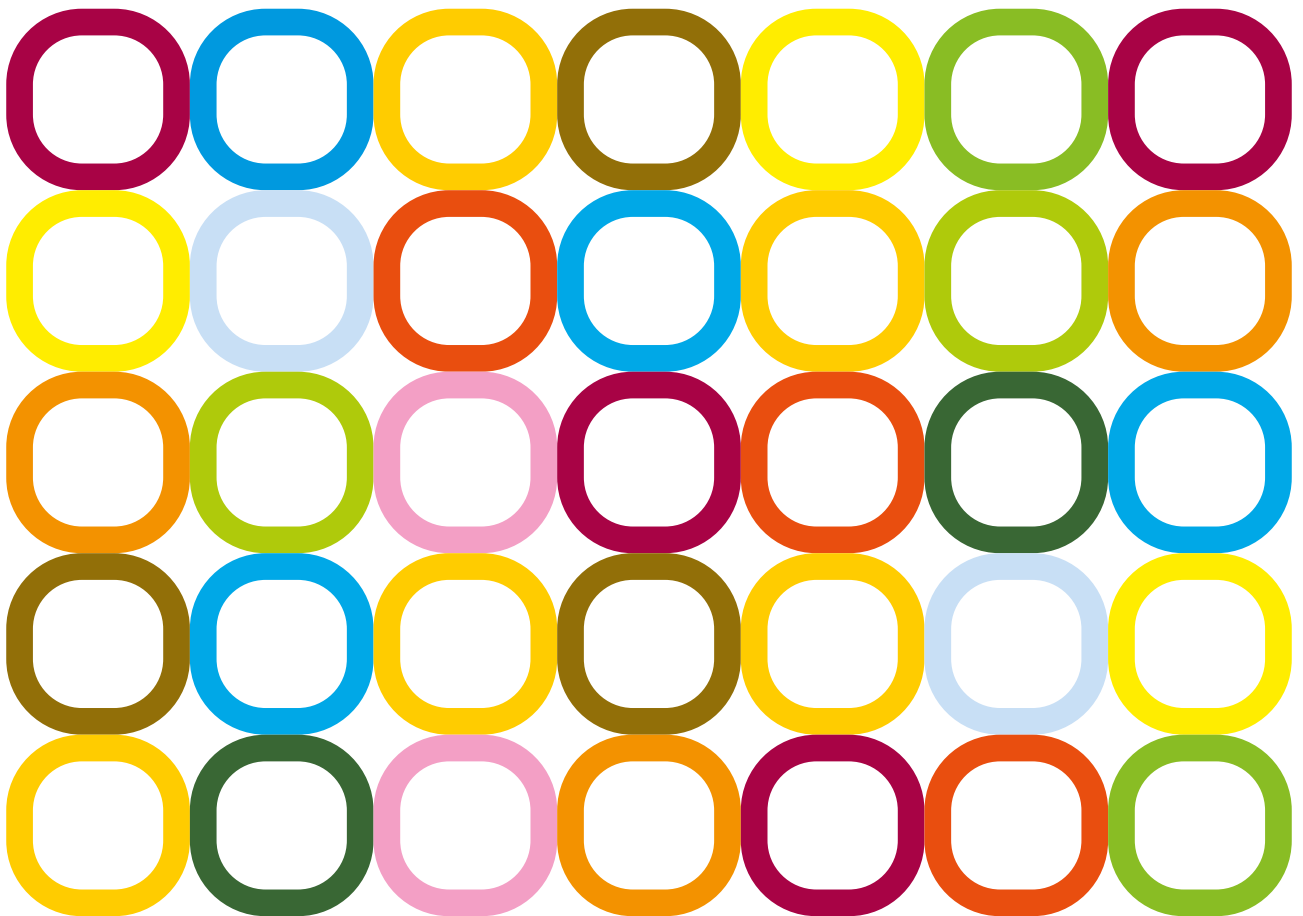


Towards a Fairer and More Equal Falkirk

Falkirk Equalities Outcome and Mainstreaming Report



Contents

- Introduction** page 3
- Mainstreaming - our approach in 2021** page 5
- Falkirk Council as an Employer** page 7
- Falkirk Council Interim Equality Outcomes April 2021** page 13
- Report on progress of outcomes 2017-21**..... page 22
- Appendix I**.....page 24
- Appendix II**.....page 25
- Appendix III**.....page 27
- References**.....page 33

Introduction

Falkirk Council recognises that addressing inequality is fundamental to achieving its vision of Making Falkirk, 'The Place to Be - where everyone can fulfil their potential'. There is a recognition that taking an approach that focusses on equalities, human rights and sustainability must start from reviewing existing plans, policies, and activities.

Our current priorities within our Corporate Plan are

- Delivering more sustainable communities to allow everyone to feel healthier, happier, and safer.
- Making the Falkirk area more prosperous and help to support businesses.
- Take a more innovative and entrepreneurial approach that is unafraid of change.

Our revised equality outcomes are interim and will take account of these priorities to ensure the needs of our easily ignored communities are considered. To take account of the current uncertainty due to covid these interim outcomes will be reviewed and revised over the next two-year period. This will also ensure that we are meeting our equality duties.

The Legal Context

Section 149 of The Equality Act 2010 came into force in April 2011, introducing a new Public Sector Equality duty that became law across Scotland. The Public Sector Equality Duty has three parts which must be complied with. It requires public bodies such as Falkirk Council, to have due regard (or to consciously consider) the need to:

- Eliminate discrimination, harassment, and victimisation.
- Advance equality of opportunity between those who have protected characteristics and those who don't. and
- Foster good relations between those who have protected characteristics and those who don't.

What are Protected Characteristics?

Everyone is protected by the Act. Every person has one or more of the protected characteristics, so the Act protects all of us against unfair treatment. The protected characteristics are:

1. Age
2. Disability
3. Gender reassignment
4. Marriage and Civil Partnership
5. Pregnancy and maternity
6. Race – this includes ethnic or national origin, colour, and nationality. This also includes Gypsy/Travellers.
7. Religion or belief – this includes a lack of belief.
8. Sex
9. Sexual orientation

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

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

- Publish a report on mainstreaming the equality duty.
- Publish equality outcomes and report on progress.
- Assess and review policies and practices.
- Gather and use employee information.
- Publish gender pay gap information.
- Publish an equal pay statement.
- Consider award criteria and conditions in relation to public procurement.

We are required to publish the following information:

- A fresh Mainstreaming Report no later than 30 April 2021 and subsequently at intervals of not more than two years.
- A report on the progress made to achieve the equality outcomes no later than 30 April 2021.
- Fresh Equality Outcomes no later than 30 April 2021.

Mainstreaming - our approach in 2021

Mainstreaming simply means that equality is built into the way the Council works; the way decisions are made; the way people who work for and on behalf of us behave; how we perform and even in the way we improve our services. In other words, we need to make sure that equalities are a key component of our work and not an afterthought.

We are committed to meeting the Public Sector Equality Duty and Specific Duties. To support this, the Council states in its Equal Opportunity Policy that it is committed to:

- Promoting equality of opportunity for all persons.
- Promoting a good and harmonious working environment in which all persons are treated with respect.
- Preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment, and victimisation.
- Fulfilling all our legal obligations under the equality legislation and associated codes of practice.
- Complying with our own equal opportunities policy and associated policies; and
- Taking lawful affirmative or positive action, where appropriate and in accordance with legislation.

This Policy states that, "overall responsibility for ensuring the promotion of equality rests with elected Members and the Chief Executive. Service Directors also have specific responsibility for ensuring equality of opportunity and equity of access in employment matters and service delivery. Individual departmental responsibility for the implementation and monitoring of the policy rests with Heads of Service".

