

## Equality Outcomes 2021 - 2025

Corporate Plan Outcome	Actions	Measures	General Duty being addressed	What are the key protected characteristics	Lead / (Timescales)
Our people: Provide opportunities for people to the best they can be throughout their lives with a strong and sustained focus on those individuals and groups in our society who experience the most disadvantage and discrimination	1. Bullying <ul style="list-style-type: none"> <li>○ Educational Services to implement an anti-bullying policy</li> <li>○ Carry out annual surveys in schools to monitor effectiveness of anti-bullying approach over next 4 years</li> </ul>	Reduction in incidents reported	Eliminate discrimination, harassment and victimisation Advance equality of opportunity Foster good relations	Age, Disability, Gender Re-assignment, Pregnancy and Maternity Race, Religion or Belief, Sex, Sexual Orientation	Head of Education (Summer 2021)  (March 2025)
Our people: Provide opportunities for people to the best they can be throughout their lives with a strong and sustained focus on those individuals and groups in our society who experience the most disadvantage and discrimination	2. Domestic Violence <ul style="list-style-type: none"> <li>○ Children and Families intervene at the earliest opportunity to minimise the impact of domestic abuse on children, young people and parents</li> <li>○ Moray Council to liaise with Police Scotland through the Moray Community Safety Hub to identify what lessons can be learned</li> <li>○ Liaise with Education to explore ways to support pupils who experience domestic violence</li> <li>○ Moray Licensing Board to continue promoting social responsibility among its license holders</li> </ul>	% of Children registered on the CPR as a result of Domestic Abuse	Eliminate discrimination, harassment and victimisation Advance equality of opportunity Foster good relations	Disability, Gender Re-assignment, Pregnancy and Maternity, Sex, Sexual Orientation	Interim Head of Service (March 2023)  Head of Development Services (March 2025)  Head of Education (March 2025)  Head of G,S&P (March 2025)

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<p>Our people: Provide opportunities for people to the best they can be throughout their lives with a strong and sustained focus on those individuals and groups in our society who experience the most disadvantage and discrimination</p>	<p>3. Housing</p> <ul style="list-style-type: none"> <li>○ Assess and respond to the housing needs of older people in partnership with IJB</li> <li>○ Increase supply of ambulant disabled housing - Local Housing Strategy (LHS)</li> <li>○ Adequate supply of appropriate housing for people with learning disabilities (LHS)</li> <li>○ Gypsies / travellers have access to appropriate short and long terms accommodation to meet their needs (LHS)</li> </ul>	<p>30% of affordable houses continue to be delivered to amenity standard</p> <p>Reduce number of unauthorised encampments</p> <p>Reduce average length (days) of unauthorised encampments</p>	<p>Promote equality of opportunity</p>	<p>Age, Disability, Race</p>	<p>Head of Housing &amp; Property (March 2022)</p> <p>(March 2024)</p> <p>(March 2024)</p> <p>(March 2024)</p>
<p>Our future: Drive development to create a vibrant economy of the future</p>	<p>4. Inclusive Economic Growth</p> <ul style="list-style-type: none"> <li>○ Develop a collaborative approach to employability including approaches targeted at those furthest from the workplace</li> </ul>	<p>Reduction in the gender pay gap</p>	<p>Eliminate discrimination Promote equality of opportunity Foster good relations</p>	<p>Pregnancy and Maternity, Sex</p>	<p>Head of Development Services (March 2022)</p>

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<p>Creating a sustainable council – Developing workforce: Increased diversity in the workforce</p>	<p>5. Ethnicity</p> <ul style="list-style-type: none"> <li>○ Examine workforce data to identify any ethnicity pay gap</li> <li>○ Examine workforce data for bias against ethnic minorities in job application process</li> <li>○ Use the Scottish Government recruitment toolkit to improve recruitment practices</li> <li>○ Engage with minority groups in Moray to identify policies, practices and procedures that lead to poorer outcomes for ethnic minorities</li> <li>○ Moray Licensing Board to explore and mitigate the language barriers that exist for licence applicants whose first language is not English.</li> </ul>	<p>Reduction in ethnicity pay gap</p>	<p>Eliminate discrimination, harassment and victimisation Advance equality of opportunity Foster good relations</p>	<p>Race</p>	<p>Head of HR &amp; ICT (March 2025)</p> <p>(March 2025)</p> <p>(March 2025)</p> <p>(March 2025)</p> <p>Head of G,S&amp;P (March 2025)</p>