

Equality

Mainstreaming Report 2021-2025

Includes Perth & Kinross Education Authority and Licensing Board



PERTH &
KINROSS
COUNCIL

everyone PKoffer
has something to offer

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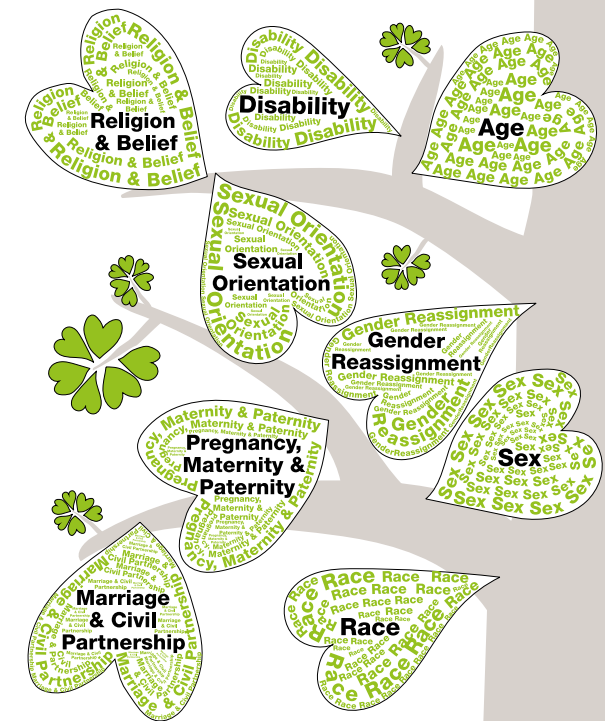
We believe that *'equality is at the heart of what we do'* and our revised equality aims and outcomes for 2021-25 reflect this by making our intentions clear and setting measurable actions for meeting our commitments. We also want our aims and outcomes reflected in our everyday deeds and actions - how we work with our communities to consider equalities and equity of opportunity in all that we do.

To ensure we are clear about how to meet the needs of our employees, communities, residents, businesses and visitors in relation to equality, we need to know what is important to them. We have undertaken extensive engagement and consultation over the past year to hear what matters to these groups and have committed to progressing these actions within Perth and Kinross. Our equality aims and outcomes, set for the next four years, reflect their lived experiences, ideas and suggestions.

As the work of Perth & Kinross Council, the Perth & Kinross Education Authority and Licensing Board is so significantly and interdependently linked, we have combined our mainstreaming reports. This will ensure consistency of purpose and a partnership approach in doing all we can to even the playing field across all of our areas of responsibility.

Perth & Kinross Council and its Education Authority and Licensing Board continue to make progress in mainstreaming equality activities.

Equality
is at the *heart* of
what we do



Email equalities@pkc.gov.uk

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The Perth and Kinross Offer - everyone has something to offer



Our organisational vision is of a confident and ambitious Perth and Kinross, to which everyone can contribute and all can share. To achieve our vision we will shape relationships and community partnerships built on trust and mutual respect. We are leaders for change and continually challenge ourselves to deliver better outcomes for the people of Perth and Kinross. We support each other, welcome creativity and ideas and build confidence in each other to reach our potential.

The **Perth and Kinross Offer** aims to enable everyone in Perth and Kinross to play their part in making this a fairer place for all. It will mean different things to different people; a new way of working that will help individuals, communities and businesses to share their ideas, skills and connections. Everyone in our active and diverse communities, every person, every group and every organisation, from our independent retailers, our gyms, our Firefighters, to our Bloom Groups, our schools, our NHS, our cyclists, our amazing Third Sector groups.

This work had already started before the pandemic, but the response to it has proved that we can do things differently and introduce change quickly when necessary. It has also highlighted the talent within our communities with a real willingness to help and a wealth of local knowledge and community connections. In doing all of this, we need to remember that 'one size does not fit all': what is appropriate for one group of people may not be the right thing to do for another. So, we want to make sure that when we are designing our services, we listen carefully to our residents and businesses who use those services. Involving people in areas of service delivery that affect them will lead to making better decisions and getting better results will help to make Perth and Kinross an even better place to live and work for all.

everyone PKoffer
has something to offer

Considering the population of Perth and Kinross and identifying equality-related opportunities, challenges and barriers is key to our proactive approach to working with our communities and meeting our commitments.