The Leader of the Council has a specific role in relation to equalities; however, all elected Members have a role to consider whether equality has been mainstreamed effectively in the Council's policies and practices.

The Equal Opportunities Policy states that there is a role for an equalities champion and the Council is currently exploring how best to fill that role. The champion will work to embed equality within the Council's business, planning and processes by engaging elected Members, Corporate Management Team (CMT), Human Resources, and Community Planning partners. The key responsibilities of this role are detailed within the Policy, and include:

- Progressing equalities objectives and the wider equalities agenda, providing an update on progress as appropriate.
- Advocating on equalities matters.

- Contributing to papers and relevant processes.
- Acting as a role model, taking actions when appropriate and addressing behaviours when necessary.
- Asking questions to check that equalities in its broadest sense is being recognised, understood, and considered as integral to the decision-making and evaluation processes; and
- Developing their own personal competencies around equalities issues and attending equalities related events.

Assessing and Reviewing Policies and Practice

In the past year an Internal Audit review of the Council's approach to mainstreaming equality identified number of gaps in our approach to this including:

- A need to further embed equalities within the Council's corporate structures.
- Developing a corporate approach to equalities, supporting and complementing the work of Services, and monitoring progress, through the establishment of an Equalities Governance Framework, including establishing an Equalities Working Group and an awareness raising launch of the Equalities Governance Framework once it has been established;
- Performing an Equalities Self-Assessment to evaluate the extent to which equalities are embedded across the Council and develop Self-Assessment Action Plans to drive the future corporate approach.
- Reviewing the Equality Outcomes in place to ensure that key prioritised areas relating to the Council's core functions are included, with regular reporting of progress and impacts / shortfalls established; and
- Providing a more joined up approach to the completion of Equality and Poverty Impact Assessments which would see the introduction of quality assessments and an Equality and Poverty Impact Assessment Toolkit.

Following on from this audit an action plan was developed so that the Council could develop a more robust approach to equality mainstreaming that would support the delivery and development of revised outcomes. This action plan is attached as Appendix I. It sets out the necessary steps to improve our approach to mainstreaming. Implementation of this plan was delayed due to the Covid 19 pandemic however it is hoped that with the pandemic easing priority can be given to implementing a robust approach to mainstreaming to address the gaps in our current approach.

Falkirk Council as an Employer

Background

Falkirk Council is the largest local employer in the Falkirk area. We believe that the recruitment and employment of local authority employees, at all levels, is an important activity through which mainstreaming can be achieved. By having a higher quality and more diverse workforce, which represents the diversity of our citizens, the Council can provide better quality services to our citizens.

We gather information on the makeup of the workforce and analyse this. The breakdown of protected characteristics helps us to meet our equality duties and provide the best support to our employees.

Employment Data

The data is collated from several different sources, including our Payroll and Human Resource system (Resourcelink) and the Council's Recruitment Portal (Talentlink). We continue to ask our employees to tell us about their protected characteristics but recognise there are still gaps in our data. In 2017 our HR system was updated which meant that some employees could input their own equality information. This has seen a significant increase in the number of returns, and we continue to encourage employees to update this.

Our workforce profile information is noted in Appendix II. The information provided is based on the returned data only and any gaps are excluded. The following areas are covered:

- workforce profile including gender split of Top 2% and 5% of workforce.
- applications for employment and training.
- employees involved in discipline and grievance issues.
- leavers from the Council, including dismissals.

Children's Services (Education) is part of Falkirk Council, therefore is included within our workforce profile information.

The Council works closely with Trade Unions when implementing policies and conditions to ensure equality matters are addressed. All policies are impact assessed prior to approval and this information is shared with Trade Unions.

Job Segregation

Most of the workforce, in common with the rest of the public sector, is female: females make up 75% of the organisation. Of the overall total females in employment, 45% are represented in the lowest 5 grades (Grades A-E). In relation to SJC staff only, 63% are represented in Grades A-E, demonstrating that females are less well represented in the more senior positions in the Council. There has however been an increase in females being represented in Grade F.

Within the Teaching profile there is a significantly higher number of females (1184) in post which equates to 83.2%. Other significant roles with female dominance include Support for Learning, Cleaning, Catering, Clerical Assistants and Homecare.

Male employment is focussed in the traditional male dominant Craft and Manual Worker categories. The occupational segregation is strong, but these roles reflect the broader occupational segregation experienced across the Local Government sector.

Appendix III provides a summary of posts that are predominately female and male within the Council.

Pay Gap - Gender, Disability and Ethnicity

Within Falkirk Council, regular equal pay audits have been conducted since the implementation of Single Status in 2006. The Council also calculates and publishes the gender pay gap as part of our Audit Scotland KPIs. These figures are based at 31st March each year and provide details relating to the previous year. The recent figures from our Audit Scotland submissions on gender pay gap are noted below.

All the figures below are based on total hourly rate divided by the total number of employees. Calculation = $(A-B)/A \times 100$

Gender Pay Gap

Mean Hourly Rate of Pay

Year	Female (B)	Male (A)	Difference in mean hourly rate
2016	£13.96	£14.94	6.6%
2017	£14.10	£14.80	4.7%
2018	£14.68	£15.30	4.1%
2019	£14.80	£15.61	5.2%
2020	£15.56	£16.31	4.6%

Ethnicity and disability pay gap information has also been included in our Equal Pay audits since 2017 and are noted below. The information presented from the equal pay audits are based on the average hourly rate as at 31st December each year.

Disability Pay Gap

Mean Hourly Rate of Pay

Year	Disabled (B)	Non-Disabled (A)	Difference in mean hourly rate
2017	£12.57	£13.97	10%
2018	£14.03	£15.00	6.5%
2019	£14.52	£15.46	6.1%
2020	£14.67	£15.44	5.0%

Ethnicity Pay Gap

Mean Hourly Rate of Pay

Year	BME (B)	White (A)	Difference in mean hourly rate
2017	£15.55	£13.39	-16%
2018	£15.99	£14.18	-12.8%
2019	£16.46	£14.95	-10.1%
2020	£16.07	£14.92	-7.7%

Equal Pay Statement

Falkirk Council is committed to equal opportunities across all protected characteristics. We are committed to the principle of equal pay for all employees and aim to eliminate any sex bias or any form of discrimination in all pay structures and systems.

We believe pay is one of the key factors affecting motivation and relationships at work and therefore consider it important to develop pay arrangements that reward employees fairly and are free of unlawful bias. We are committed to ensuring that men and women should receive equal pay for the same or broadly similar work, for work rated as equivalent and for work of equal value.

We work with Trade Unions to develop fair and non-discriminatory pay and progression systems which are understood and accepted by employees and by the managers who operate the system.

All aspects of the pay package will be reviewed and monitored regularly to ensure it delivers equal pay. Any pay inequalities identified which cannot be justified will be eliminated.

In accordance with the Employment Act 2002, employees have the right to request information in relation to equal pay from their employer. As such, we will respond to Equal Pay Questionnaires quickly and transparently, whilst maintaining the privacy of others.

To meet this aim, SJC and Craft jobs are evaluated using the appropriate Job Evaluation Scheme. Those employees working with the scheme at local level are trained in job evaluation and equality. For Teachers, the Council complies with the nationally agreed job sizing toolkit and pay and conditions of service.

The Council's equal pay objectives are to:

- Regularly monitor and review existing pay and conditions.
- Conduct regular equal pay audits to monitor pay and job segregation; and
- Eliminate any pay inequalities identified which cannot be justified.

