

Equalities Mainstreaming Report 2019 – 2021





Contents

1	Introduction	3
2	Legal Context	4
3	Leadership and direction	6
4	Equality Outcomes	7
5	Mainstreaming the Equality Duty as an Employer	9
6	Mainstreaming the Equality Duty for Licensing and Education	12
7	Procurement	14
8	Impact Assessment	15
9	Partnership Working	16
10	British Sign Language (BSL) Plan	19
11	Impact of the COVID-19 Pandemic	20
12	Conclusions	22
	Appendix 1 – Progress on Equality Outcomes 2019 - 2021	23
	Appendix 2 – Our Workforce	39
	Appendix 3 – Meeting the Specific Duties of the Equality Act	58



1 Introduction

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

We believe that everyone should be treated fairly and with dignity and respect. By listening to all communities, both geographical and communities of interest, we will help to create a Dumfries and Galloway in which each person is given the opportunity to achieve their full potential. We will work to ensure that people are able to participate in society by embedding respect, freedom, equality, dignity and fairness into all our functions.

The development of this report has taken into account the work Dumfries and Galloway Council has undertaken to mainstream equalities over the last two years. It has involved consultation and engagement with our local diversity groups.

Why is mainstreaming equality important?

Mainstreaming equality means integrating equality and diversity into the day-to-day workings of our Council. We aim to do this by taking equality into account as we carry out our functions and deliver our Services.

Mainstreaming equality has a number of benefits including –

- It helps ensure that Council services are fit for purpose and meet the needs of our community
- It helps attract and retain a productive workforce, rich in diverse skills and talents
- It helps the Council to continually improve and better perform through growing knowledge and understanding of the benefits of an inclusive organisation



2 Legal Context

The Equality Act 2010 intends to make Britain a fairer and equal place for everyone and places a duty on us to:

- Eliminate discrimination, harassment and victimisation
- Promote equality of opportunity
- Foster good relations between people who share a protected characteristic and those who do not

The Act provides protection from unlawful discrimination and harassment to groups and individuals because of the following Protected Characteristics (PCs):

- Age
- Disability
- Sex
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sexual orientation

This report has been written to meet our obligation under the Equality Act 2010 where as a Local Authority we have Specific Duties to:

- Report on mainstreaming the equality duty
- Publish equality outcomes and report progress
- Assess and review policies and practices
- Gather and use employee information
- Publish gender pay gap information
- Publish statements on equal pay
- Consider award criteria and conditions in relation to public procurement
- Publish in a manner that is accessible

The Fairer Scotland Duty (formerly known as the Socio-Economic Duty) came into effect in April 2018. The Duty places a legal responsibility on public bodies in Scotland to actively consider how they can reduce inequalities of outcome caused by socio-economic disadvantage when making strategic decisions.



‘Socio-economic disadvantage’ means living on below average incomes, with little accumulated wealth, leading to greater material deprivation, restricting the ability to access basic goods and services. Socio-economic disadvantage can be experienced in both geographical places and within communities/groups of interest, leading to further negative outcomes such as social exclusion.

Tackling socio-economic disadvantage and narrowing gaps in outcomes is core to how public bodies should operate. The aim of the Duty is to encourage better decision making and ultimately better outcomes for those who are socially or economically disadvantaged in order to help narrow equality gaps.

Public bodies must produce a written assessment to show how the Duty has been achieved covering all strategic decisions. We have taken the decision to mainstream this into the existing Impact Assessment Toolkit. Any consideration of the Fairer Scotland Duty is considered and documented there.

Further information regarding our Council’s obligations to meet the specific duties of the Equality Act and details of published reports are outlined at **Appendix 3** of this report.

3 Leadership and Direction

Our Council agreed **five priorities** that provide a focus for the services we deliver:



Each of these Priorities are underpinned by our Council Commitments which detail how we are going to work towards achieving our Priorities.

Our Council is committed to equality of opportunity for all people within our community and to ensure that we are an inclusive Council we will:



Our Council Plan sets out the approach we're taking to ensure our services and activities deliver our commitments over the next few years. A copy of our Council Plan can be found here - www.dumgal.gov.uk/media/19669/Council-Plan-2017-22/pdf/Council_Plan.pdf?m=636760582917630000

In support of our Council Plan, we publish business plans for each of our Services which identify how they deliver their services to ensure we are working towards achieving our five agreed Council Priorities. Performance on these business plans is normally reported to Service and Area Committees on a six-monthly basis and this ensures our Elected Members are able to monitor progress on each of the activities. Copies of our Business Plans can be found here - www.dumgal.gov.uk/article/15609/Business-plans-andperformance-reports



4 Equality Outcomes

What is an Equality Outcome

An Equality Outcome is defined by the Equality and Human rights Commission as a result we aim to achieve in order to further one or more of our Duties to – eliminate discrimination, advance and promote equality of opportunity and foster good relations.

The Equality Outcomes intend to achieve specific and identifiable improvements in people's life chances. These can include short-term benefits such as improved service delivery as well as longer-term benefits such as changes in behaviours.

Progress on Equality Outcomes 2017 – 2021

For the period 2017-2021 our Equality Outcomes were combined Education Authority, Licensing Authority and Council Outcomes that were agreed by Full Council on 28 March 2017.

In total there were 27 Equality Outcomes in eight themes -

- **Employment**
 - Support and develop new businesses
 - Enable better digital connectivity
 - Improve employment prospects for our young people
- **Participation and Decision Making**
 - Ensure that our decisions take full account of equalities considerations
 - Ensure our information and services are easily accessed
 - Ensure young people are more actively engaged in local decision making
 - Understand our customers communication needs better
 - Encourage participation and engagement of people with protected characteristics
- **Community Safety**
 - Ensure interventions are early and effective
 - Prevent violence and promote women's safety and wellbeing
 - Ensure the people who are deemed most at risk from harm will be identified, supported and protected
 - Promote fairness and respect across our organisations and communities
- **Poverty**
 - Tackle the causes and effects of poverty
 - Better meet the accommodation needs of Gypsy/ Travellers



- **Transport**
 - Improve accessible transport
- **Running our business**
 - Equip our staff with the training, resources and understanding they need to ensure equality continues to be at the forefront of all our business
 - Ensure the Council's monitoring, recording and reporting obligations under the General and Specific Public Sector Equality duties continue to be fully complied with
 - Review and further develop Equality Employment Policies and practices to ensure they are fair and reasonable
 - Reduce Occupational Segregation
- **Education and Young People**
 - Raise attainment, achievement and participation for children with Protected Characteristics
 - Reduce identity-based bullying and harassment in schools
 - Remove barriers so that all children and young people have equality of opportunity
- **Licensing**
 - Improve numbers of accessible taxis
 - Implement customer training for taxi drivers
 - Reduce the opportunities for children and young people to be involved in gambling behaviours
 - Increase awareness among the licensed trade of the needs of their disabled customers, and promote good practice
 - Reduce opportunity for under-aged consumption of alcohol especially in and around local music events

A summary of the work that has been undertaken to progress each of these Outcomes can be found at **Appendix 1**.

5 Mainstreaming the Equality Duty as an Employer

Commitment to Equality and Diversity

Dumfries and Galloway Council is committed to a culture which promotes equality and diversity, and recognises the value added by a workforce with diverse backgrounds and experiences.

As an employer we aim to provide a working environment which values diversity and appreciates that everyone has different values, beliefs and personal needs. We are committed to the principles of equal opportunity, fairness and transparency to help develop inclusive approaches to employment policies, practices and personal behaviours.

We are committed to achieving our equality outcomes and taking action to advance equality, including:

- ensuring employees feel valued and are treated with equity and fairness
- embedding employee feedback on how to support diversity and equality in how we do things
- ensuring employees feel that their health and wellbeing is a priority for Dumfries and Galloway Council
- ensuring employees recognise that policies and procedures are written in plain language, adhere to current legislation and are accessible to all
- ensure there is a rigorous process for conducting Impact Assessments
- operating a flexible approach to working practices
- ensuring that the pay and reward system is fair
- improving workforce information by encouraging our employees to disclose personal information
- increasing the number of job applications from people in under-represented groups
- improving recruitment and selection processes in response to feedback

Raising Awareness

Raising awareness and mainstreaming equality is integral to how we work, deliver services and make decisions as a Council. Mainstreaming ensures that equality becomes part of our culture and is embedded in our policies and practice and contributes to continuous improvement, better performance and better value.

As part of induction to Dumfries and Galloway Council, all new employees receive appropriate training in equality and diversity. The online course which the majority of staff undertake covers equality legislation and is designed to encourage employees to think about and challenge their own perceptions. Equality and diversity awareness refresher training is also one of the core mandatory courses that is completed periodically by appropriate staff.



Tailored equality and diversity awareness forms part of the induction and training programme for Elected Members, as well as briefings and reports relating to the general Equality Duty and legislation.

During the recruitment and selection process, we deploy recruitment techniques which are designed to eliminate bias and support decisions which are based upon objective criteria. All panel members for recruitment receive training which includes an awareness of unconscious bias and protected characteristics.

We continue to monitor our Equalities Duties, seek feedback from employees within the Council and deliver equality and diversity awareness initiatives, so that we can strengthen our integrated approach and continue to improve.

Dumfries and Galloway Council and NHS Dumfries and Galloway have established a joint LGBT+ Staff Network which aims to support the organisation to be a truly inclusive employer, remain a workplace where all employees are accepted without exception, and policies and processes remain inclusive and considerate. We are actively exploring how we can develop other staff networks for protected characteristic groups. The staff networks are available for all staff and elected members.

Dumfries and Galloway Council is an established member of a the Community Planning Equality and Diversity Working Group. This group aims to improve co-ordination and integration between public sector organisations and diversity groups communities for the nine protected characteristics; and identify opportunities for joint working that improve the efficiency of services in Dumfries and Galloway.

Supporting Employee Health and Wellbeing

As recognition of the work Dumfries and Galloway Council does to improve the health and wellbeing for its employees, we have been awarded the Healthy Working Lives Gold Award.

Across our Council, there is a focus on raising awareness around mental health and wellbeing in the workplace. This includes the provision of guidance, information, training and a range of initiatives which aim to support employees to improve their health and wellbeing. Our Council has trained Mental Health Champions.

Dumfries and Galloway Council has achieved level 2 Disability Confident Employer status, in recognition of our commitment to support disabled applicants and employees within the workplace.

In addition, the Council has achieved Exemplary Carer Positive status, which is Carers Scotland's highest recognition for organisations which support their staff with caring responsibilities.



Equal Pay

Dumfries and Galloway Council is committed to equal pay for all its employees and aims to eliminate any bias in relation to pay systems on any ground, including protected characteristics.

Our principle is that all employees receive equal pay for the same or broadly similar work, for work rated as equivalent, and for work of equal value. Dumfries and Galloway Council operates and will continue to operate a pay and benefits system which is transparent, based on objective criteria, and free from bias.

Employee Diversity and Monitoring

In order to meet our Equality Duty commitments, we collect, publish and monitor information about the diversity of our employees from the moment they apply to work here through to leaving employment.

This information assists us to monitor that we are supporting a culture of diversity and inclusion and identify areas for continuous improvement.

Whilst employees are asked to keep their diversity information up to date, the Council recognises that this is voluntary and not all employees choose to disclose all information. Since the introduction of the self-service element of the HR system, there has been an increase in disclosure rates relating to equalities information.

Further detailed workforce information by protected characteristic is detailed at **Appendix 2** of this report.



6 Mainstreaming the Equality Duty in Licensing and Education

The Dumfries and Galloway Licensing Authority and Licensing Boards

The Dumfries and Galloway Licensing Boards are the statutory licensing authority under the Licensing (Scotland) Act 2005 and the Gambling Act 2005.