There are some areas to note in particular in terms of the population of Perth and Kinross.

We have responded to the significant changes which have affected Perth and Kinross in recent years in relation to an increase in migration.

Migrant populations include a combination of seasonal migrant workers, new migrants, and settled communities from different minority ethnic communities. They are working in critical sectors of employment which for us locally is agriculture, tourism, hospitality, food processing and the care sector for example, and in many cases are self-employed businesses and employers themselves or they may be studying here. A number of these sectors of employment have been particularly affected by the coronavirus crisis.

97.97% of the population of Perth and Kinross categorised themselves as ‘White’ (slightly above the national average of **96.02%**) in the 2011 census.

However, this figure included some **2,482** people categorised as ‘White Polish’ (**1.69%** of the total population above the national average of **1.16%** and the 4th highest local authority population in Scotland), **3,130** categorised as ‘Other White’ which would include other Eastern European countries of origin (**2.13%** of the total population above the national average of **1.93%**). More recently we are also aware from Home Office figures (up to 31 December 2020) relating to the EU Settlement Scheme applications from Perth and Kinross that there have been **9,280** applications from this area (the 8th highest local authority area in Scotland in terms of applications made and highest of the 3 Tayside authorities).

Our 3 main applicant countries of origin in this area are Poland (**3,220**), Romania (**1,980**) and Bulgaria (**1,240**).

Figures for our longer-established minority ethnic communities in Perth and Kinross totalled **1,852** at the 2011 census (**1.26%** of the total population below the national average of **2.66%**).

Although proportionately small this population has grown - this figure includes **585** Indian, **461** Chinese and **331** Pakistani. Similar figures at the 2001 Census were **135** Indian, **310** Chinese and **135** Pakistani.

Perth and Kinross is also home to the highest individual local authority Gypsy/Traveller population according to the 2011 Census with **415** people classifying themselves as Gypsy/Travellers. Locally, we have developed a Gypsy/Traveller Strategy which now links into the joint action plan by the Scottish Government and CoSLA on Improving the Lives of Scotland’s Gypsy/Travellers.

The changing demographics within Perth and Kinross will also require to be considered. According to National Records of Scotland 2019 Mid-year Population Estimates data, the population is estimated to be **151,950**. The population of Scotland is predicted to increase by **2.5%** between 2018 and 2043. Over the same period, the population of Perth and Kinross is expected to decrease by **1%**. The number of people aged 65 years and over will increase from approximately **35,200** to around **48,300** an increase of **37%**. An increasing older age population places additional demand on services provided by the local health and social care partnership.



4 Equality Legislation and our Reporting Duties

As well as it being the right thing to do, as a local authority in Scotland, we have legislative requirements in relation to equality.

The Equality Act (2010) introduced a positive general duty on public bodies in Scotland which requires them to give due regard to the need to:



We are also responsible for meeting specific duties under the Equality Act which include reporting progress on how we mainstream the general duty in our work. Our latest Annual Equalities Performance Report 2019/20 can be found [here](#) along with the other Annual Equalities Performance Reports for the preceding 2 years. We are required to ensure equalities are fundamental in how we deliver our services and carry out our obligations as a local authority.

Our Mainstreaming Report 2021-25 and review of our existing Equality Outcomes will be published in line with our responsibilities, by 30 April 2021.

The work undertaken is regularly reported to the Perth and Kinross Equalities Strategic Forum, chaired by an Elected Member of Perth & Kinross Council.

The Mainstreaming Report reflects the requirements of the General Duty and sets out our aims and outcomes for the next four years.