Job Evaluation Scheme & Pay Structure

The Council implemented the 3rd Edition of the Scottish Joint Council Job Evaluation Scheme in August 2016.

Following the approval of the 3rd Edition, all job evaluation processes and documentation within Falkirk Council have been reviewed in line with the updated guidance to ensure best practice and compliance to the new Scheme.

The introduction of the 3rd Edition was implemented in 2 stages. Stage one involved the assessment of current processes and training on the new scheme to facilitate the introduction of all future grading using the new 3rd Edition. This was concluded in August 2016.

Stage 2 of the process, which is continuing in 2020/21, is a specific piece of work to ensure job evaluation results and grading remains fit for purpose. It is recognised that several years may have passed since evaluations were undertaken and some jobs may have changed during that period. A sample of jobs was therefore identified for re-evaluation to ensure robust grading continues to remain in place. There were c60 posts identified in agreement with Trade Unions. This range ensured inclusion of a mix of male and female dominated posts throughout the grading structure. These posts are in addition to the normal grading process that takes place within the Council. Managers and employees are participating in the evaluation process to facilitate the re-assessment of jobs under the 3rd Edition. Human Resources and Trade Unions have an agreed process in place for this work and a Grading Group to ensure appropriate oversight.

Work has also commenced on reviewing the pay structure to ensure it remains fit for purpose and to ensure we consolidate the living wage in line with the 2018/2020 national pay agreement. A report has been commissioned to consider several issues, including:

- potentially significant changes in the rank order of jobs since it was used to design the grading structure to implement the SJC 'Single Status' Agreement in 2006
- changes in the rank order of jobs resulting from the review of jobs involved in equal pay litigation
- the need to review the pay structure considering gender pay equality monitoring
- the need to embed the Living Wage in the grading and pay structure and ensure it is fit for the future
- potential impact of any future pay awards, if this includes a flat rate payment for specific grades
- the need to review the pay structure to incorporate newly created grades to take account of revised grade boundaries

The report has identified several options that the Council can consider. Further detailed costing work is ongoing as are discussions with Trade Unions

Good Practice Examples

The Council aims to provide the best support to employees and reasonable adjustments and additional support which have been put in place are highlighted below:

During the initial lockdown due to Covid-19, all employees who were at higher risk and who were unable to work from home, were given paid special leave. These included people in the following groups:

- Pregnant employees
- Employees with underlying health conditions (including those advised to shield)/ who were aged 70 years and over
- Black, Asian, and Minority Ethnic employees

National guidance was implemented to support those employees who were able to return to work. Managers were supported by HR to ensure that an individual Covid-19 risk assessment was carried out for higher risk employees. When it became available, the outcome of the Scottish Government's Covid Age Calculator was fed into this process. Occupational Health advice was also requested as required.

The risk assessment process enabled managers and employees to agree measures which could be implemented to facilitate a safe return to work. These risk assessments have been kept under regular review since. Guidance on their use has been updated in line with national guidance.

Where an employee was unable to safely undertake the duties of their post and could not work from home, consideration was given to other options to enable them to continue working, such as carrying out other duties, an example of this was assisting with our Support for People Programme.

During the second lockdown in January 2021, special leave was again implemented for shielding employees and pregnant employees who were unable to work from home in any capacity.

In addition to this, information in relation to Covid-19 was collated to support employees and made available on employee section of the Council's internet site. Wellbeing resources were regularly updated and communicated to managers and employees to provide further support. Mental Health first aiders are in place to support employees independently and we have an employee assistance programme in place.

Falkirk Council Interim Equality Outcomes April 2021

Equality Outcome One

Improve the response given to people experiencing domestic abuse.

General Duty

- Advance equality of opportunity between groups of people with different/protected characteristics.
- Eliminate unlawful discrimination, harassment and victimisation and other prohibited conduct.

Evidence

The domestic abuse rate in Falkirk is higher than the Scottish National Average. In 2018/19 there were 124 cases of domestic abuse recorded by Police Scotland per 10,000 population compared to the Scottish average of 112. In 2018-19 a total number of 1,982 incidents of domestic abuse were recorded in Falkirk by Police Scotland. A report produced by Crown Office & Procurator Fiscal Service also showed that Falkirk had a total of 1,071 charges with a domestic abuse identifier in 2019-20. The statistics above clearly show that domestic abuse is a prevalent issue within Falkirk.

In 2019, a review of the future needs for the delivery of domestic abuse services in Falkirk was conducted. The review identified that there is a lack of understanding about what constitutes abuse amongst both victims and professionals. There was also evidence of inappropriate and insensitive responses from staff as well as services struggling to cope with the demand. As we improve our domestic abuse services, it is important that our services understand the needs of the most vulnerable groups, particularly BME women and women with disabilities.

The COVID-19 pandemic has had an affect on domestic abuse levels throughout Scotland and the UK. Evidence suggests that there has been an increase in domestic abuse, particularly towards women. For example, figures show that the number of domestic abuse incidents recorded by police in Scotland was 9% higher in April to June 2020 than the equivalent period in 2019. Self-isolation policies have made it easier for perpetrators to carry out abuse and keep it hidden as there is limited interaction with other individuals. Disruption to livelihoods and the ability to earn a living for many families may increase stress and the potential to exacerbate conflicts and violence. Reduced income/unemployment may also make it more difficult for those experiencing domestic abuse to leave an abusive relationship. Moving forward, we must keep in mind the impact of Covid-19 on domestic abuse to best support those who have been affected.

Actions

(to be determined but will align with corporate plan outcomes)

- Delivering more sustainable communities to allow everyone to feel healthier, happier, and safer
- Making the Falkirk area more prosperous and help to support businesses
- Take a more innovative and entrepreneurial approach that is unafraid of change

Prioritised Groups

- Women, BME women, women with disabilities.

National Performance Framework and UN Sustainable Development Goals

NPF

- This equality outline links with 'Human Rights' and 'Children and Young People'.

UN SDG

- This equality outcome links with UN SDG.5 'Gender Equality' and SDG.10 'Reduced Inequality'.

Measured By:

To be determined when actions agreed

Equality Outcome Two

Reduce identity-based harassment and all hate crime within Falkirk.

General Duty

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Foster good relations between people who share a protected characteristic and those who do not.

Evidence

The Crown Office & Procurator Fiscal Service reported that there has been an increase in the number of charges in 2019/20 compared to 2018/19 for all categories of hate crime. This means that crime motivated by race, sexual orientation, religion/faith, disability, and transgender identify have all increased. Racial crime remains the most reported hate with sexual orientation aggravated crime being the second most reported type of hate crime.

Our community conversations with equality groups to consult on the proposed Strategic Deliverables of the Corporate Plan and Business Plans, raised several key points regarding identity-based harassment and hate. Racialised bullying in schools, with comments about hair and skin colour was an issue raised. We know that Gypsy/Travellers also experience high levels of racism and discrimination and are often stigmatised because of their identity within the community and schools. Bullying towards LGBT pupils was raised as a concern with many not feeling like school was a safe place because of this. The 'Life in Scotland' report shows the scale of this issue as it stated that 71% of young people experience bullying in school on the grounds of their sexuality.

It has been highlighted by an organisation that discriminative and racist statements have been placed on lampposts, bus stops, etc in and around Falkirk's Town Centre. This behaviour is abhorrent and can have a damaging effect on our communities, particularly towards marginalised group.

