASN schools and Employability Services to increase opps (Education and Org Development)</p> <p>7.6.5 Review Youth Employment strategy (Org Development and Youth Employment Activity Plan group)</p> <p>7.6.6 Client survey of Employability Services experience for protected characteristics (Org Development and Youth Employment Activity Plan group)</p>	<p>inclusive transport services (Fleet Mgt)</p> <p>9.6 Deliver vision of inclusive and accessible open spaces and green network (Sustainability)</p> <p>9.7 Healthy Working Lives campaigns and wellbeing days promoted (Health & Safety)</p> <p>9.8 Support staff in return to work and ensure workplaces are COVID safe (Health & Safety)</p>

Outcome 1 – Accessibility of services and information	Outcome 2 – Promote inclusion, equality and diversity	Outcome 3 – Promote equitable quality education and promote lifelong learning opportunities for all (UNSDG)	Outcome 4 – Ensure healthy lives and promote wellbeing for all at all ages (UNSDG)
	<p>Org Change and Employee Relations)</p> <p>4.12 Hate Crimes, bullying & violence (previously Outcome 5)</p> <p>4.12.1 Reporting & handling hate crimes in conjunction with Police Scotland (Housing)</p> <p>4.12.2 Preventing & handling discrimination and inequality (Education)</p> <p>4.12.3 Update Employee Complaints procedure to reflect needs of protected characteristics (Org Change and Employee Relations)</p> <p>4.12.4 Promote Third Party Reporting Centres in ED (Adult Protection, Criminal Justice, VAW Coordinator)</p> <p>4.12.5 Tailored workshops to schools for pupils on bullying and hate crime (Education and Police Scotland Campus Officers)</p>	<p style="text-align: center; font-size: 48px; opacity: 0.3;">DRAFT</p>	

Outcome 1 – Accessibility of services and information	Outcome 2 – Promote inclusion, equality and diversity	Outcome 3 – Promote equitable quality education and promote lifelong learning opportunities for all (UNSDG)	Outcome 4 – Ensure healthy lives and promote wellbeing for all at all ages (UNSDG)
	<p>4.12.6 Implement updated Anti-Bullying Policy (Education)</p> <p>4.12.7 Training for teaching and support staff on anti-bullying policy (Education)</p> <p>4.12.8 Ensure schools are recording incidents of bullying on SEEMIS(Education)</p>		
	<p>Theme 5 – Promote Diversity Actions</p> <p>5.1 Representative workforce (previously Outcome 3)</p> <p>5.1.1 Explore channels and publicising of vacancies to increase diversity of applications received and appointments made (Legal & Democratic)</p> <p>5.2 Develop New Start equality monitoring survey (Org Change and Employee Relations)</p> <p>5.3 Develop employee equality monitoring survey (Org Change and Employee Relations)</p>		

Head Teachers Jobsized	90	29	119	0	0	0	0	0	0	0	0	0	0	0	0	119
Modern Apprentice	5	12	17	0	0	0	0	0	0	0	0	0	0	0	0	17
Music Instructors	15	14	29	0	0	0	0	0	0	0	0	0	0	0	0	29
Principal Teachers	175	62	237	0	0	0	0	0	0	0	0	0	0	0	0	237
Psychologist	*	0	*	0	0	0	0	0	0	0	0	0	0	0	0	*
Quality Improvement Manager	0	*	*	0	0	0	0	0	0	0	0	0	0	0	0	*
Quality Improvement Officer	5	*	6	0	0	0	0	0	0	0	0	0	0	0	0	6
Senior Psychologist	*	0	*	0	0	0	0	0	0	0	0	0	0	0	0	*
Teachers Conserved - EDC	7	*	10	0	0	0	0	0	0	0	0	0	0	0	0	10
Trainee	*	0	*	0	0	0	0	0	0	0	0	0	0	0	0	*
Unpromoted Primary	639	65	704	0	0	0	0	0	0	0	0	0	0	0	0	704
Unpromoted Secondary	348	142	490	0	0	0	0	0	0	0	0	0	0	0	0	490
Grand Total	2718	532	3250	29	17	46	506	105	611	709	604	1313	6	8	14	5234