5 Our Equality Aims and Outcomes



We will keep our community informed and engage with them about our services, opportunities and support available to them

Perth and Kinross is a safe, welcoming and accessible area

Our 4 equality aims 2021-2025

We will increase people's awareness of equality and diversity

Perth and Kinross visibly celebrates equality and diversity

As a result of our consultation and engagement exercise, we now have equality aims and outcomes that we will work towards. Our aims are intended to be aspirational for both ourselves and the wider area of Perth and Kinross. We will ensure that these aims are visible in all that we do and continue to meet the needs of our diverse individuals and communities.

Further to our aims, we have set 16 specific equality outcomes, set out later in this report. These are more specific and set actions for how we will meet our aims, what areas we will work on to demonstrate that we are making progress and how we will increase awareness of equality and diversity more generally.

Having specific outcomes will allow us to report annually in a more measured and efficient way. There are a number of workstreams and projects already in place that support the advancement of our equality aims and provide tangible evidence of our achievements within the Council, Education Authority and Licensing Board.

Mainstreaming Equalities

We report annually on the progress we make in relation to meeting our equalities aims and outcomes through our Annual Equality Performance Report (outlined in Section 4 previously). We also have a number of ways in which we evidence partnership working, ensure governance measures are in place and allow for reporting of our equalities workstreams on an ongoing basis as follows.

Equalities Team

Our dedicated Equalities Team ensure that the Council maintains progress in the fulfilment of its statutory equality responsibilities working closely with local communities, partner organisations and Council services to do so.

Equalities Strategic Forum

On an ongoing basis the equality governance arrangements are overseen by our Equalities Strategic Forum which has representation from partner organisations, equality community and Third Sector organisations. It is chaired by an Elected Member with lead responsibility for Equality and Diversity. This group meets every 2 months.

Service Equality Contacts

Individual Council services have their own equality contacts at an officer level whose day-to-day work links into our equalities workstreams and who are responsible for ensuring their team or service provides evidence of actions which meet our Equality Outcomes.

Equalities, Empowerment and Fairness Workstream

This group is being developed to take forward work in relation to our Perth and Kinross Offer and as part of the Council's recovery and renewal response to coronavirus.

Equalities Operational Group

The Equalities Operational Group is in place for Service Equality Contacts to meet bi-monthly to share good practice and raise awareness of key topics and learning and development opportunities. These innovative approaches work well in ensuring that services have access to staff who are able to advise on a wide range of Equalities issues and assist in ensuring the mainstreaming of an effective Equality approach across all Council services (including the Education Authority and Licensing Board). These staff also have access to an online equalities shared document site for sharing good practice information.

Community Equality Advisory Group (CEAG)

Relationships with the wider community continue to be positive and the local CEAG which comprises of a wide range of equality community interest groups, individuals drawn from the Community Planning Partnership and local and national organisations. It meets 3 times per annum and is chaired by the Elected Member with lead responsibility for Equality and Diversity. The group have been involved once again in contributing to the review of our Equality Outcomes for 2021 and has continued to meet 'virtually' during the coronavirus pandemic.

In addition, our equality aims and outcomes will be linked to the relevant Local Outcomes Improvement Plan (LOIP) priority areas to ensure a mainstreamed approach and considered by the Community Planning Partnership. When reviewing our Equality Outcomes in 2021 we have also taken account of the Perth and Kinross Offer and considered the impacts of coronavirus on equality protected groups.

We continue to update our information relating to Equality and Diversity on the Council's website www.pkc.gov.uk/equality and our intranet site for staff.

Partnership Working

We continue to work with a range of different partner organisations and community groups to support the delivery of our equalities programme. Many of those organisations are experts in a specific area of equalities and it is vital that we are able to learn from their expertise to ensure our services remain inclusive and fair for all.

This partnership approach has helped us to continue to foster good relations between communities and ensured a cohesive approach for different groups wishing to access and find out about services appropriate to their needs. It has also helped the wider community learn more about our diverse communities and the contribution they make to our local community. We want everyone living here regardless of their background to feel safe, welcome, and included.