The impact of COVID-19 and Brexit has further highlighted the importance of reducing identity-based harassment. There have been reports of an increase in hate crime in the UK against people perceived to be of Chinese, South Asian or East Asian ethnicities since the start of the COVID-19 pandemic. Research amongst certain migrant communities in Scotland reveals that since the referendum 77% of young Eastern European school pupils living in Scotland and England had experienced racism and xenophobic attacks, and almost half (49%) had seen 'more racism' since the referendum. It is possible that Brexit and the ongoing COVID19 pandemic could lead to more race-based hate crime if we do not act now.

Actions

(to be determined but will align with corporate plan outcomes)

- Delivering more sustainable communities to allow everyone to feel healthier, happier, and safer
- Making the Falkirk area more prosperous and help to support businesses
- Take a more innovative and entrepreneurial approach that is unafraid of change

Prioritised Groups

- BME population, LGBT+ individuals, individuals with disabilities.

National Performance Framework and UN Sustainable Development Goals

NPF

- This equality outcome links with 'Children and young people', 'Communities', 'Culture' and 'Human Rights'.

UN SDG

- This equality outcome links with UN SDG.10 'Reduced Inequality'.

Measured By

To be determined when actions agreed

Equality Outcome Three

Improve response so that we meet the needs of our BME communities.

General Duty

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

Evidence

BME people experience poorer outcomes, including having higher risk of poverty, lower employment rates and under-representation in political and public life.

Community Conversations highlighted concerns regarding accessibility of council services, particularly for the BME community. For example, there was instances of Council letters not being in plain English, making it difficult for people who do not have English as a first language to understand. Lockdown and restrictions in place have also made it difficult for some members of the BME community. Communication with the Council has moved towards more online and digital services. This may make it more challenging for individuals who English is not their first language to communicate that they need an interpreter.

No Recourse to Public Funds (NRPF) is a condition applied to those staying in the UK with a temporary immigration status. Individuals with NRPF are at a high risk of destitution and homelessness because they cannot access mainstream housing, welfare benefits and employment. A concern raised at the Community Conversation was that the Council does not have a clear procedure in place for people who have NRPF making those individuals extremely vulnerable.

The Gypsy/Traveller community continues to experience greater degrees of discrimination and far poorer outcomes across living standards, health, education, and employment. Research evidence published in 'How Fair is Scotland?' - confirmed by Scottish Government analysis of the 2011 census - highlights that on every indicator, Gypsy/Travellers are worse off. The Gypsy/Traveller community continue to be subject to extreme and persistent stereotyping. This has led the press and rights groups to label discrimination against Gypsy/Travellers as 'the last acceptable form of racism'. According to the 2011 Census, Falkirk had the 11th highest population of Gypsy/Travellers out of all Scottish Local Authorities.

Actions

(to be determined but will align with corporate plan outcomes)

- Delivering more sustainable communities to allow everyone to feel healthier, happier, and safer
- Making the Falkirk area more prosperous and help to support businesses
- Take a more innovative and entrepreneurial approach that is unafraid of change

Prioritised Groups

- The BME community, including Gypsy/Travellers.

National Performance Framework and UN Sustainable Development Goals

NPF

- This equality outcome links with the 'Communities' and 'Human Rights' National Outcomes.

UN SDG

- This proposed equality outcome links with UN SDG 10, 'Reduced Inequalities'.

Measured By

To be determined when actions agreed

Equality Outcome 4

Reduce the impact of the impact of Covid-19 on the groups that are most affected.

General Duty.

- Advance equality of opportunity between people who share a protected characteristic and those who do not.

Evidence

The Covid-19 pandemic has impacted everyone's lives and evidence from the last six months suggests some groups have felt the effects of the social and economic consequences more greatly than others and are more vulnerable to the virus itself.

Older people are more likely to have underlying health conditions, making them more susceptible to the severe negative health effects of Covid-19. Around 9 in 10 deaths involving Covid-19 in Scotland have been among those 65 and over. Nearly half of people who were asked to shield are in the 65 and over age group. In addition to this, older people are more likely to live alone and less likely to have access to the internet. Because of the measures imposed to protect their lives, older people are at great risk of social isolation and loneliness.

Young people have experienced disruption to their education through the early closure of schools, colleges, and Universities at the end of March. Disrupted education at a critical time could negatively impact educational and social outcomes. Younger adults in employment are more likely to be working in hard-hit sectors, such as retail, leisure, and entertainment, and to be working part-time or on less secure contracts. These sectors largely had to close for several months with millions of people across the UK having to sign on to the Job Retention Scheme (Furlough Scheme) which paid 80% of their wages. In addition to this, young people are more likely to be key workers which places them at greater risk of exposure to the virus.

The use of face masks/covering can create difficulties for those who use face and lip patterns for communication and interactions. Digital exclusion is also an issue for people with learning disabilities as they may not have access to or be able to effectively access online support and services. People with disabilities have also experienced increased vulnerability to ill health or death arising from Covid-19 due to pre-existing health conditions; difficulties implementing measures to reduce transmission; and/or due to possible postponement of treatments for pre-existing conditions.

The lockdown measures imposed to protect people's lives have increased women's vulnerability to domestic abuse. In addition to this, women are more likely to be lone parents and have the bulk of care responsibilities which could impact their ability to do paid work. The predicted 'jobs recession' will bring increased unemployment, with women more likely to lose their job than men. Men are more likely to die from COVID-19 infection.

There are substantial differences between people of different ethnic origins, both within and between groups. Key groups who may be disadvantaged by COVID-19 include Gypsy/ Travellers, international students, seasonal migrants in communal accommodation and

asylum seekers and refugees. Ethnic minorities are more likely to live in 'overcrowded' housing as well as multigenerational households; 30% of Bangladeshi households and 15% of black African households are overcrowded (where there are more people than bedrooms), compared to 2% of white British households. Black and minority ethnic families also tend to be larger on average, which places additional stresses on space within the home and on bills and finances as a result.

Gypsy traveller families face barriers to supporting their resilience to COVID 19 as their traditional way of life makes social distancing measures difficult. Literacy issues may result in difficulty accessing information and support and lack of documentation may make accessing benefits more difficult. Traditional sources of income will also have been lost during the lockdown so having access to social security is extremely important.

Black and Minority Ethnic women are more likely to work in a sector that has been shut down; more likely to be in insecure work which puts them at increased risk of loss of hours and earning and are concentrated in low-paid service sectors which are more susceptible to redundancies over the course of the pandemic.

Actions

(to be determined but will align with corporate plan outcomes)

- Delivering more sustainable communities to allow everyone to feel healthier, happier, and safer
- Making the Falkirk area more prosperous and help to support businesses
- Take a more innovative and entrepreneurial approach that is unafraid of change

Prioritised Groups

- Older people, young people, people with disabilities, women, BME people.

National Performance Framework and UN Sustainable Development Goals

NPF

- This Equality Outcome links with the 'Health', 'Education', 'Economy', 'Communities', 'Fair Work & Business', 'Children & Young People' and 'Human Rights' National Outcomes.

UN SDG

- This proposed Equality Outcome links with UN SDG 3 'Good Health & Wellbeing'; UN SDG 5 'Gender Equality', UN SDG 10 'Reduced Inequalities'.

Measured by

To be determined when actions agreed

Summary of Equality Outcomes 2017/22

Council or community outcomes 2017/22

- Access to our services will be improved by understanding and reducing barriers.
- Our communities are supported to understand and celebrate the diversity of those who live work and visit the area.
- Our approach to engagement and participation will give a voice to our diverse communities.
- Our communities will report harassment, hate crime and gender-based violence.
- People within the relevant protected characteristic groups or who experience other forms of discrimination or disadvantage can be themselves and can achieve their full potential.