There are four separate Divisional Licensing Boards for Dumfries and Galloway:

- Annandale and Eskdale Divisional Licensing Board
- Nithsdale Divisional Licensing Board
- Stewartry Divisional Licensing Board
- Wigtown Divisional Licensing Board

Each Licensing Board is responsible for the licensing and regulation of alcohol with their respective areas. Each Board consists of Councillors of Dumfries and Galloway Council who are required to undertake the Council's Diversity Awareness Training to ensure they pay due regard to unlawful discrimination and equality of opportunity whilst exercising their duties as part of the Divisional Licensing Boards.

As at 31 March 2020, there were 615 licensed premises in Dumfries and Galloway. Within each Licensing Board Division, the breakdown is:

- Annandale and Eskdale - 158
- Nithsdale Divisional - 191
- Stewartry Divisional - 111
- Wigtown Divisional - 155

The Licensing (Scotland) Act sets out the following five licensing objectives –

1. Preventing crime and disorder
2. Securing public safety
3. Preventing public nuisance
4. Protecting and improving public health
5. Protecting children and young persons from harm

The licensing objectives provide a basis for the administration of the licensing regime. They also provide potential reasons for refusal of an application, for the grant, or variation of a premises license or an occasional licence.

Sections 9A and 9B of the Licensing (Scotland) Act 2005 requires Dumfries and Galloway Licensing Boards to publish an Annual Functions Report and Financial Report within 3 months of the end of the relevant financial year. These reports can be found on the licensing's webpage - www.dumgal.gov.uk/article/15196/Dumfries-and-Galloway-Divisional-Licensing-Boards

The Boards are public bodies in terms of The Equality Act 2010 (Specific Duties) Scotland Regulations 2012 and, accordingly, must publish a set of equality outcomes which they consider will enable them to better perform the equality duty as detailed in section 149 of the Equality Act 2010.

All four Boards are committed to raising awareness of equality and diversity.



Dumfries and Galloway Education Authority

As a provider of education in schools, the Council also has a duty to develop Equality Outcomes within the context of providing education. To this end, the Council has developed outcomes in relation to specific aspects of our school activity where there is evidence of inequality due to protected characteristics. The integration of the Education Authority Outcomes, alongside the Council and Licensing Outcomes, allows for a full understanding of the issues, avoids duplication and ensures no gaps.

The Education Authority believes in the benefits of working in partnerships within a culture of collaboration and trust and believe the most important decisions are made in the classroom. Professional excellence is expected from staff, which is supported by building confidence and capacity in school leadership at all levels, listening to parents and pupils and by empowering Head Teachers to make local decisions by trusting professional judgements.

This has been the basis for the Education Authorities approach to delivering Curriculum for Excellence, Getting it Right for Every Child (GIRFEC) and Developing the Young Workforce (DYW).

The Education Authority expect to see improvements in outcomes for our children and young people in Dumfries and Galloway in these areas;

- Improvement in attainment, particularly in literacy and numeracy
- Closing the attainment gap between the most and least disadvantaged children
- Improvement in children and young people's health and wellbeing
- Improvement in employability skills and sustained, positive school leaver destinations for all young people

The Education Authority produces an Annual Plan which captures the ambitions and actions for all schools in Dumfries and Galloway. The Plan can be found here - <https://www.dumgal.gov.uk/article/17612/Education-Authority-Annual-Plan>



7 Procurement

To ensure the delivery of high quality services the Council expects suppliers to provide evidence of fair work practices and compliance with the Equality Act 2010.

Our Conditions of Contract for the purchase of goods state – “The Supplier must not unlawfully discriminate against any person within the meaning of the Equality Act 2010 in its activities relating to the Contract or any other contract with the Purchaser.” Our Council has agreed a programme of work in relation to Procurement Standing Orders and arrangements, following a Review of Internal Financial Procedures and Procurement Standing Orders



8 Impact Assessment

An impact assessment is a tool that helps us to check whether our policies and practices are fair and inclusive.

An impact assessment must be completed when designing policies and strategies, establishing practices and making major decisions (including financial decisions). We use our Impact Assessment Toolkit to assess whether the decisions we make are likely to impact on different groups of people across the region, areas we assess include:

- Age
- Disability
- Sex
- Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race
- Religion or belief
- Sexual orientation
- Human rights
- Health and Wellbeing and Health Inequalities
- Economic and Social Sustainability
- Environmental Sustainability, Climate Change and Energy Management

The results of our assessments should highlight any barriers or discrimination that might affect people using our services which ensures we meet our statutory duties under the Equality Act 2010 including the Fairer Scotland Duty.

We publish a summary of the results from all of the impact assessments we have completed on our website for a period of six months, they can be found here - <https://www.dumgal.gov.uk/article/16224/Impact-assessments>

Our Impact Assessment Toolkit and Guidance are regularly reviewed to reflect any appropriate developments in practice and Legislation. A copy of our Impact Assessment Toolkit can be found on our website - <https://www.dumgal.gov.uk/article/16224/Impact-assessments>



9 Partnership Working

It is recognised that engagement with individuals, communities and partner organisations is crucial to ensuring we are an inclusive organisation and meet our duties under the Equality Act 2010.

Listed below are some of examples of partnership working that promote equality -

- The Council is a member of the Community Planning Partnership who's vision is to "Work together to create an ambitious, prosperous and confident Dumfries and Galloway where people achieve their potential."
- The Community Planning Equality and Diversity Working Group is a local group made up of a number of organisations who come together to ensure joint working between public sector organisations and communities of interest in relation to the duties within the Equality Act 2010. Membership includes:
 - Public Sector – Dumfries and Galloway Council, NHS Dumfries and Galloway, Dumfries and Galloway Health and Social Care Partnership, Police Scotland V Division, Dumfries and Galloway College, Scottish Fire and Rescue Service, University of the West of Scotland, Scotland's Rural College, University of Glasgow (Dumfries Campus) and South of Scotland Enterprise.
 - Representative Diversity Groups - DGVoice, Dumfries and Galloway Inter Faith Group, Dumfries and Galloway Multicultural Association, LGBT Youth Scotland, Over 50s Group, LGBT Plus and the Youth Council.
 - Other members - Dumfries and Galloway Citizens Advice Service, Dumfries and Galloway Violence Against Women Partnership, Dumfries and Galloway Chamber of Commerce and Third Sector Dumfries and Galloway
- Dumfries and Galloway (protected characteristics and third sector) Commission on Representation and Engagement – this Commission' delivery partner is the Dumfries and Galloway Equalities Partnership and Third Sector Dumfries and Galloway. (The Equalities Partnership is made up of the diversity groups for the five protected characteristics funded through the Commission - disability, gender reassignment, race, religion and belief and sexual orientation). The Commission has strengthened intersectional identities and ensured a focus on the protected characteristics that do not have a dedicated forum to have their voices heard. The Outcomes achieved in the 2018-2020 Commission evidenced improvements to maximise positive outcomes for the people they support, allows sharing of good practice across all partners and ensures effective forward planning in relation to representation and engagement activity across all communities in Dumfries and Galloway.
- Locally there is a Public Sector Diversity Officers Group which is a peer support group of Diversity Leads from NHS Dumfries and Galloway, Police Scotland V Division, Dumfries and Galloway College, University of the West of Scotland, Scottish Prison Service and Dumfries and Galloway Council.



- Nationally, Dumfries and Galloway Council is represented in the Scottish Councils Equality Network. This is a peer support network for Equalities Officers from each Local Authority. This is a group which allows the opportunity for information sharing, discussion and the sharing of knowledge and expertise around our duties under the Equality Act 2010 as well as opportunities to engage with national bodies including the Scottish Government and the Equality and Human Rights Commission.
- The ESOL (English as a Second Language) Partnership includes Dumfries and Galloway Council, Dumfries and Galloway College, and other community partners, who are providing formal and informal opportunities for individuals in communities across Dumfries and Galloway to develop their English language skills. This provision is supporting individuals, including refugees, with English as a second language to be able to complete essential activities such as going shopping or to the doctor, while also supporting progression to positive destinations such as further learning, volunteering and employment. Provision is also helping parents to be able to support their child's learning, while also providing opportunities to gain a qualification.
- In Dumfries and Galloway there is a Public Protection Committee with a Violence Against Women Subcommittee that brings together staff from across a variety of organisations who are responsible for responding to Equally Safe. Equally Safe is Scotland's national strategy to prevent and eradicate violence against women and girls. The strategy recognises that violence against women is closely linked to gender inequality (and indeed both causes and is caused by gender inequality). Violence against women includes: domestic abuse; rape and sexual assault; commercial sexual exploitation (including prostitution); trafficking, Female Genital Mutilation and honour based abuse (including forced marriage). www.gov.scot/publications/equally-safe-scotlands-strategy-prevent-eradicate-violence-against-women-girls/pages/2/



We continue to develop and raise awareness of protected characteristics through a calendar of special days and weeks including;

- Scottish Interfaith Week
- LGBT History Month
- International Women's Day
- 16 Days of action against violence against girls
- Show Racism the Red Card
- Black History Month
- Transgender Day of Remembrance
- International Day of People with Disabilities
- Gypsy, Roma and Traveller History Month

We work closely with our partners to support and promote any local activity through our social media channels, press releases, posters, events and all staff emails to encourage participation.



10 British Sign Language (BSL) Plan

The Scottish Government wants to make Scotland the best place in the world for British Sign Language (BSL) users to live, learn, work and visit. This means that people whose first or preferred language is BSL will be fully involved in daily and public life in Scotland, as active, healthy citizens, and will be able to make informed choices about every aspect of their lives.

BSL is a language in its own right, with its own grammar, syntax and vocabulary. It has its own dialects and rich variation. Most importantly, it is a language which enables many of our Deaf and Deafblind citizens to learn, work, parent, be creative, live life to the full and to make their contribution to our communities, our culture and our economy.

The BSL (Scotland) Act 2015 requires public bodies in Scotland to publish plans every six years, showing how they will promote and support BSL. In 2018 we developed and published our first shared British Sign Language Plan for Dumfries and Galloway in partnership with NHS Dumfries and Galloway, Police Scotland V Division and Dumfries and Galloway College.

Our plan sets out our collective intentions on how we will improve communication and access to services for people who use BSL and live, work and learn in Dumfries and Galloway. In Dumfries and Galloway Council, we regularly produce BSL interpreted videos for any key changes to our Services and publish these on our website. This has been crucial during the COVID-19 pandemic to keep our local community up to date with service changes and is something we intend to continue to improve on.

The plan was developed in partnership with Deaf, Deafblind people and their supporters who live and work throughout Dumfries and Galloway.

Our BSL Plan can be found on our website - www.dumgal.gov.uk/article/18027/British-Sign-Language-BSL-Plan



11 Impact of the COVID-19 Pandemic

The COVID-19 pandemic is affecting the world and is a severe and sustained threat to human life in Scotland.

The Coronavirus (Scotland) Act was passed on the 24th March 2020 and within it states that the Scottish Government must have due regard to opportunities to advance equality and non-discrimination when exercising the powers within the Act.

Dumfries and Galloway Council is committed to taking all steps necessary to address the threat whilst supporting our local community. This has meant a change to some of our services and the way we carry out our daily business.