8 Equalities Policy and Assessment of Impact

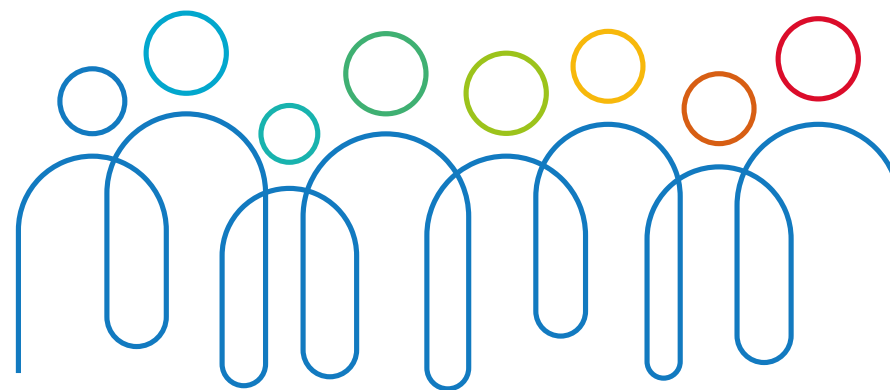
Prior to the review of Equality Outcomes we undertook a review of our existing **Corporate Equality Policy**. The review ensured that the policy remains readable, relevant and compliant with relevant regulations. All Council services (including the Education Authority and Licensing Board) participated in the review and the policy was widely discussed in all parts of the authority. This brought a range of information contained within the policy to the attention of a wide range of employees and further advanced mainstreaming in our organisation.

We also reviewed our learning and development opportunities for staff in relation to different areas of equality. This included our face-to-face and e-learning opportunities. A programme of staff learning sessions in relation to equality is in place with additional new opportunities available and our e-learning module has been updated. Specific awareness-raising sessions have also been undertaken with Elected Members as part of their Development sessions. Equalities learning and development sessions have continued to be provided virtually during the coronavirus restrictions.

Our **Integrated Appraisal Toolkit** continues to be used and has been constructed to allow all aspects of Impact Assessment to be readily considered using an online approach through the Intranet. This integrated approach has produced a more accessible, electronic tool which allows

an assessment of impact more widely from conception to implementation of policies, and allows the equality impact to be measured at the same time and in the same way as other areas being considered. This was updated in 2019 and we revised our Equality and Fairness Impact Assessment at the same time to ensure it incorporates the requirements of the Fairer Scotland Duty.

This approach to reviewing our Equalities Policy and Impact Assessment process has allowed us to advance equality of opportunity for all staff involved and effectively mainstream expertise across services.



Our Equalities Action Plan 2021-2025

Equality Aim	Equality Outcome	What Will We Use to Evidence Progress on These Outcomes and Who Will Contribute to This Process?	Equality Protected Characteristic	Lead Service
Perth and Kinross is a Safe, Welcoming and Accessible Area <i>(LOIP Strategic Priority Link – Mental and Physical Wellbeing)</i>	1. People from equality protected groups will be made welcome and respected in the area	<ul style="list-style-type: none"> - Equality Calendar (campaigns) - Keep Safe Scheme - Staff Networks 	All	- All
	2. Staff from equality-protected groups will be made welcome and respected in the Council workplace	<ul style="list-style-type: none"> - Brexit Working Group - CEAG /Equality Strategic Forum 		
	3. Reduce and remove physical and social barriers for those with disabilities to access public spaces	<ul style="list-style-type: none"> - Equality and Fairness Impact Assessments (EFIA) - Care Group strategies 	Disability	- Communities
	4. People from equality-protected groups have increased confidence to report hate crime and/or bullying incidents	<ul style="list-style-type: none"> - Local statistics - Campaigns - Third Party Reporting Sites 	All	<ul style="list-style-type: none"> - Communities - Education & Children's Services - Corporate & Democratic Services
	5. Support is provided to those at risk of or who are survivors of gender-based violence	<ul style="list-style-type: none"> - Equally Safe Programme - Violence Against Women Partnership 	Sex	- All
	6. Pupils from equality-protected groups will have a positive school experience and will feel safe and respected in school and when online	<ul style="list-style-type: none"> - Campaigns - Show Racism the Red Card - Anne Frank Trust - EAL Support - ASN Support - Online Safety 	All	- Education & Children's Services