The table below outlines our progress in relation to these outcomes

Report on progress of outcomes 2017-21

Falkirk Council Community Equalities Action Plan

Outcome	Action	Progress
Access to our services will be improved by understanding and reducing barriers	We will design and implement a process so that services can monitor, report, and identify who uses their service and who does not	System designed but not routinely used by services. A new process for service redesign has also been implemented and will be rolled out in the future. This is predicated on knowing customers.
	This information will be used to inform service improvement and development	Information used by services but not routinely. Part of the redesign process will be to use this information to drive change.
	We will have regular conversations with our protected characteristic communities so that we can understand the barriers they face in accessing our services.	<p>Conversations are ongoing with several communities in particular the Gypsy Traveller community. We are working with Article 12 and Mocap to improve our approaches to engagement with the Gypsy Traveller community.</p> <p>Falkirk Champs is a place for care experienced young people to come together and collectively shape the future of local care services. Our aim is to:</p> <p>Engage care experienced young people in meaningful discussions, fun activities, and constructive projects.</p> <p>Enable care experienced young people to feel knowledgeable, respected, and confident in sharing their opinions.</p> <p>Empower care experienced young people to be influential and valued members of their communities.</p> <p>The Champions Board has developed a campaign to raise awareness of issues facing Care Experienced young people. The project, in addition to the Board Group, expressed their feelings and views through artwork that will now be displayed in Forth Valley Royal Hospital, calendars that have been shared across the service, and presented to the First Minister.</p> <p>The aim of the Champs and this project is to increase awareness of young people's experiences and raise awareness of the barriers they face.</p> <p>is well known that care experienced young people are at a disadvantage in terms of attainment and employability. By linking our Corporate parenting, employability, and mentoring strands of work our aim is to ensure the barriers to positive destinations are lifted for our young people and they have the same life chances as anyone else.</p>
Our communities are supported to understand and celebrate the diversity of those who live work and visit the area	We will establish a communications strategy in partnership with our protected characteristic groups to give clear messages that we want the Falkirk Council area to be a safe place that welcomes and celebrates diversity	This is currently being developed.
	We will review and revise our mechanisms for reporting hate and prejudiced based incidents and report these to Police Scotland so that they can determine if a crime has taken place.	There has been a national review of Hate Crime legislation. We are waiting for this to be completed so that we can take account of any changes in the legislation so that we can advise our services appropriately.
	Our services will take a restorative approach within communities when hate or prejudiced related incidents are reported to them	<p>Restorative approaches are taken within Housing Services when incidents occur.</p> <p>There is recommendation in Scottish government consultation on Hate Crime that relates to the rollout of restorative approaches, we would hope to develop clearer actions when the legislation around this becomes clear.</p>
	We will review our gender-based violence partnership in line with Scottish Government recommendations	Our gender-based violence partnership and services for women have been reviewed. Services for people experiencing domestic abuse have also been reviewed. Report due March 2019.
	To explore the role of the bystander in supporting people who are experiencing prejudiced based incidents and crime and gender-based violence.	This is still being discussed with partner organisations regarding how best to implement this and who to involve.
	We will undertake to hold 2/3 events each year to increase understanding between our communities	<p>Moving Minds Exhibition planned for international Women's Day in partnership with Falkirk Community Trust and Mecopp to raise awareness re Gypsy Traveller discrimination.</p> <p>Falkirk has a long partnership with Tajikistan Children's Services. Starting with learning around foster care provision, the visits are now sharing our learning about GIRFEC, particularly for children with disabilities. We have ongoing links with the Tajik workers to support them in the development of their services. This work has also allowed us to reflect on our own systems and practice. We continue to prioritise supports for our children with disabilities through ongoing support services and summer programmes.</p>
Our approach to engagement and participation will give a voice to our diverse communities	We will have regular conversations with our protected characteristic communities so that we can understand the barriers they face in accessing our services	Regular conversations are taking place with community groups and organisations about how best to improve access to services. Work has specifically taken place to start to engage with the Gypsy Traveller community, to improve access to education, training, and employment. Access to women's health services has also been improved because of this engagement and improved links to education and training for some young people.
	We will use information gathered in these conversations to identify solutions and ambassadors within our communities to remove barriers and increase understanding with and between communities	<p>See above – although we have not developed ambassadors as such we are developing and building links with community groups who can support the Council in developing appropriate solutions to the inequalities some of our communities' face, in particular the Gypsy/Traveller community.</p> <p>Our summer programme and befriending programmes allow our young people to participate in activities they wouldn't otherwise be able to. Support is given for our young people to socialise with their friends and access play and learning opportunities with support.</p> <p>Social work, education and Falkirk Young Carers have worked together to develop awareness raising sessions and training for staff in relation to the new Carers Act duties and plans. This work was led by Young Carers, supported by staff to ensure them have a voice in relation them having a carer's statement.</p>
	We will work our protected characteristic and other communities to ensure our approach to locality planning is fair	We have engaged with specific groups of people with protected characteristics in developing our locality plans. This includes meeting with people from minority ethnic communities, people from the LGBTQ community and with people who have a disability.
People within the relevant protected characteristic groups or who experience other forms of discrimination or disadvantage can be themselves and can achieve their full potential	We will have regular conversations with our protected characteristic communities so that we can understand the barriers they face in accessing our services	This process has started, with the Gypsy Traveller community. However, the discrimination and disadvantage experienced by this community will take a long time to address.
	Increase awareness about the need to provide interpreters when engaging with people who do not have English as first language	We have increased awareness of the need to provide interpreters and ensure that all services are using the correct provider.
	Services understand and remove and reduce the barriers that people with protected characteristics can experience	<p>Online training is provided to staff, with staff having to undertake equalities training once a year.</p> <p>Targeted foster care is being rolled out to support children and young people who have protected characteristics. Targeted care ensures that the needs of families can be met to ensure they can reach their full potential.</p>
	To work with our partners and protected characteristic groups to develop appropriate responses to these complex issue	<p>Work in progressing in relation to the Gypsy/Traveller community. Connections are being made with public sector agencies and the community itself to ensure we can begin to work with community to develop appropriate responses.</p> <p>The service has secured agreement across the council that all Care Experienced Young People will be given a guaranteed interview where they meet the relevant criteria in the job specification.</p> <p>We have also ensured that Care Experienced young people have been added to our protected characteristic groups and that any service changes affecting this group will be subject to Equality and Poverty Impact Assessment</p> <p>Our new Closer to Home Strategy is underpinned by our aim that all children, families, and young people should be able to be themselves and achieve their potential.</p>