To support those living, working and learning in Dumfries and Galloway we have developed a dedicated website that hosts all our information in relation to our response to COVID-19 and the changes to our services, including:

- **Schools and Childcare** – Information and updates from our Education and Learning Teams including:
 - School Closures, latest updates and FAQ's
 - Delivering Remote Learning and Teaching
 - Top Tips for Parents
 - School Holiday Food Fund Programme
- **Business Support:**
 - Grants and Funding for businesses
 - Business support measures
 - Business rates relief
 - Reforms to business rates
 - Safe Trading Guidance
- **Community Support:**
 - Emergency food helpline
 - Supporting to self-isolate
 - Community resilience
 - Community Bulletin – this has been developed to be distributed both online and hardcopy throughout the region to allow our residents to keep up to date with all COVID-19 related matters in Dumfries and Galloway
 - Financial help for individuals
 - Assistance for communities
 - Financial help for groups, organisations and charities
 - Volunteering
 - Community wellbeing



- Support for young people
 - Village halls and community centres
 - Employment support
- Coronavirus Testing – provides information on the coronavirus testing available in Dumfries and Galloway

Our COVID-19 website can be found here - supportdg.dumgal.gov.uk/article/20779/Support-for-communities

The website includes an Accessible Information page where we have published information in a range of formats including, foreign language translation, British Sign Language translation and Easy Read format - supportdg.dumgal.gov.uk/article/20829/Accessible-information

In response to the COVID-19 pandemic we have introduced the 'Recite-Me' Website customisation tool on all our websites which will now be a permanent feature. This assistive toolbar removes online barriers, enabling people with different abilities, visual impairments, cognitive or neurological disorders, learning disorders, learning difficulties and those who speak English as a second language to thoroughly understand the message being conveyed.

This tool allows the user to access a range of accessibility features to customise the website to their needs. The toolbar includes features such as:

- Text options – increase and decrease the size, change the font colour, dictionary and magnifier
- Background – change the colour, text and link colours
- Compatible with screen readers
- Translation of text into over 100 different languages
- Text to speech function which allows audio to read the text displayed – this can be done in over 100 different languages

National and local research on the impact of the COVID pandemic is being assessed but even at this early stage it is clear that there is a disproportionate impact on people with protected characteristics and that the evidence needs to be shared and acted on in our future work around equalities.



12 Conclusions

Dumfries and Galloway Council is committed to equality of opportunity for all people within our communities.

This report details the work we have undertaken over the last two years to mainstream equalities and demonstrates that we have continued to tackle discrimination, advance equality of opportunity and foster good relations between people who share a protected characteristic. It is acknowledged that progress in some areas - particularly in relation to Licensing - has been impacted by staffing changes and COVID demands but there has been work undertaken in all of the eight Equality Outcomes Themes and planned activity for the future.

We have continued to work in partnership with our local groups to promote equality and support those living, working and learning in Dumfries and Galloway. The work undertaken over the last two years continued the positive start reported in 2019, and has evidenced that in all eight of our Equality Outcomes Themes we have made good progress.

The response to the COVID-19 pandemic took account of the specific needs of people with protected characteristics and a number of the communications initiatives introduced will be sustained, demonstrating that 'building back better' is indeed taking place. However, the emerging picture is one where the long term impact is disproportionately greater for people already experiencing inequality and this must therefore be at the forefront of our longer term work around equality and diversity.

Appendix 1 - Progress on Equality Outcomes 2017 -2021

On 28 March 2017, Dumfries and Galloway Full Council agreed 27 Equality Outcomes for the period 2017 – 2021 which included Outcomes for the Education Authority and Licensing Authority.

The tables below detail the progress made in relation to each of the 2017 Equality Outcomes, over the last two years.

Employment

Equality Outcome	Progress to date
Support and develop new businesses	<p>The Council was successful in supporting a range of businesses and community projects with funding support through the South of Scotland Economic Partnership. This funding is being drawn down by the individual projects on an implementation stage basis. These projects are wide and varied and include community projects such as the Midsteeples Quarter development in Dumfries town centre to the new distillery in Moffat.</p> <p>The Council also supported local businesses through its capital projects with examples being the new factory in Annan occupied by Ecogenics; Bladnoch Distillery visitor centre and the sale of the land at Stapleton Road in Annan to facilitate the creation of new jobs.</p> <p>The Borderlands Inclusive Growth Deal brings together the five cross-border local authorities: Carlisle City; Cumbria County; Dumfries and Galloway; Northumberland and Scottish Borders. The first truly rural deal in the UK, and the only one to straddle a Border, it covers an area the size of Wales.</p> <p>More than 370 business representatives, public sector organisations and individuals attended the first Borderlands Conference in Dumfries in June 2018 to hear about the themes being developed and to give their views on proposals and projects to transform the Borderlands economy.</p> <p>'Heads of Terms' for the £350 million Borderlands Inclusive Growth Deal was signed on 1 July 2019. This includes an allocation of £150 million, equating to £85 million from the Scottish Government and £65 million from the UK Government, to be split between the two Scottish Councils.</p> <p>We have developed six Borderlands wide programmes: Digital; Borderlands Energy Investment Company; Destination; Quality of Place; Knowledge Exchange Network; and Business Infrastructure Programme. There are four specific place-based projects: the redevelopment of Chapelcross former power station in Dumfries and Galloway; the Mountain Bike Innovation Centre in the Scottish Borders; Berwick Theatre and Conference Centre in Northumberland; and Carlisle Station Gateway in Cumbria. Also included in Dumfries and Galloway projects are allocations of £8 million to develop a state-of-the art Dairy Innovation Centre at the Scottish Rural University College (The Barony) and an anticipated £16 million for the redevelopment of Stranraer Marina.</p> <p>The South of Scotland Economic Partnership (SoSEP) has seen investment in excess of £4 million for projects to develop the skills of the region's future workforce, generate new income through tourism and support our community enterprises.</p>



Enable better digital connectivity	<p>Dumfries and Galloway Council are supporting Scottish Government to improve the physical infrastructure to deliver improved broadband services.</p> <p>Employability and Skills service has a specific role in accessing funding for individuals to be upskilled in digital skills. To support people who have multiple barriers preventing them moving into employment by providing 1-2-1 key worker support which identifies needs and digital skills, which helps people with low digital skills develop to improve ability to secure and sustain employment.</p>
Improve employment prospects for our young people	<p>The Employability and Skills Team, funded externally by the grant funding from the Scottish Governments No One Left Behind Policy have been supporting young people from 6 months prior to leaving school up to the age of 24 (29 if they have a disability) to move into a positive, meaningful destination in employment, training or further/higher education.</p> <p>Young people who are not in employment, education or training and facing additional barriers which make it difficult for them can be supported on a Young Person's Guarantee Agreement. This provides a designated Employability Key Worker for 121 support, helping them to work out a plan of action and then supporting them to access funding or signposted to services to help them progress towards a positive destination.</p> <p>If appropriate for the young people, trained assessors within Employability and Skills Team deliver a Workplace Skills Award – an SQA accredited qualification, endorsed by employers which rewards competence in the workplace. This has been recognised with two awards: a national SURF award in the Youth Employability section and a Dumfries and Galloway Chamber Award for the best work ready project and also forms part of a nationally recognised approach to Growing Rural Talent.</p> <p>The Employability and Skills Team have worked in partnership with Skills Development Scotland and Developing the Young Workforce to update and refresh the Young Person's Guarantee Partnership reviewing membership and remit in line with Scottish Government's Young Persons' Guarantee. The purpose of the partnership is to facilitate and direct collaborative working which will support all young people aged 16-24 into a meaningful, sustainable positive destination based on their need and aspirations.</p> <p>The Youth Work team delivers a range of national youth accreditation programmes that provide young people additional skills and certification to support personal development and chances for further education and job opportunities.</p> <p>Additional grant funding allocated as part of the Young Person's Guarantee has been made available and will be used to fund additional key workers in partner organisations, to deliver training allowances to support young people to gain paid work experience to help improve their employment prospects.</p>



Participation and Decision Making

Equality Outcome	Progress to date
Ensure that our decisions take full account of equalities considerations	<p>We have carried out Impact Assessments on all new policies, strategies and budgets which has helped us to identify how the decisions we made will impact on different groups of people across the region and where there have been negative impacts identified, we have put in place mitigating action.</p> <p>The Community Planning Equality and Diversity Working Group is invited to take part in our Impact Assessments to ensure any changes to policy or practice are considerate of those with protected characteristics.</p>
Ensure our information and services are easily accessed	<p>In April 2020 we installed 'Recite Me' accessibility features to allow users to customise the way they intend to interact with our website. The functionality includes screen reader, audio, format styling and translation.</p> <p>We are also in the process of reviewing our website to ensure that information and services are clearer, and more easily accessed.</p> <p>We have a dedicated website for youth information and advice including 1:1 counselling support.</p> <p>We believe that everyone should have access to clear and concise information. As a 'Crystal Mark Plain English Campaign' organisation, we have improved in the way we communication with citizens, communities and businesses – but we recognise there is still plenty of opportunity for improvement.</p> <p>During the COVID-19 pandemic, we translated a number of our key messages into foreign languages and into British Sign Language videos to support our citizens to ensure accessibility.</p> <p>All our publications carry a note that information is available on request in other languages and other formats including braille, large print, easy read format. Our Graphic design ensures the use of positive images of all protected characteristics.</p> <p>A translation and interpretation service is available at all customer service centres and is available to all our staff, posters are displayed throughout Council buildings promoting this service and there is a dedicated Staff Intranet Page which provides further information on the use of the service.</p> <p>We promote the use of ContactScotlandBSL as a method in which our Deaf community can contact us and this is promoted on our 'Contact us' website pages.</p>



Ensure young people are more actively engaged in local decision making

Dumfries and Galloway's Regional Youth Council was established on April 1st 2019. In total there are 35 elected positions; 24 Ward Youth Councillors responsible for representing young people in their ward area, 7 Nominated Youth Councillors responsible for representing seldom heard youth voices (Additional Support Needs & Disabilities, Young Carers, Care Experienced Youth, Ethnic Minority Youth, Young Parents, Gypsy/Traveller Youth, and LGBT Youth), and 4 Members of the Scottish Youth Parliament who are responsible for representing local voices to National decision makers through SYP. The Youth Council continues to be a group utilised by Third Sector and Public Sector to ensure that young peoples voices are heard within the development and review of projects, policy and strategy. The Youth Council led on the 2020 consultation into the Impact of COVID-19: Young People's Report which provided partners with an insight to better inform planning.

Youth Work Services delivers a variety of issue-based programmes that aim to support young people to make informed decisions and reduce risk-taking behaviours. Issues include; domestic violence and abuse, poverty, body image and self-esteem, sexual health, active citizenship, healthy relationships, advocacy and climate change. Provisions are delivered in-person and online, and are working with young people in school, community and digital settings to ensure maximum reach.

The Youth Councillors were involved in the extensive Consultation process on both the Evaluation of our Anti-Poverty Strategy and the planning for the next steps in tackling poverty and inequalities moving forward.

The Youth Work teams supports the Dumfries and Galloway Youth Council which has agreed joint actions with the full council to ensure the needs of the young people of Dumfries and Galloway are met, and young people are involved in decision making processes.

Understand our customers communication needs better

Where we have added 'recite Me 'functionality to our website, we still need to do more to understand our customers" communications needs. A Review of Customer Service Centres included engagement with our customers about communications and although suspended due to the COVID pandemic, the work will resume and develop this aspect of the programme.