(Continued)

Equality Aim	Equality Outcome	What Will We Use to Evidence Progress on These Outcomes and Who Will Contribute to This Process?	Equality Protected Characteristic	Lead Service
Perth and Kinross visibly celebrates equality and diversity <i>(LOIP Strategic Priority Link – Mental and Physical Wellbeing)</i>	7. Multi-cultural and equality-related events (including virtual ones) and key dates in the calendar will be visibly celebrated and promoted	<ul style="list-style-type: none"> - Equality Calendar (events) - Perth Bridge Lighting Programme 	All	- Communities
Perth & Kinross Council will keep our community informed and engage with them about our services, opportunities and support available to them <i>(LOIP Strategic Priority Links - Poverty; Mental and Physical Wellbeing; Employability; Digital Participation)</i>	8. People from equality-protected groups are provided with accessible information about the services provided by the Council including crisis support in the event of an emergency	<ul style="list-style-type: none"> - Equality and Fairness Impact Assessments (EFIA's) - BSL Plan 	All	All
	9. People from equality-protected groups will be supported to digitally participate	<ul style="list-style-type: none"> - Digital Participation Working Group 	All	- Corporate & Democratic Services
	10. People from equality-protected groups are supported to access employment opportunities	<ul style="list-style-type: none"> - Employment Support Team - Employability initiatives - Recruitment options, eg MA scheme - Employment Monitoring Data 	All	- Communities
	11. People from equality groups will be supported to participate in equality conversations around the Perth and Kinross Offer	<ul style="list-style-type: none"> - Conversation results 	All	- Communities
	12. People from equality protected groups with lived experience of inequalities will be involved in shaping our policies to tackle poverty and social exclusion	<ul style="list-style-type: none"> - Child Poverty Working Group - Homeless Voice - CEAG - Food Share Network 	All	- All

(Continued)

Equality Aim	Equality Outcome	What Will We Use to Evidence Progress on These Outcomes and Who Will Contribute to This Process?	Equality Protected Characteristic	Lead Service
Perth & Kinross Council will increase people's awareness of equality and diversity <i>(LOIP Strategic Priority Link - Skills, Learning and Development)</i>	13. A staff learning and development programme for equality and diversity will be delivered and will be extended to partner organisations	- Annual equalities learning and development programme	All	- Communities
	14. Our school curriculum will include equality and diversity topics	- School Curriculum	All	- Education & Children's Services
	15. Our employment policies will reflect that we are a fair and inclusive employer	- Employment Policies - Staff Networks - Trade Union (JCC)	All	- Corporate & Democratic Services
	16. People providing externally commissioned, contracted or licensed services on behalf of the Council (including ALEOs) are aware of their responsibilities in relation to equality and diversity	- Equalities Strategic Forum - Contracts/Service Level Agreements - Licensing Board - Community Planning Partnership	All	- All

- EAL - English as an Additional Language
- ASN - Additional Support Needs
- MA - Modern Apprenticeships
- JCC - Joint Consultative Committee
- ALEOs - Arms Length External Organisations
- CEAG - Community Equalities Advisory Group
- EFIA - Equality and Fairness Impact Assessment
- BSL - British Sign Language

If you or someone you know would like a copy of this document in another language or format, (on occasion only a summary of the document will be provided in translation), this can be arranged by contacting the Customer Service Centre on 01738 475000

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Nam bu mhath leat fhéin nó neach eile as aithne dhut leithbhreac den pháipear seo ann an cànán nó ann an cruth eile (usaireannan cha bhí ach geàrn-ìomradh den pháipear ri fhaotainn ann an eadar-theangachadh), gabhaidh seo a dhèanamh le fios a dhur gu Ionad Sheirbheis Theachdaichean air 01738 475000.

You can also send us a text message on 07824 498145.

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(PKC Design Team - 2021007)