Falkirk Council as an Employer Action Plan

Outcome 1	Action	Measures / Evidence	Update
Improved quality of employee data across all equality protected characteristics	Data Gathering Identify gaps in employee equality data and continue to increase monitoring information that we hold.	Increased protected characteristic information available/reduced gaps in information Annual PI reports Evidence of communication to employees	We have continued to improve our systems for collecting data. Employees can now access the My View system and update their personal equality data on the web, not just through Council intranet. This has improved access to systems for employees who previously did not have access to do this. We have been gathering employees nationalities to provide support in relation to Brexit and at the same time asked employees to update their equality information. As a result there has been a further increase in equality data returned. We will continue to encourage our employees to provide this information. We will review this outcome going forward to identify key areas of priority based on data gathered. We will carry out further analysis of employee data for all protected characteristics and identify what support/guidance can be put in place for particular groups. Evidence of this will be examples of good practice and implementation of support to employees, e.g. ageing workforce.
Outcome 2	Action	Measures / Evidence	Update
Increased representation of minority ethnic groups, disabled people, young people aged 16 – 24 and LGBT people across Falkirk Council workforce	Recruitment Monitoring Analysis of reports for the application stage of the recruitment process to compare applicants against equality characteristics of Falkirk Council area. MyJobScotland Webpages Update web pages to support recruitment from BAME and other protected groups.	Stats are reflective of Falkirk Council area stats Increased applications from identified areas	The recruitment review has continued, which includes the introduction of new job profiles to replace previous outdated job descriptions. Language has been simplified and written in plain English for easier understanding and make it clearer what the duties of the post are to encourage applications from more groups. Checks are done to ensure no discriminatory language is included and that they are consistent with job evaluation. There has been a small increase in applications for individuals who identified as BME, bisexual or gay/lesbian, which is positive. We are continuing to review information provided on MyJobScotland recruitment website to publicise information relating to Disability Confident, Living Wage, health & wellbeing policies, flexible working practices and physical activity strategy. Employee information has been moved to the internet and content reviewed with plain English standards to make this more accessible. The Graduate and Intern programme has been evaluated and rolled out for a further year.
Outcome 3	Action	Measures / Evidence	Update
Reduced job segregation and pay gaps	Equal Pay Continue to monitor the pay gap. Carry out JES project to check grading of posts identified through equal pay claims.	Equal pay audits JES outcomes that are robust and equality approved	We continue to make good progress with our JES project and have carried out a pay structure review which is now being presented to Trade Unions for consultation. There is a robust process in place and outcomes are approved by Trade Unions. We are also a Living Wage Accredited employer. We publish pay gap data as part of the mainstreaming report as well as regular equal pay audits.
	Occupational Segregation Undertake an initial analysis of the current picture and identify options to address issues identified	Report produced and options identified	A report has been produced which includes recommendations which are being considered through eg graduate and intern scheme, review of recruitment and induction processes. We will continue to monitor this. Planned actions have been delayed due to the Covid pandemic and we will continue to work on this. We continue to participate in Equally Safe at Work Shadow Group.
Outcome 4	Action	Measures / Evidence	Update
Increased awareness and understanding of equality and diversity within the workforce	Review online equality/diversity training and ensure all managers complete the course in the following 12 months. Undertake a short survey of managers on race/unconscious bias. Results will be discussed at a future leadership session and appropriate actions developed. Register interest in equally safe workforce development framework	Training completed Survey completed and appropriate actions developed and agreed If selected training completed by agreed number of employees within the remit of the project. If not selected will take onboard feedback and implement learnings from other local authorities.	New action

Appendix I

Recommendations from Internal Audit Report

Recommendation	Reason for Recommendation	Agreed Management Action	Responsible Owner	Action Due
An Equalities Governance Framework should be established. Internal Audit Report Paragraph: 3.8	To ensure that the Council has a corporate approach to equalities	Recommendation Accepted An Equalities Governance Framework will be established in conjunction with CMT.	Chief Governance Officer / Corporate Equality Champion Service Directors	
A formal awareness launch of the Equalities Governance Framework should be introduced once the Framework has been developed. Internal Audit Report Paragraph: 3.9	To raise awareness of the corporate approach to equalities	Recommendation Accepted Awareness of the agreed corporate approach will be introduced	Chief Governance Officer / Corporate Equality Champion Service Directors	
The Corporate Equality Champion should conduct a review of the Corporate Risk Register equalities data. Equalities duties tasks / responsibilities allocated on Pentana should be reviewed, with Services allocating an Equalities Lead to each relevant task. Internal Audit Report Paragraph: 3.12	To ensure that Corporate Risk Register equalities measurable actions / tasks remain relevant.	Recommendation Accepted Agreed.	Chief Governance Officer / Corporate Equality Champion	
An Equalities Self-Assessment should be undertaken by members of the Equalities Working Group. The Group should develop Self-Assessment Action Plans (tracked on Pentana) to progress / implement actions. The Group should provide regular progress reports to CMT and elected Members. Internal Audit Report Paragraph: 3.17	To measure the status of Falkirk Council's compliance with Equality Act duties and other legislative requirements	Recommendation Accepted Agreed. Self-Assessment Action Plans will be progressed	Chief Governance Officer / Corporate Equality Champion Service Directors	
The issues relating to the Equality Outcomes should be addressed. Internal Audit Report Paragraph: 3.25	To ensure that Falkirk Council are complying with Equality Act duties and other legislative requirements.	Recommendation Accepted Noted. This will be discussed by CMT.	Chief Governance Officer / Corporate Equality Champion Service Directors	
Licensing Board Mainstreaming Update Report should be drafted as a matter of urgency, with a view to reviewing the process in place. Internal Audit Report Paragraph: 3.27	To ensure that Falkirk Council are complying with Equality Act duties and other legislative requirements	Recommendation Accepted Agreed	Chief Governance Officer / Corporate Equality Champion	
The issues relating to the Equality and Poverty Impact Assessments should be addressed. Internal Audit Report Paragraph: 3.43	To ensure that Falkirk Council are complying with Equality Act duties and other legislative requirements	Recommendation Accepted This will be discussed by CMT and agreed actions established as part of the corporate approach.	Chief Governance Officer / Corporate Equality Champion Service Directors	

Appendix II

Table A: Female Dominated Posts

Post Titles	% F	% M	Total
Support For Learning Assistant (Core)	100.00	0.00	83
Breakfast Club Supervisor	100.00	0.00	36
Assistant Cook	100.00	0.00	21
Visiting Teacher	100.00	0.00	20
Mobile Warden 2 (Days)	100.00	0.00	15
Receptionist	100.00	0.00	15
Senior Carer	100.00	0.00	15
Family Support Worker	100.00	0.00	14
Secretary	100.00	0.00	12
Cook 2	100.00	0.00	10
Housing With Care Domestic	100.00	0.00	10
Principal Early Years Officer	100.00	0.00	10
Clerical Assistant	99.37	0.63	159
Early Learning And Childcare Assistant	98.63	1.37	73
Senior Early Years Officer	98.55	1.45	69
Catering Assistant	98.17	1.83	273
Chargehand Cleaner	97.83	2.17	46
Support For Learning Assistant (Adv)	97.33	2.67	525
Early Years Officer	96.71	3.29	395
Rehab Carer	95.83	4.17	24
Personal Carer	95.60	4.40	250
Cleaner	95.26	4.74	422
Domestic Assistant	95.24	4.76	21
Supply/Temporary Teacher (Primary)	95.15	4.85	103
Revenue Assistant	95.00	5.00	20
Senior Cook	94.74	5.26	38
Housing With Care Worker	94.44	5.56	36
Pupil Transport Assistant	93.75	6.25	112
Social Care Worker (Nights)	92.59	7.41	27
Customer & Business Support Officer	92.00	8.00	25
Customer & Business Support Admin	91.67	8.33	12
Senior Clerical Assistant	90.91	9.09	11
Wakeful Night Domestic	90.91	9.09	11
Social Care Officer	90.48	9.52	42
Community Care Worker	90.32	9.68	62
Multi Skilled Adviser	89.47	10.53	19
Social Care Worker	89.25	10.75	93
Neighbourhood Officer	87.50	12.50	32
Community Education Worker	86.96	13.04	23
Customer & Business Support Section Lead	86.96	13.04	23
Customer & Business Support Assistant	85.26	14.74	190
Social Worker	85.00	15.00	100
Housing Assistant	83.33	16.67	18
Social Work Assistant	83.33	16.67	12
Teacher	83.20	16.80	1423
Senior Worker	82.35	17.65	34
Accountant	81.82	18.18	11
Housing Officer	81.82	18.18	11
Customer First Adviser	78.57	21.43	28
Day Centre Officer	77.78	22.22	27
Probationer Teacher	77.19	22.81	114
Senior Social Care Worker	76.92	23.08	13
Depute Headteacher	76.32	23.68	76
Headteacher	76.09	23.91	46
Team Manager	75.86	24.14	29
Day Centre Assistant	75.00	25.00	16
Service Manager	75.00	25.00	12
Employment & Training Co-Ordinator	73.68	26.32	19
Principal Teacher	72.33	27.67	206