<p>Encourage participation and engagement of people with protected characteristics</p>	<p>Dumfries and Galloway Council was awarded UK Council of the Year in 2019 by the Consultation Institute in recognition of the extensive staff and Member training in engagement, which includes a focus on protected characteristics.</p> <p>The use of Consultation Mandates, arising from the Council’s Participation and Engagement Strategy, ensures that the particular needs of groups are taken into account when programmes are agreed.</p> <p>The development of our Parental Engagement Strategy was completed during this reporting period and Pupil Councils have been supported.</p> <p>The Commission on Representation and Engagement has encouraged greater participation in public life including representation on third sector organisations’ boards and activities.</p> <p>The organisations in the Commission’s Equality Partnership received training in participation and engagement from the Consultation Institute in 2019.</p> <p>The Development of our Shared British Sign Language Plan is an example of when we have encouraged participation from our local community to help inform a new policy.</p> <p>The establishment of Dumfries and Galloway’s Regional Youth Council ensures that the voices of our local young people, particularly those from protected characteristic groups are heard and considered when making any changes to Council policy or practice.</p> <p>Throughout this time period, we have continued to support and build the capacity of each of our Tackling Poverty Reference Group Volunteers. They now have greatly increased confidence, have presented at Conferences and to the COSLA Board and have helped with the development and delivery of three Participatory Budgeting Funding Projects. Our Youth Champion provided a comprehensive Annual Report in 2019 and 2020; and the Council appointed an Older People’s Champion in late 2019.</p>
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Community Safety

Equality Outcome	Progress to date
<p>Ensure interventions are early and effective</p>	<p>The Community Safety Team aims to contact citizens who complain about anti-social behaviour within 2 working days. In most cases interventions are the same day and the Community Safety Officer attending will seek to resolve matters there and then or refer to another agency if required.</p> <p>The Youth Work team actively targets areas of reported anti-social behaviour through programmes of detached youth work to engage with young people. Information on anti-social behaviour comes from community safety and Police Scotland.</p>



<p>Prevent violence and promote women's safety and wellbeing</p>	<p>Under the Violence Against Women and Girls (VAWG) heading this is an ongoing issue. There have been a variety of awareness sessions for young people and school pupils which encourages them to understand healthy relationships (as well as abusive relationships) and increase understanding on issues such as consent; along with information on where any victims can get support.</p> <p>To raise awareness of violence against women, there are ongoing social media campaigns that aim to raise understanding of the harm caused and also where victims/survivors can get support.</p> <p>COVID-19 led to increased reporting of domestic abuse but there has been a decrease in prevention work with young people during this time.</p> <p>There have been regular information posts/campaigns on social media to raise public awareness of the impact of domestic abuse and other forms of violence against women. This has included information on how to access support including contacts for organisations and national phonedines.</p> <p>During 16 days of activism for the elimination of violence against women there have been annual public awareness events and training sessions to encourage understanding.</p> <p>In 2019, the Council agreed to continue to support the White Ribbon Campaign which encourages men to pledge to "never commit, condone or remain silent" about violence against women.</p>
<p>Ensure the people who are deemed most at risk from harm will be identified, supported and protected</p>	<p>There continues to be support for women and children who are at risk of harm from VAWG. The challenge is always identifying people at risk who may not feel safe to report/seek support.</p> <p>Multi Agency Risk Assessment Conferences (MARACs) have continued to be held every 4 weeks. These are meetings where staff discuss those most at risk from domestic abuse and develop plans to prevent further harm.</p> <p>Concerns for both adults and children deemed at risk of harm are investigated and appropriate support and protection plans agreed. Harm can be from a range of factors including physical, sexual or emotional abuse, financial exploitation, psychological or may be as a result of trafficking or exploitation.</p>
<p>Promote fairness and respect across our organisations and communities</p>	<p>Regular focus groups, monthly staff engagement surveys and ongoing working groups continue to be used to encourage employees to provide feedback on a wide range of issues affecting our workforce such as organisational culture including our values and behaviours. Successful delivery of actions within the Council's Workforce Strategy 2015-2020 around themes – employee engagement/enabling our employees to succeed and ensuring equality for all.</p>



Poverty

Equality Outcome	Progress to date
Tackle the causes and effects of poverty	<p>Since June 2015, Dumfries and Galloway Council have delivered an Anti-Poverty Strategy which has a Vision and Outcomes which all support the current Equality Outcomes. Every action which we complete to deliver our Anti-Poverty Strategy and Action Plan ultimately tackles the causes and effects of poverty.</p> <p>In 2020, approval was given for the updating of the Research on Poverty and Deprivation within Dumfries and Galloway and an independent Evaluation of the Anti-Poverty Strategy and the development of our future approach to tackling poverty and inequalities. North Star Research was appointed to undertake the research and it was published on 3 December 2020. IBP Strategy and Research was appointed to Review the Council's Anti-Poverty Strategy with the findings presented to Dumfries and Galloway's Communities Committee in February 2021. Based on IBP's review and evaluation, our new arrangements for Tackling Poverty and Inequalities 2021-2026 is under development and will be published during 2021.</p> <p>In terms of each of the Equality Outcomes, the following projects are examples from the many delivered of how we have helped to meet each outcome:</p> <p>Employment: Ensuring Better Digital Connectivity</p> <p>A range of the Anti-Poverty Area Committee Funding Criteria's identified Digital Connectivity as one of their main priorities for funding in 2020/2021. A range of projects were supported to achieve the funding requested and increased numbers of digital devices are now being used on a daily basis within our region. This includes Parent Council's, the IT Centre Castle Douglas and Learners Together Groups.</p> <p>Improving Employment Prospects for Young People</p> <p>Our Links to Work Project helped to deliver support to over 100 people of all age ranges including young people. This dedicated support resulted in the majority of clients being supporting into gaining full time and part time work through achieving additional qualifications which made the pathway to employment easier.</p>



Participation and Decision Making

Through working with Council Services, we developed additional phone lines for services such as the Financial Wellbeing and Revenues Team to ensure that people could phone the Teams directly rather than have to go through our Council's Switch Board. This avoids people in poverty being unable to call in and wait in long queues when they limited credit on their phones.

We actively consulted with a range of organisations on how to reach our most vulnerable families and individuals who have no access to the internet, social media and who do not wish to engage due to the level of poverty which they are facing and the complex situations which they find themselves in. One example of where this has worked well is the Welfare and Housing Options Support Team who engaged on a face to face and by regular phone calls which built up trust between the client and the Team Members.

Community Safety

Our Intensive Family Support Service, worked with over 100 families throughout our Region who had been identified to be those most at risk of harm. Dedicated support, early intervention and the design of specific support packages all contributed to ensuring that the children and adults within these families were supported to be removed from the at risk of harm registers.

Poverty

Better Meet the Needs of Gypsy Travellers

Our Gypsy/Traveller Service have dedicated officers who support the residents of the two Dedicated Travellers Sites within Dumfries and Galloway and have completed a wide range of tailored support packages specifically for this community. This has been shared on various occasions to highlight the unique needs and support which has been met by our Council.

Education and Young People

Raising Attainment – through encouraging parents / carers to apply for Free School Meals Payments, we are increasing the amount of Pupil Equity Funding which is allocated to our local authority (£1,200 per pupil). We are now in receipt of over £2 Million each year of PEF and all of this funding is allocated into projects within each school to raise attainment levels.



Reducing Bullying in Schools

Free School Meals in both Primary and Secondary Schools are now delivered through systems which cannot identify which children receive this benefit to lower the stigmatisation which was previously attached to this benefit.

The development of the Free School Meal Choice Based System (Payment, Box Delivery or Collection) has significantly helped to reduce bullying which would have happened to pupils receiving this support by ensuring as much confidentiality as possible.

Removing barriers so that all children and young people have equality of opportunity

Our Free School Uniform Project and Warm Winter Clothes Project has helped to remove barriers by ensuring that children and young people have a far greater choice of donated and new clothes at a range of collection points throughout the Region. This project has now been further developed so that orders are completed online and deliveries are made straight to the doors of the families supported. This allows all of the children and young people to have a far greater amount of school and winter clothes than ever before and reduce the barriers of them having the correct school uniforms.

In addition, we have increased the amount of our School Clothing Grant to £134 per year which is one of the highest payments by any local authority in Scotland.

Dumfries & Galloway's Youth Work Service provides a range of universal and targeted free, informal education for young people aged 12-25 across the region. Provisions include issue-based programmes, groups for care experienced young people (Champions Board), young parents and young people with additional support needs and disabilities. The service delivers in a range of settings to ensure accessibility for young people within their local school and wider community, and through online and digital services. This includes the delivery of the Youth Information in Schools project which provides low level psychological support to young people across all 16 secondary schools and for P6's and P7's. A significant focus of the service is to ensure young people who live in poverty are able to access opportunities and support within their local communities (food, mental health support, and devices) as well as information about partner organisations to receive specialist advice and guidance (welfare, housing, employment and health). Youth Work delivers a combination of universal and targeted services to ensure any young person is able to access information and support confidentially.



Better meet the accommodation needs of Gypsy/ Travellers

The Council operates two Gypsy/Traveller sites at Collin (near Dumfries) and Barlockhart (near Glenluce). The Scottish Government has put in place a robust framework so that the accommodation needs of Gypsy/ Travellers are properly assessed, and effectively met, at a local level. The Scottish Social Housing Charter sets out the standards, and outcomes, required to be met on Gypsy/Traveller sites. These include equalities, communication, participation, value for money and rents/service charges. Accommodation is one of the most important issues faced by this community and has an impact on a wide range of other issues. The Council's Local Housing Strategy 2018-23 confirms that we will identify and deliver solutions that ensure the Council owned Gypsy/Traveller sites meet the minimum site standards put in place by the Scottish Government.

The Council works with the community to raise awareness of key rights and entitlements and helps to ensure that the Gypsy/Traveller service is responsive to Gypsy/Travellers' specific needs and preferences using formats and methods that suit their varied needs. We work to improve educational outcomes for Gypsy/Travellers by supporting them to take advantage of their right to education and work with NHS colleagues to tackle health inequalities.

The Gypsy/Traveller service has worked with various partners including Social Work, NHS, Community Development, Education and others to ensure that Gypsy/Traveller families and specifically the most vulnerable groups are supported through the COVID-19 pandemic. This has included specific reading material on COVID-19 and ensuring that improvement works are future proofed for elderly and disabled members of the community.

The Council helps Gypsy/Travellers to maximise their incomes and increase uptake of financial support they are eligible for by supporting them to access relevant services. Parents are supported to overcome barriers to work, and in-work poverty and strive to improve standards of living by reducing daily living costs for Gypsy/Travellers ensuring value for money for rents/service charges.

The Council works to ensure that its Gypsy/Traveller sites and encampments are managed so that Gypsy/Traveller occupants can live safely and securely. We work in partnership with Police Scotland and Community Safety colleagues in a way that recognises cultural sensitivities.

The Council works to strengthen community development and engagement and make sure that Gypsy/Travellers are consulted and fairly represented in decisions that are made at a local level.

The Council's Gypsy/Traveller Liaison Group is a regular forum whose purpose is to discuss local and national issues affecting the Gypsy/Traveller community. Members include, Education, Social Work, Police Scotland, NHS and the local Community Council. There is an open invitation to members of the Gypsy/Traveller community to attend.



Our Youth Council has a Gypsy/ Traveller position to support young gypsy/ travellers having their voice heard.

The Council strives to provide leadership to challenge racism and discrimination and promote Gypsy/Traveller's rights and ensure that the community is supported to access related services. We recognise the value of Gypsy/Traveller history and culture.

Transport

Equality Outcome	Progress to date
Improve accessible transport	<p>We continue to work closely with partners to deliver the outcomes within Scotland's Accessible Travel Framework. This is to enable more disabled people in Scotland to use buses by working towards fully accessible information, infrastructure and design.</p> <p>All local bus services operating in Dumfries and Galloway were provided with buses that meet the accessibility requirements of the Public Service Vehicle Accessibility Regulations 2000.</p> <p>SWestrans is a partner organisation in the Thistle Assistance card; an initiative which can be presented by passengers who wish the driver to be aware of any special needs they may have. We continue to promote the Thistle Card and ensure drivers are aware of the Card. During 2020, this was extended to provide an exemption message for those who are unable to wear a face covering on public transport. This was crucial in reducing the public's anxieties and increasing confidence in returning to transport. Since June 2020, almost 9,000 cards were issued across Scotland for those seeking face covering exemptions.</p> <p>In terms of infrastructure, high kerbs have been installed at bus stops/ shelters wherever possible.</p> <p>We continue the Taxicard scheme for residents who have difficulty using public transport because of serious mobility impairment. The pre-loaded card lets you use taxis at a reduced cost and can be used at any time to pay for journeys starting or finishing in Dumfries and Galloway.</p> <p>We are working to deliver the vision of the second National Transport Strategy to have a sustainable, inclusive, safe and accessible transport system helping to deliver a healthier, more prosperous and fairer Scotland for communities, business and visitors.</p>



Consultation work prior to 2017 undertaken in Dumfries and Galloway examined the difficulties and barriers women, older people and people with disabilities face when using public transport, and their complex travel patterns that result from their competing demands.

A number of conclusions and considerations emerged from this work and SWestrans take these into account when making decisions on public transport provision. Women, older people and disabled people are proven to be more reliant on public transport, and both Dumfries and Galloway Council and SWestrans has worked to prevent service reductions.

We have developed, in partnership with SWestrans, NHS Dumfries and Galloway and the Third Sector, a Social and Community Transport Public Social Partnership (PSP) which seeks to remodel services and to build the capacity of the sector to be able to deliver these services in the future. The specific focus of the PSP has been around accessible transport to/from Health appointments both within and outwith the region.

We continue to monitor uptake of the National Entitlement (free travel card for over 60s or disabled travellers) in this region. We have responded positively to new proposals to offer free bus travel for young people resident in Scotland aged under 19.

Running our business

Equality Outcome	Progress to date
Equip our staff with the training, resources and understanding they need to ensure equality continues to be at the forefront of all our business	<p>The Council offers a wide range of learning and development opportunities for employees (e.g. Corporate Induction, Diversity Awareness and Mentally Healthy Workplaces etc). Human Resources hold information/training sessions within our Council to promote a range of OD&HR Policies (including Fair Treatment at Work) and our Council's zero tolerance approach to bullying, harassment and victimisation.</p> <p>Classroom based Diversity Awareness Training is provided to all new Employees and Diversity Refresher Training is a mandatory e-learning course within our Council.</p> <p>Head Teachers and Classroom Teachers receive appropriate training as part of their Continuing Professional Development programme.</p> <p>The Time For Reflection immediately before our Full Council meetings, have presented a non-worship spiritual message from a diverse range of faith groups and spiritual leaders.</p>



Ensure the Council's monitoring, recording and reporting obligations under the General and Specific Public Sector Equality duties continue to be fully complied with

The Council continues to meet our Public Sector Equality Duties through the development of our Equalities Mainstreaming Report every 2 years and the development of our Equality Outcomes every 4 years. The development of this report demonstrates our compliance.

The monitoring form which includes all protected characteristics has allowed us to routinely monitor equality and diversity information as part of any surveys or engagement/ consultation events that take place across the region, this helps us to ensure we are engaging with a range of people and allows us to continually improve our services.

We have a dedicated Equality and Diversity page on our Website which hosts the information we need to provide under the Equality Act 2010 and this is regularly reviewed and developed.

Review and further develop Equality Employment Policies and practices to ensure they are fair and reasonable

HR Policy Development Framework is a cyclical and rolling programme of policy development. Policies that have direct impact and influence over our practice include Carers, Fair Treatment at Work, Grievance, Smarter Working, Flexible retirement, Health and Wellbeing. Policies under review, Recruitment and Selection, Maximising Attendance, Appeals and Disputes, Early Retirement

Reduce Occupational Segregation

Occupational segregation information is reported within our Council's Equality reports and will be considered as part of the recruitment and selection policy review. The impact on women with children can be disproportionately affected due to the need for more part-time working patterns and jobs in lower paid employment which can have a knock-on effect on career aspirations. This is being monitored and will be considered as part of flexible working review alongside ensuring that appropriate training and development opportunity and development opportunities are available to staff identified within segregated groups.

Education and Young People

Equality Outcome	Progress to date
Raise attainment, achievement and participation for children with Protected Characteristics	In reviewing outcomes against the Children's Services priority "We will work to reduce or remove barriers so that all children and young people have equity of opportunity", a new anti-bullying approach was developed in partnership with Respectme, Scotland's anti-bullying service was implemented by Education Services (now Education and Learning Directorate) in 2018. The service is fully funded by the Scottish Government and is managed by Scottish Association for Mental Health in partnership with LGBT Youth Scotland.



At the same time, Time for Inclusive Education (TIE) Steering Group was formed and the TIE Plan developed in response to the TIE Campaign, which aims to combat homophobia, biphobia and transphobia through inclusive education. TIE believe in an education system which is inclusive and free of prejudice for LGBT+ youth. Underpinning the work around TIE, is the work being undertaken by pilot schools in Dumfries and Galloway in partnership with Respectme. Dumfries and Galloway have a very strong partnership with Respectme and were chosen as the pilot authority to trial and shape Respectme's new framework to measure the impact of school's anti-bullying policy.

A report to CYPLL Committee in November 2018 with the views of LGBT young people in Dumfries and Galloway on inclusive education, set out a number of recommendations:

- the expectation that each individual school will engage with pupils and parents/carers to develop their own anti-bullying policy.
- support schools to take an approach which is based in nurturing and restorative approaches.
- schools will be supported through training and development to engage in reflective learning opportunities regarding nurturing/restorative approaches as a whole school ethos.
- additional guidance for schools was produced around Supporting Transgender Young People in Schools.

The Mental Health in Schools Project is funded by the Scottish government and targeted at closing the poverty related attainment gap and committed to deliver flexible responsive early intervention and low -level mental health support for young people across Dumfries and Galloway Schools. The Project delivers one to one support, evidence-based group work and issue-based programmes in all the secondary schools throughout the region. It has also extended its provision by delivering evidence-based group work and issue-based programmes to P7 Primary School Pupils. The projects expected outcome is to provide a programme that strengthens and increases a young person's emotional resilience and social emotional skills and reduce the number of young people who require mental health support from NHS, and other more formal mental health services. This fits with our Council priority to support our most vulnerable young people.

During lockdown, our service continues to offer and provide one to one support to secondary schools using various digital platforms such as email and video calls but also phone calls and text. We are still receiving new referrals and all the young people who have completed intervention since August, are being contacted and offered a weekly 'check-in' to support them through lockdown.

All young people accessing youth services provided with opportunities and support to complete national youth awards accreditation



<p>Reduce identity-based bullying and harassment in schools</p>	<ul style="list-style-type: none">• bullying and equalities (B&E) module is up and running on SEEMiS and being used by schools and monitored by central staff.• anti-bullying (including homophobia, biphobia and transphobia issues) is now on every School Improvement Plan.• schools management teams have been trained by Respectme in a school community led development process for Anti-Bullying and Equalities policies, which require engagement with all school stakeholders to including pupils, to identify local bullying and equalities issues for each school community.• our Child Protection Checklist contains a question which asks schools if they are using the Bullying and Equalities business report as part of a standing item on Senior Management Team meetings.• the Safeguarding Health Check also prompts schools to use SEEMiS business reports to review impact.• the CLD “Cultural Calendar” is being added to the Education Services GLOW website for all school to access.
<p>Remove barriers so that all children and young people have equality of opportunity</p>	<p>Continued Government funding and Education Scotland / Local Authority support for Scottish Attainment Challenge Schools (SAC) and Pupil Equity Fund (PEF).</p> <p>National Improvement Framework priorities & principles - annual updates incorporated into Education Plan</p> <p>Ongoing COVID response and support including recovery for all young people during and post first lockdown and under lockdown January 2021.</p> <p>The Supporting Learners Service and the provision of Additional Support for Learning for children and young people has continued to be protected by our Council from financial pressures, to ensure that provision is available and accessible to meet our responsibilities of all learners.</p>



Licensing

Equality Outcome	Progress to date
Improve numbers of accessible taxis	The provision of wheelchair accessible vehicles in Dumfries and Galloway is still limited. There will be a review of accessible vehicle numbers with a minimum percentage of fleet being wheelchair accessible. This will include consultation with taxi and private hire car Operators and consultation with the public to identify any unmet need in relation to wheelchair accessible vehicles. A list of wheelchair accessible vehicles would be promoted on the Licensing Service web page.
Implement customer training for taxi drivers	The project scope for optional customer training course for taxi and private hire car drivers has been considered. Identifying possible training providers and how best to encourage voluntary take up of this course is also being discussed.
Reduce the opportunities for children and young people to be involved in gambling behaviours	Work on addressing risky behaviours has continued at local level as part of wider initiatives and supported by third sector organisations.
Increase awareness among the licensed trade of the needs of their disabled customers, and promote good practice	Since March 2018, submission of a Disabilities and Access Facilities Statement is a legal requirement alongside applications for an alcohol premises licence. If this document is not included as part of the application, the application will be returned to the applicant and not progressed. This document raises awareness of disabled persons' needs and enables disabled persons to access disabled access to premises in advance of visiting.
Reduce opportunity for under-aged consumption of alcohol especially in and around local music events	Wigtown Divisional Licensing Board has introduced a policy with regard to under 18 years access to licensed premises. This new policy reduces the opportunity of under age consumption of alcohol in licensed premises by increasing supervision by responsible adults of this age group and minimising hours in which this age group may frequent licensed premises. This new policy is detailed in Dumfries and Galloway Licensing Boards Statement of Licensing Policy 2018-2023



Appendix 2 - Our Workforce 2019/20

Our Workforce Profile	40
Workforce Information	41
Sex	
Age	
Race	
Disability	
Sexual Orientation	
Religion or Belief	
Marriage and Civil Partnership	
Pregnancy and Maternity	
Gender Reassignment	
Pay Gap	44
Gender Pay Gap	
Gender Balance and Pay Gap among Senior Management	
Race Pay Gap	
Disability Pay Gap	
Recruitment	50
Sex	
Age	
Race	
Disability	
Sexual Orientation	
Religion or Belief	
Marriage and Civil Partnership	
Leavers	53
Sex	
Age	
Race	
Disability	
Sexual Orientation	
Religion or Belief	
Marriage and Civil Partnership	
Employment Relations	56
Sex	
Age	
Race	
Disability	
Training	57

Our Workforce Profile

Our workforce gender profile shows that the largest percentage of employees at Dumfries and Galloway Council is female (74.53%), reflecting the trends within the wider public sector.

The majority of employees are aged 45 to 54 (27.65%), followed by age 55 to 64 (26.67%).

The percentage of employees aged 16 to 24 has decreased in recent years to 3.83 %. Our Council is currently working to increase opportunities and attract more young people to join our Council through participation in youth employment schemes and current trainee and graduate programmes.

The race breakdown of our workforce remains similar to previous years with 90.59% of employees declaring as White and 0.79% declaring as Black, Asian, Minority Ethnic (BAME). Declaration rates continue to increase.

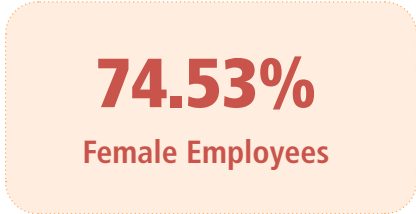
2.22% of employees have declared a disability, which demonstrates a slight reduction from the previous year.

There has been an increase in staff disclosing their sexual orientation. Of the 50.26% of employees who have shared information relating to their sexual orientation, the majority of staff identify as heterosexual (49.07%).