Table B: Male Dominated Posts

Row Labels	M %	F %	Total
Joiner	100.00	0.00	72
Roadworker	100.00	0.00	41
Painter	100.00	0.00	36
Plasterer	100.00	0.00	34
Plumber	100.00	0.00	31
Driver 1/Gardener	100.00	0.00	28
Driver 1/Sweeper	100.00	0.00	27
Refuse Driver 2/Collector	100.00	0.00	24
Skilled Roadworker	100.00	0.00	22
Skilled Operative	100.00	0.00	21
Roadworker Foreperson	100.00	0.00	20
Estates Maintenance Assistant	100.00	0.00	19
Slater	100.00	0.00	19
Electrician	100.00	0.00	12
Gardener 2	100.00	0.00	12
Gas Engineer	100.00	0.00	12
C/Hand Gardener 3	100.00	0.00	11
Apprentice Joiner	100.00	0.00	10
Janitor 2a	96.00	4.00	25
Refuse Collector	94.59	5.41	37
Support Engineer	93.75	6.25	32
Building Operations Supervisor	93.33	6.67	30
Janitor	87.50	12.50	32
Recycling Operator	75.00	25.00	12

Appendix III

Age Balance

Indicator	2017	2018	2019	2020
Percentage of workforce who are 16-24 years	4.3%	4.9%	5.3%	5.7%
Percentage of workforce who are 25-34 years	18.1%	18.1%	19.1%	19.3%
Percentage of workforce who are 35-44 years	21.5%	21.2%	20.9%	21.5%
Percentage of workforce who are 45-54 years	30.3%	29.7%	28.4%	27.1%
Percentage of workforce who are 55-64 years	23.3%	23.6%	23.6%	23.3%
Percentage of workforce who are 65-74 years	2.4%	2.4%	2.5%	2.7%
Percentage of the workforce who are 75+	0.1%	0.1%	0.2%	0.2%

The age breakdown of the workforce has been steady over the past few years with over 50% of the workforce in the 45+ category. Whilst this has dropped slightly over the past couple of years, from 56% in 2018 to 53% in 2020 it still remains the highest percentage of employees in this age category. There has been an increase in the 16-24 age range but in comparison to other age ranges, under-representation is still evident in this category.

Disability Status

Indicator	2017	2018	2019	2020
Percentage of workforce to have indicated that they have a disability.	2.7%	3%	3%	2.8%

The data shows an increase in the number of employees indicating they have a disability over the past 2 years with a slight decrease in the current figures. We have seen an increase in the number of returns and will continue to encourage employees to provide this information. Information for comparison with the local population is limited but we will continue to monitor as this becomes more readily available.

Ethnic Minority

Indicator	2017	2018	2019	2020
Ethnic breakdown of the workforce - percentage who are White	99.0%	98.9%	96.4%	96.5%
Ethnic breakdown of the workforce - percentage who are BME	1.0%	1.1%	3.6%	3.5%

The figures above show a continued increase in the number of BME employees within the Council over the past few years and recognises that increased reporting has ensured a

more accurate reflection of the workforce profile. Whilst the BME % has decreased slightly since 2019 this is due to the increased number of responses for this category – the actual responses indicating a BME category have increased.

Gender

Gender breakdown of overall workforce				
Indicator	2017	2018	2019	2020
The percentage of employees in the workforce who are female	73%	73.5%	75%	75.1%
The percentage of employees in the workforce who are male	27%	26.5%	26%	24.9%
Top 2% of workforce who are women				
The percentage of highest paid 2% of employees who are women	60%	55%	55%	57%
Ethnic breakdown of employees in the Top 2% of the workforce who are White	100%	100%	96%	96%
Ethnic breakdown of employees in the Top 2% of the workforce who are BME	0%	0%	4%	4%
Percentage of employees in the top 2% of the workforce who have indicated that they have a disability	0.9%	0%	0%	1%
Top 5% of workforce who are women				
The percentage of highest paid 5% of employees who are women	64%	61%	61%	64%
Ethnic breakdown of employees in the Top 5% of the workforce who are White	99%	99%	96%	96%
Ethnic breakdown of employees in the Top 5% of the workforce who are BME	0.4%	0.4%	4%	4%
Percentage of employees in the top 5% of the workforce who have indicated that they have a disability	0.8%	0.4%	0.4%	1%

The gender make up of the workforce has remained steady over the past few years with a slight increase in the % of females working in the Council over the past couple of years. This is fairly comparable to the gender make up of job applicants.

For the Top 2% and 5% of the workforce, the data in relation to Gender has again remained fairly static over the last few years. There was a slight decrease in females in the top 2% and 5% over the previous couple of years but this appears to be increasing again. There has been an increase in reporting related to Ethnicity and Disability. This indicates that increased reporting has ensured a more accurate reflection of the workforce profile.

Sexual Orientation and Transgender

Indicator	2017	2018	2019	2020
Percentage of employees who identified as bisexual	0.2%	0.2%	0.5%	0.6%
Percentage of employees who identified as gay or lesbian	0.8%	1.4%	1.4%	1.4%
Percentage of employees who identified as heterosexual	98.5%	97.8%	97.4%	97.3%
Percentage of employees who identified as Other	0.5%	0.6%	0.7%	0.7%
Percentage of employees who identified as transgender	N/A	0.24%	0.22%	0.20%

Whilst there has been a slight improvement in the data figures collected for sexual orientation over the past couple of years it has evened out since 2019, this is an area which still requires continued improvement and scrutiny.

Whilst the Transgender % has decreased this is due to the increased number of responses for this category - the actual responses indicating yes remained unchanged.

Discipline and Grievances

Disciplinaries				
Indicator	2017	2018	2019	2020
Percentage of employees involved in disciplinaries who were male	54.8%	61%	52%	50%
Percentage of employees involved in disciplinaries who were female	45.2%	39%	48%	50%
Ethnic breakdown of those involved in disciplinaries who are White	98.3%	97.76%	96%	100%
Ethnic breakdown of those involved in disciplinaries who are BME	1.7%	2.24%	4%	0%
Percentage of employees involved in disciplinaries who have indicated that they have a disability	2.3%	1.1%	3.3%	4.8%
Grievances				
Indicator	2017	2018	2019	2020
Percentage of employees involved in grievance who were male	80%	72%	44%	43%
Percentage of employees involved in grievance who were female	20%	28%	56%	57%
Ethnic breakdown of those involved in grievances who are White	94.7%	93.1%	100%	100%
Ethnic breakdown of those involved in grievances who are BME	5.3%	6.9%	0%	0%
Percentage of employees involved in grievances who have indicated that they have a disability	0%	3.4%	6%	0%

Following GDPR legislation, the way information is stored for disciplinaries and grievances has changed. From 2018, the data is based on any current employees as at 31st December who were involved in disciplinaries or grievances. Leavers are no longer included.

It is difficult to assess any particular trend as the make up of employees involved in either disciplines or grievances will change each year. It is also important to note that the numbers are not always comparable to the workforce as the statistics are only based on those directly involved in disciplines or grievances and not the overall workforce. This can result in figures, e.g. those with a disability showing as higher as it is based on a smaller base of data. For example, in 2020, there were 39 employees involved in disciplinaries and grievances compared to 101 in 2019. The overall figures for those involved in disciplinaries and grievances undertaken in 2020 is significantly lower than previous years, this was in part due to the impact of Covid-19.

Leavers, including dismissals

Leavers (all)				
Indicator	2017	2018	2019	2020
Percentage of leavers who are male	30%	22%	29%	29%
Percentage of leavers who are female	70%	78%	71%	71%
Ethnic breakdown of leavers who are White	99.01%	98.6%	100%	97%
Ethnic breakdown of leavers who are BME	0.99%	1.4%	0%	3%
Percentage of leavers who have indicated that they have a disability	2.3%	3.3%	0%	3%
Dismissals only				
Indicator	2017	2018	2019	2020
Percentage of employees dismissed who were male	22.7%	17%	22%	30%
Percentage of employees dismissed who were female	77.3%	83%	78%	70%
Ethnic breakdown of those dismissed who are White	100%	100%	100%	100%
Ethnic breakdown of those dismissed who are BME	0%	0%	0%	0%
Percentage of employee dismissals who have indicated that they have a disability	7.1%	0%	0%	7%

The gender, ethnicity and disability figures are generally consistent with the overall make up of the workforce over the past couple of years.

Whilst the gender figure for male employees shows a big increase, the actual number from the previous year has only increased by 2. The base data in which these figures are based on is lower than previous years. The disability % has increased however the actual responses indicating yes for this category only increased by 1.

Accidents and Incidents

Indicator	2017	2018	2019	2020
Percentage of employee involved in accidents and/or incidents who are male	22%	25%	18%	19%
Percentage of employee involved in accidents and/or incidents who are female	78%	75%	82%	81%
Percentage of employee involved in accidents and/or incidents who are White	99.5%	99.7%	96.5%	96%
Percentage of employee involved in accidents and/or incidents who are BME	0.5%	0.3%	3.5%	4%
Percentage of employee involved in accidents and/or incidents who have indicated that they have a disability	2.25%	2%	7%	1.5%

It is difficult to assess any particular trend as the make up of employees involved in accidents and incidents will change each year. It is also important to note that the numbers are not always comparable to the workforce as the statistics are only based on those directly involved in accidents and incidents and not the overall workforce. The increase in data being recorded for disability and ethnicity across the overall workforce may also be having an impact on % being shown as the data is now more complete for employees.

Training

Indicator	2017	2018	2019	2020
Percentage of employees accepted for training who were male	29%	27%	26%	34%
Percentage of employees accepted for training who were female	71%	73%	74%	66%
Percentage of employees refused training who were male	0%	0%	0%	0%
Percentage of employees refused training who were female	0%	0%	0%	0%
Ethnic breakdown of those who have been accepted for training who are White	99.1%	97.6%	97%	98%
Ethnic breakdown of those who have been accepted for training who are BME	0.9%	2.4%	3%	2%
Ethnic breakdown of those who have been refused training who are White	0%	0%	0%	0%
Ethnic breakdown of those who have been refused training who are BME	0%	0%	0%	0%
Percentage of employees who have been accepted for training who have indicated that they have a disability	3%	2%	3%	2%
Percentage of employees who have been refused training who have indicated that they have a disability	0%	0%	0%	0%

It is difficult to assess any particular trend as the make up of employees involved attending training will change each year. Whilst there has been a slight shift in the gender split in the past year, the gender and ethnicity split for training has generally mirrored that of the overall workforce and has been consistent over the past few years.

There have been very few external training courses run over the past year, however, online courses have still be available. Given the amount of online resources and training now available to employees, these can be accessed at any time and do not require applications for training and refusals are therefore currently at 0%.

Job Applicants

Indicator	2017	2018	2019	2020
Percentage of job applicants who are male	30%	32%	24%	22%
Percentage of job applicants who were female	70%	68%	76%	78%
Ethnic breakdown of job applicants - percentage who are White	97.7%	93.1%	93%	91%
Ethnic breakdown of job applicants - percentage who are BME	3%	6.4%	7%	9%
Percentage of job applications where applicant has indicated that they have a disability.	6.5%	6%	6%	6%
Percentage of job applicants who identified as bisexual	0.2%	1%	1.7%	2.5%
Percentage of job applicants who identified as gay or lesbian	1.4%	2%	1.7%	2.3%
Percentage of job applicants who identified as heterosexual	97.8%	97%	96.3%	95%
Percentage of job applicants who identified as Other	0.6%	0%	0.3%	0.2%
Percentage of job applicants who identified as transgender	0.37%	0.2%	0.3%	0.8%
Percentage of job applicants who were age 16-24 years	24.8%	26%	19%	18%

The overall number of job applications during 2020 was significantly lower than previous years (by almost 50%) which was due to recruitment being paused for a short period of time with the exception of non-essential posts due to Covid. The general % breakdown of applications however appears to follow a similar trend to previous years.

The figures do however show a slight increase in applications for individuals who identified as BME, bisexual or gay/lesbian which is positive.

References

Equality and Human Rights Commission

'Is Scotland Fairer? The state of Equality and Human Rights' (2015)

www.equalityhumanrights.com/en/britain-fairer/scotland-fairer-introduction/scotland-fairer-report

Scottish Government (2016)

Scottish Social Attitudes Survey 2015: attitudes to discrimination and positive action

<https://beta.gov.scot/publications/scottish-social-attitudes-2015-attitudes-discrimination-positive-action/>

LGBT Youth Scotland (2016)

Life in Scotland for LGBT Young People Education

www.lgbtyouth.org.uk/files/documents/Life_in_Scotland_for_LGBT_Young_People_-_Education_Report_NEW.pdf

LGBT Youth Scotland (2016)

Life in Scotland for LGBT Young People Safety

www.lgbtyouth.org.uk/files/documents/LGBTYS_Life_-_Safety2c_final.pdf

LGBT Youth Scotland (2016)

Life in Scotland for LGBT Young People Community and Identity

www.lgbtyouth.org.uk/files/documents/Research_/LGBTYS_Life_-_Community_and_Identity_-_new_version.pdf

Scottish Government (2016)

Report of Advisory Group on Hate Crime, Prejudice and Community Cohesion

www.gov.scot/Publications/2016/09/3565

Crown Office and Procurator Fiscal Service (2015)

Hate Crime in Scotland (2015 -16)

www.crownoffice.gov.uk/media-site/media-releases/1329-hate-crime-in-scotland-2015-16

Crown Office and Procurator Fiscal Service (2020)

Hate Crime in Scotland (2019-20)

www.copfs.gov.uk/images/Documents/Statistics/Hate%20Crime%20in%20Scotland%202019-20/Hate%20Crime%20in%20Scotland%202019-20.pdf

Scottish Government (2020)

Inequalities by Ethnicity in the context of Covid-19 (slide-pack)

www.gov.scot/publications/inequalities-by-ethnicity-in-the-context-of-covid-19-slide-pack/

Scottish Government (2020)

Domestic Abuse: Statistics 2018-2019

www.gov.scot/publications/domestic-abuse-scotland-2018-2019-statistics/

Scottish Government (2020)

Coronavirus (COVID-19): Impact on Equality

www.gov.scot/publications/the-impacts-of-covid-19-on-equality-in-scotland/

National Records of Scotland (2020)

Analysis of deaths involving coronavirus (Covid-19) in Scotland by ethnic group

www.nrscotland.gov.uk/files/statistics/covid19/ethnicity-deceased-covid-19-june20.pdf