Among those employees (53.95%) who have declared their religion or belief, the majority are atheist or none (19.67%), followed closely by Christian: Church of Scotland (18.18%).

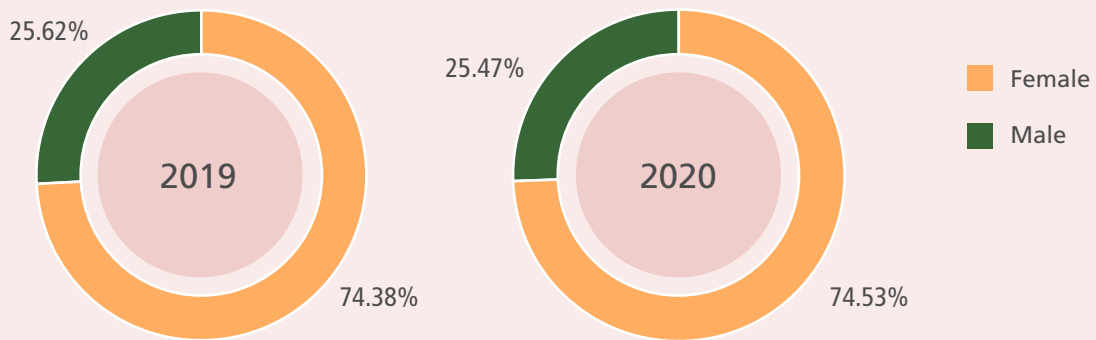
94.04% of employees have provided marital status information, with the majority (54.99%) married or in a civil partnership.

Further information on our workforce by protected characteristic is below:

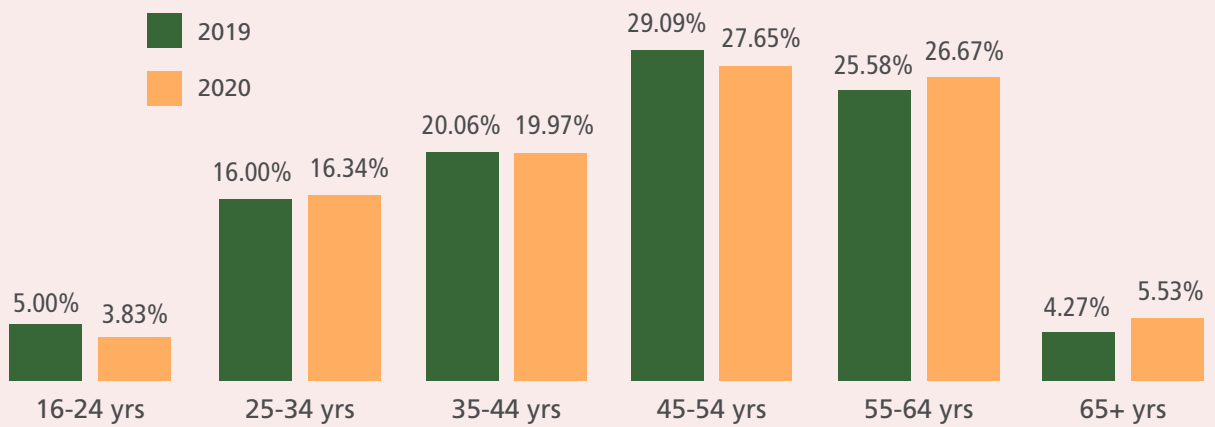


Workforce Information

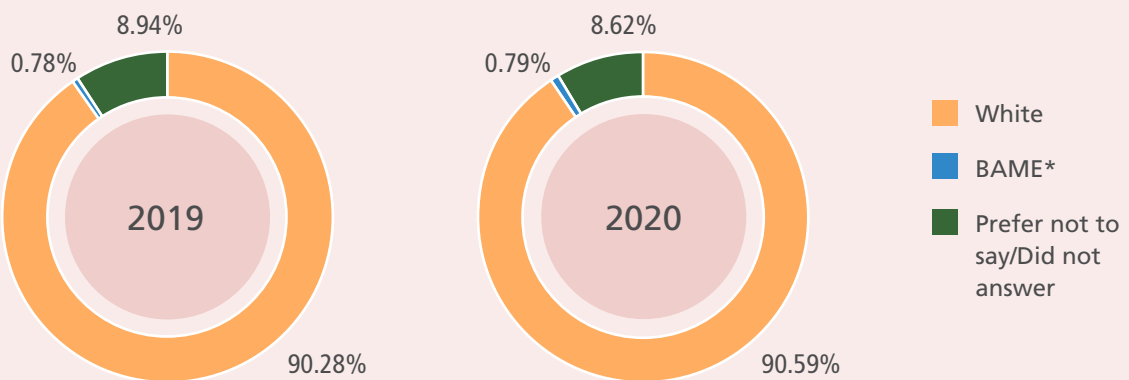
Sex



Age

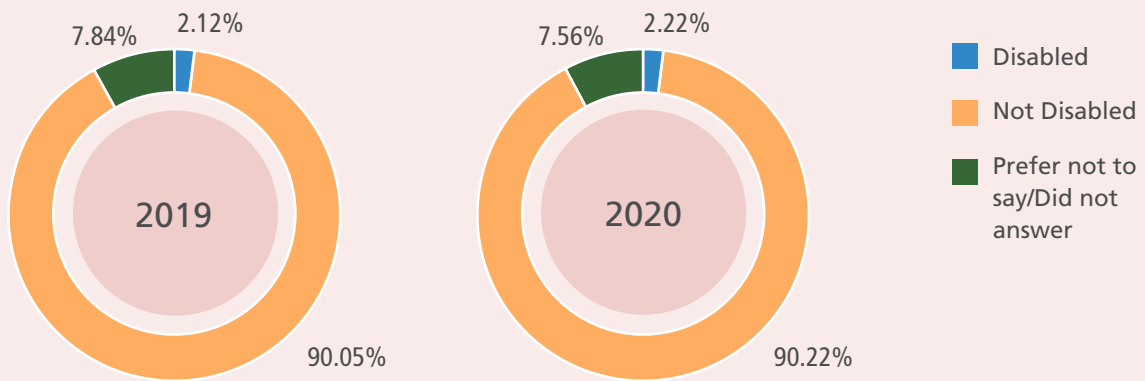


Race

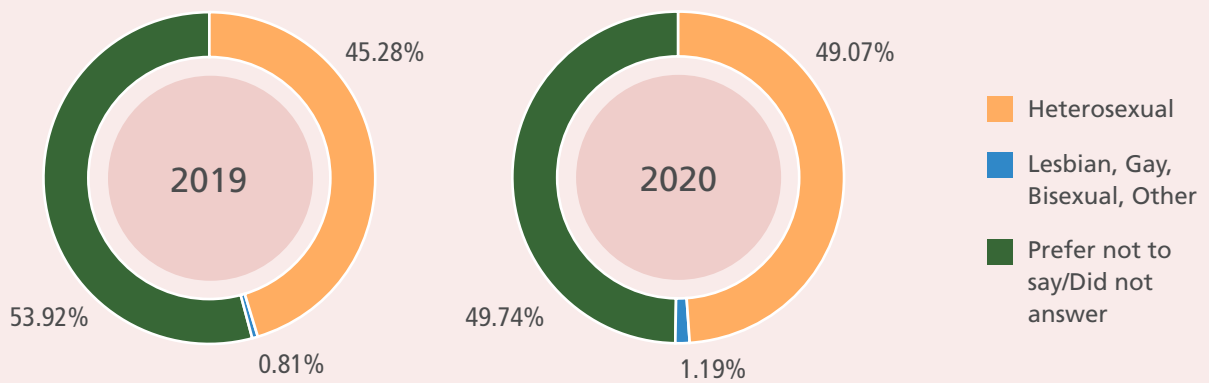


* Black, Asian, Minority Ethnic

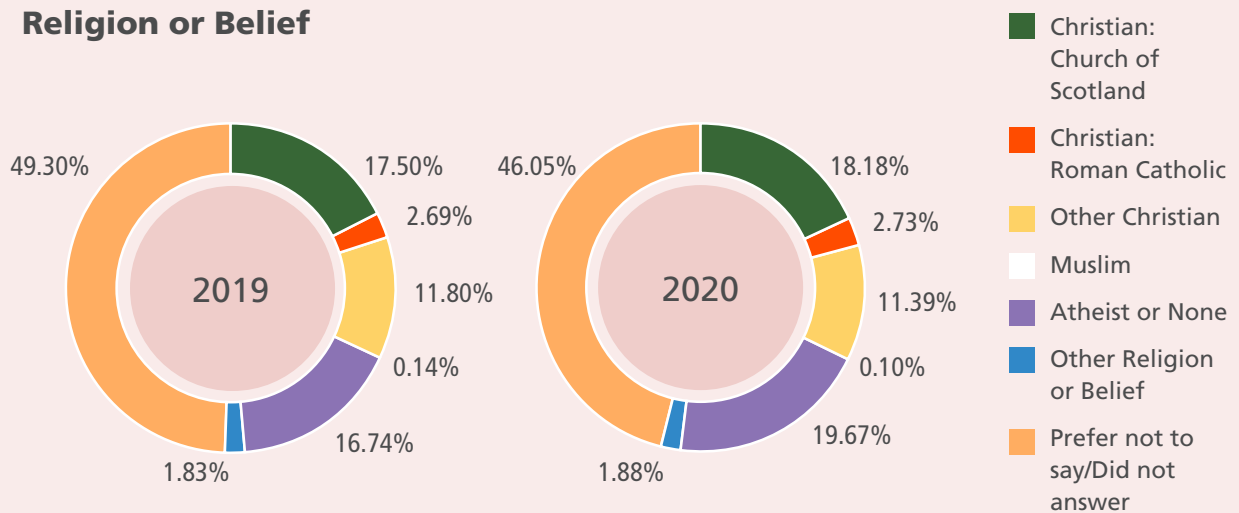
Disability



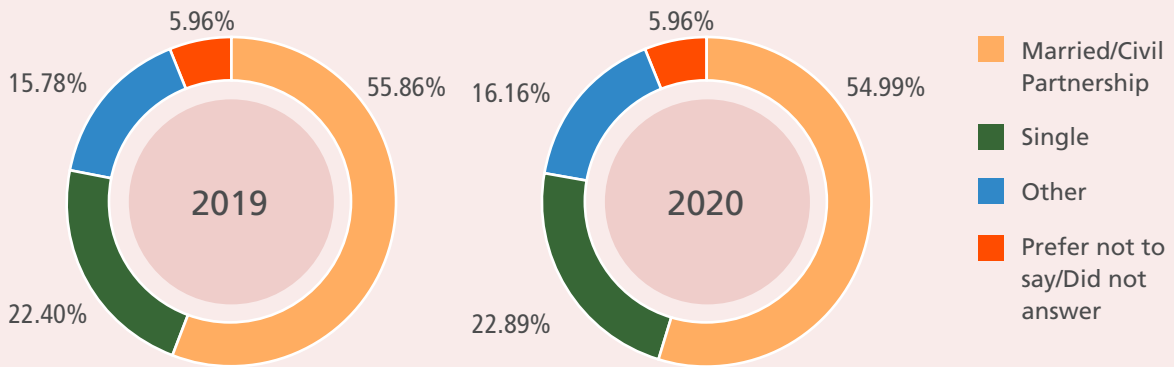
Sexual Orientation



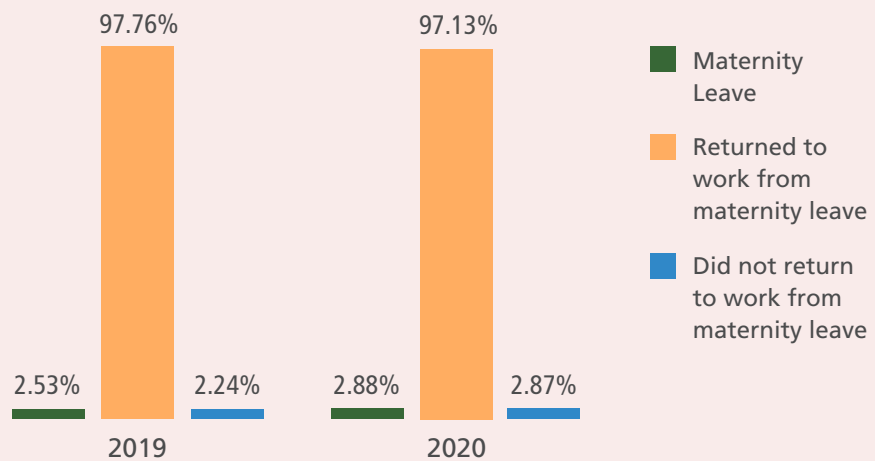
Religion or Belief



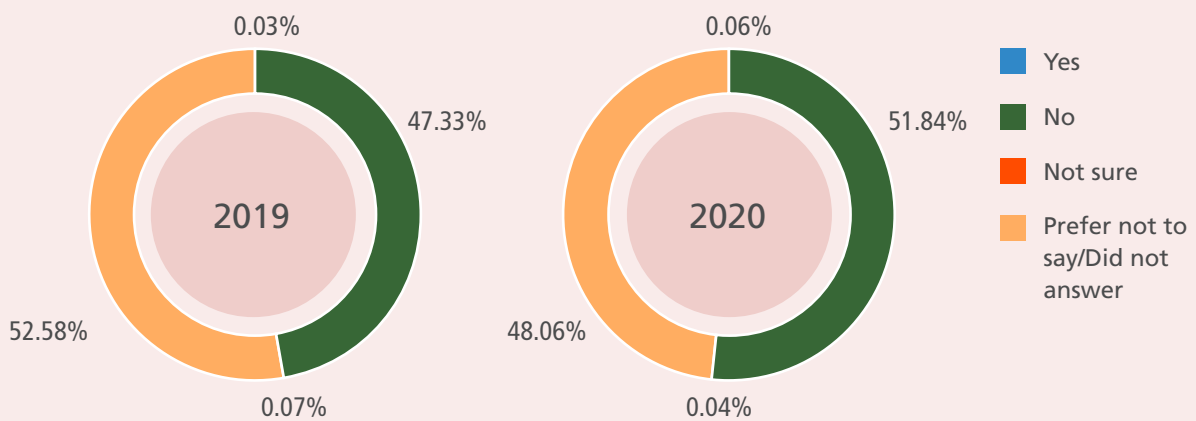
Married and Civil Partnership



Pregnancy and Maternity



Gender Reassignment



Pay Gap

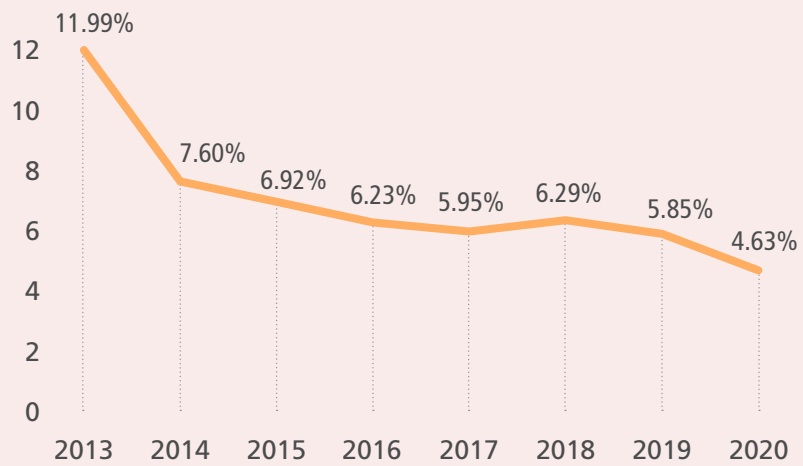
Dumfries and Galloway Council is required to publish information on the percentage difference between our male employee's average hourly pay (excluding overtime) and our female employee's average hourly pay (excluding overtime). This is known as the gender pay gap.

Our pay gap data is based on a snapshot date of 31 March each year.

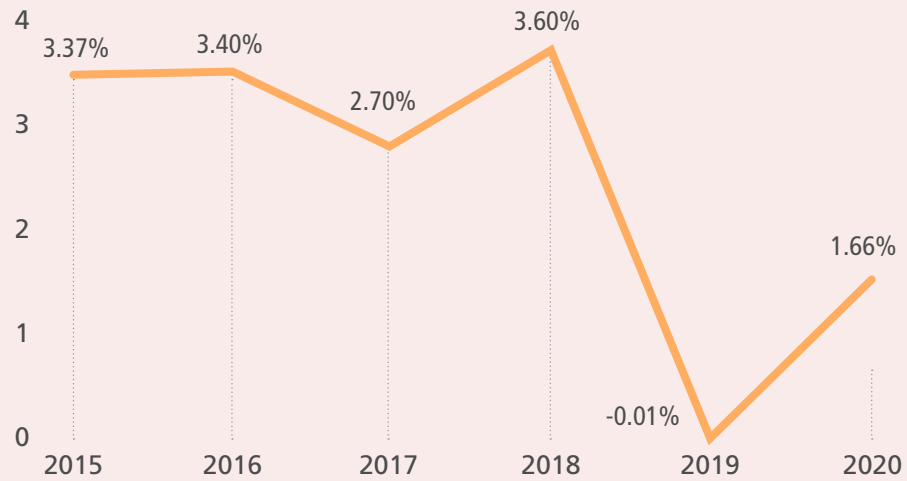
The Council's job evaluation scheme provides a robust means of achieving a fair and transparent grading structure which is free from bias and satisfies the principles of equal pay for work of equal value. By contrast our pay gap fluctuates with the changing composition of the workforce from year to year.

The Council's pay gap for gender, race and disability shows a decreasing trend, which is encouraging and is reflective of the commitment to closing the pay gap. We will continue to take action to reduce the pay gap and monitor and report our progress.

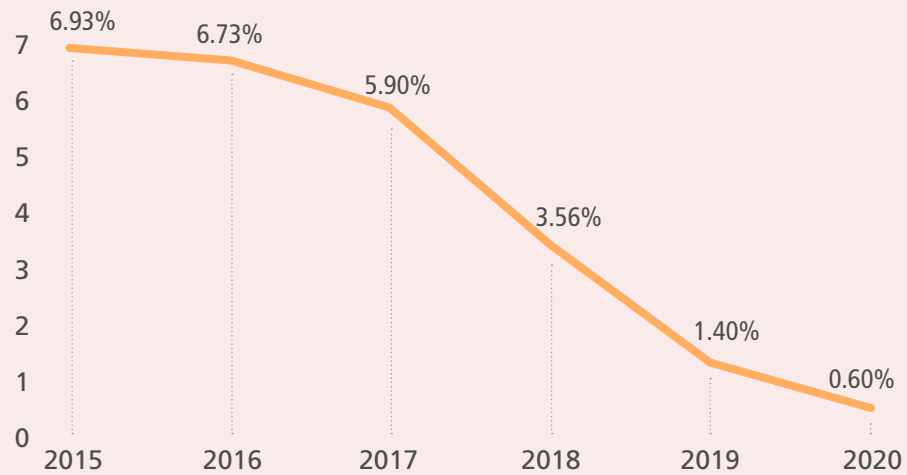
Gender Pay Gap (%)



Race Pay Gap (%)



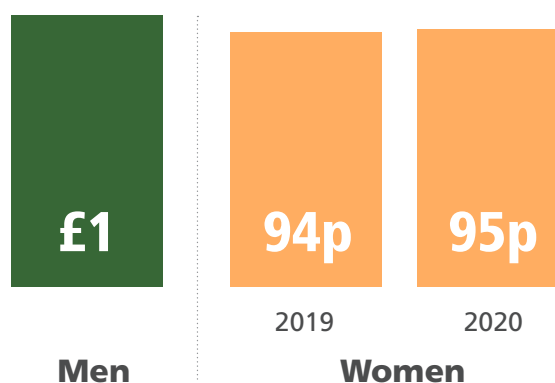
Disability Pay Gap (%)



Gender Pay Gap

The gender pay gap is the difference between men and women's full time hourly earnings(excluding overtime).

The gender pay gap for 2020 is 4.63%. This means that on average female employees in Dumfries and Galloway Council earn 95p for every £1 that male employees earn, when comparing hourly wages.



All Staff

Salary Band	2019			2020		
	Male Hourly Rate (£)	Female Hourly Rate (£)	Pay Gap (%)	Male Hourly Rate (£)	Female Hourly Rate (£)	Pay Gap (%)
Band 01	8.81	8.81	0	9.07	9.07	0
Band 02	8.81	8.81	0	9.07	9.07	0
Band 03	9.05	9.05	0.05	9.34	9.34	-0.02
Band 04	9.78	9.94	-1.67	10.17	10.31	-1.35
Band 05	11.00	10.99	0.12	11.39	11.38	0.08
Band 06	12.16	12.14	0.18	12.55	12.58	-0.29
Band 07	13.51	13.50	0.09	13.98	13.98	-0.01
Band 08	14.99	15.03	-0.30	15.52	15.57	-0.35
Band 09	16.67	16.60	0.41	17.26	17.20	0.36
Band 10	18.39	18.39	0	19.04	19.09	-0.26
Band 11	20.96	20.77	0.88	21.69	21.49	0.91
Band 12	22.90	22.97	-0.27	23.82	23.83	-0.06
Band 13	25.58	24.93	2.55	26.43	25.97	1.75
Band 14	27.85	28.06	-0.72	28.94	29.09	-0.51
Band 15	31.50	30.59	2.86	32.72	31.87	2.58
Chartered Teacher	21.58	21.70	-0.55	23.78	23.91	-0.55
Headteacher & Depute HT Job Sized	29.77	27.49	7.66	32.84	30.30	7.75
Principal Teacher Job Sized	24.23	23.11	4.63	26.71	25.48	4.59
Unpromoted Teachers	18.28	18.27	0.02	20.09	20.25	-0.81
Totals	15.02	14.14	5.85	15.78	15.05	4.63

Notes: Negative values indicated a pay gap percentage in favour of female workers.

The 2019 data is based on 7149 employee records, with an individual headcount of 6363.

The 2020 data is based on 7127 employee records, with an individual headcount of 6342.

Grades with fewer than 5 employees were removed from the table to preserve confidentiality. Grades with employees of one gender were also removed. However, the pay gap was not adjusted, to properly reflect the total employee group.

The Scottish Living Wage adjustment was included within this report.

Gender Balance and Pay Gap among Senior Management

The gender equalities Statutory Performance Indicator on the top 5% of Council earners who are women is reported annually and is also published on the Scottish Local Government Benchmarking Framework website.

The purpose of this performance indicator is to ensure that there are no barriers for women in our employment and to identify any trends in comparison from previous reports.

In 2020, 55.60% of women occupy the top 5% of the workforce based on pay. This represents an increase of 5.5% of females in senior positions since 2015.

The gender pay gap among senior officers has decreased from 14.51% in 2019 to 12.83% in 2020, with the pay gap primarily within Education Management roles. However, this remains higher than 11.96% in 2018.

Senior Management

Salary Band	2019			2020		
	Male Count	Female Count	Pay Gap (%)	Male Count	Female Count	Pay Gap (%)
Headteacher & Depute HT Job Sized	45	100	7.66	45	100	7.75
Band 16 and 17	9	5	-1.04	9	5	-0.93
Totals	64	109	14.51	65	111	12.83

Notes: Negative values indicated a pay gap percentage in favour of female workers.

2019 data is based on 178 employee records, and 2020 data is based on 176 employee records.

Groupings were determined by level of pay whilst ensuring that the number of male/female employees provided confidentiality.

Grades with fewer than 5 employees were removed from the table to preserve confidentiality. Grades with employees of one gender were also removed. However, the pay gap percentage was not adjusted, to properly reflect the total employee group.

Race Pay Gap

The race pay gap is the difference between the full time hourly earnings of employee's declaring as White and employee's declaring as Black, Asian, Minority Ethnic (BAME).

The race pay gap for 2020 is 1.66%. This means that on average employees (declared as Black, Asian, Minority Ethnic) earn 98p for every £1 that employees (declared as White) earn when comparing hourly wages.

Salary Band	2019			2020		
	White	BAME	Pay Gap (%)	White	BAME	Pay Gap (%)
Band 01	8.81	8.81	0	9.07	9.07	0
Band 05	10.99	10.91	0.70	11.38	11.35	0.29
Band 10	18.40	18.19	1.10	19.08	18.83	1.28
Unpromoted Teachers	18.51	18.21	1.61	20.44	20.27	0.85
Totals	14.36	14.36	-0.01	15.21	14.96	1.66

Notes: Negative values indicated a pay gap percentage in favour of BAME employees.

The 2019 data is based on 7149 employee records, with an individual headcount of 6363.

The 2020 data is based on 7127 employee records, with a headcount of 6342.

Grades with fewer than 5 employees were removed from the table to preserve confidentiality. Grades with employees of one race were also removed. However, the pay gap was not adjusted, to properly reflect the total employee group.

The Scottish Living Wage adjustment was included within this report.

Disability Pay Gap

The disability pay gap is the difference between disabled and non-disabled full time hourly earnings.

The disability pay gap for 2020 is 0.60%. This means that on average employees who have declared as disabled earn 99p for every £1 than employees who have declared as non-disabled earn, when comparing hourly wages.

Salary Band	2019			2020		
	Non-Disabled Average Basic Hourly Rate (£)	Disabled Average Basic Hourly Rate (£)	Pay Gap (%)	Non-Disabled Average Basic Hourly Rate (£)	Disabled Average Basic Hourly Rate (£)	Pay Gap (%)
Band 01	8.81	8.81	0	9.07	9.07	0
Band 02	8.81	8.81	0	9.07	9.07	0
Band 03	9.05	9.00	0.50	9.34	9.29	0.54
Band 04	9.89	9.89	0.02	10.26	10.31	-0.51
Band 05	10.99	10.90	0.81	11.38	11.24	1.23
Band 07	13.50	13.37	0.99	13.98	13.91	0.51
Band 08	15.02	14.94	0.49	15.55	15.55	0.02
Band 09	16.63	16.50	0.73	17.21	17.18	0.17
Band 10	18.38	18.48	-0.56	19.06	19.13	-0.33
Band 11	20.84	20.85	-0.03	21.57	21.64	-0.32
Unpromoted Teachers	18.71	18.14	3.09	20.60	19.23	6.62
Totals	14.41	14.21	1.40	15.27	15.18	0.60

Notes: Negative values indicated a pay gap percentage in favour of disabled workers.

The 2019 data is based on 7149 employee records, with an individual headcount of 6363.

The 2020 data is based on 7127 employee records, with a headcount of 6342.

Grades with fewer than 5 employees were removed from the table to preserve confidentiality. Grades that did not have disabled and non-disabled employees were also removed. However, the pay gap was not adjusted, to properly reflect the total employee group.

The Scottish Living Wage adjustment was included within this report.

Recruitment

Dumfries and Galloway Council is committed to ensuring that its recruitment process is inclusive and accessible to all and candidates are assessed solely on the basis of their competency to do the job.

The majority of applications continue to be from females (74.29%), with the percentage of overall applications from men decreasing from the previous year.

The highest percentage of applications, shortlisted and appointed were from age range 25 to 34, followed by age range 16 to 24.

Candidates with a White ethnicity were the largest group submitting 92.89% of applications. We are still attracting applicants from a range of ethnic minority backgrounds and figures show proportionate results.

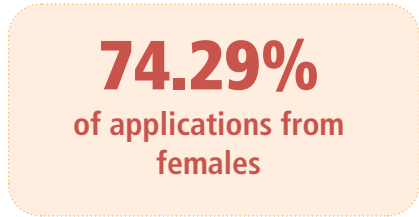
4.24% of applicants indicated they have a disability.

3.50% of applications are from people identifying as lesbian, gay, bisexual or other sexual orientation. This is an increase from the previous year.

The largest group of applicants, shortlisted and offered candidates have declared Atheist or None (51.08%).

The majority of applicants declared as single (39.93%).

The following information provides further details of the proportion of applied, shortlisted and appointed candidates by protected characteristic.



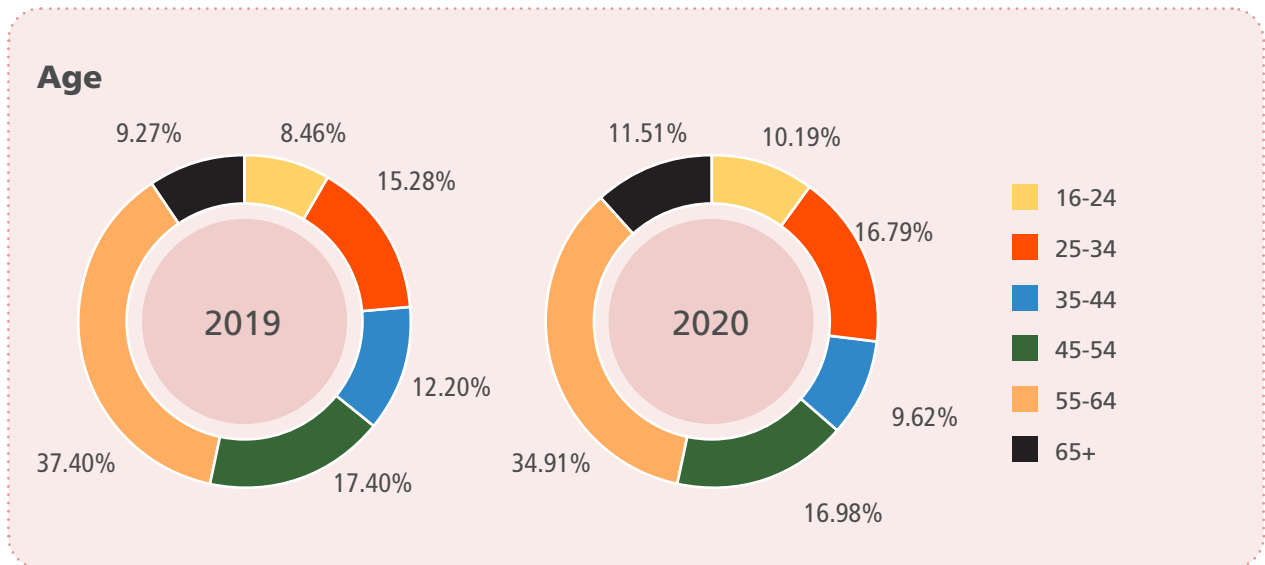
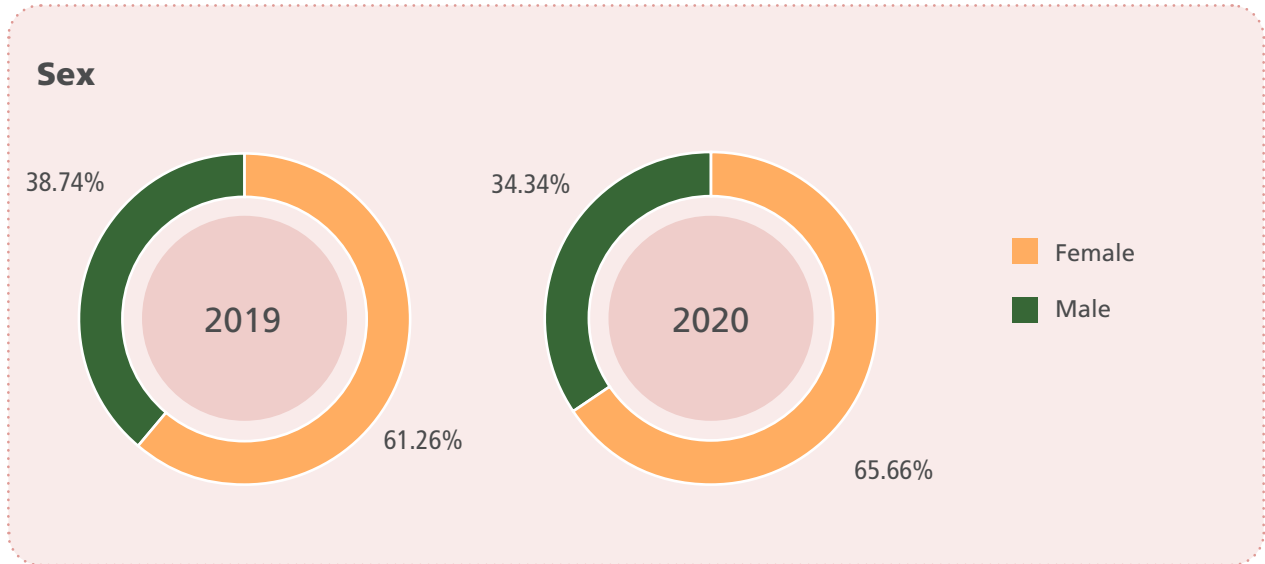
		2019			2020		
		All Applications %	Shortlisted for interview %	Appointed Applicants %	All Applications %	Shortlisted for interview %	Appointed Applicants %
Sex	Male	25.73	24.73	21.42	21.97	22.45	20.02
	Female	69.90	68.07	65.08	74.29	71.58	68.17
	Other	0.03	-	-	0.06	0.04	-
	Prefer not to say/Did not answer	4.34	7.19	13.49	0.00	5.93	11.81
Age	16-24	21.99	20.12	19.68	20.55	19.04	20.66
	25-34	29.50	27.06	23.24	30.04	27.86	24.54
	35-44	18.13	18.61	18.43	19.55	18.67	18.17
	45-54	16.99	17.32	15.55	16.63	18.23	16.79
	55-64	8.40	8.76	8.74	8.40	9.26	6.73
	65+	0.44	0.62	0.62	0.59	0.52	0.65
	Prefer not to say/Did not answer	4.54	7.53	13.74	4.23	6.41	12.45
Race	White	93.36	90.77	84.45	92.89	91.14	85.89
	BAME*	2.34	1.51	1.69	2.37	1.82	1.29
	Prefer not to say/Did not Answer	4.31	7.72	13.87	4.74	7.04	12.82
Disability	Disabled	3.55	4.03	2.62	4.24	5.19	2.49
	Not disabled	91.66	88.56	83.26	91.33	88.37	85.33
	Prefer not to say/Did not answer	4.79	7.41	14.12	4.43	6.45	12.18
Sexual Orientation	Heterosexual	88.55	86.77	81.89	88.54	87.40	82.38
	Lesbian Gay, Bisexual, Other	2.50	2.21	1.56	3.50	3.15	2.30
	Prefer not to say/Did not answer	8.96	11.02	16.55	7.96	9.45	15.31

* Black, Asian, Minority Ethnic

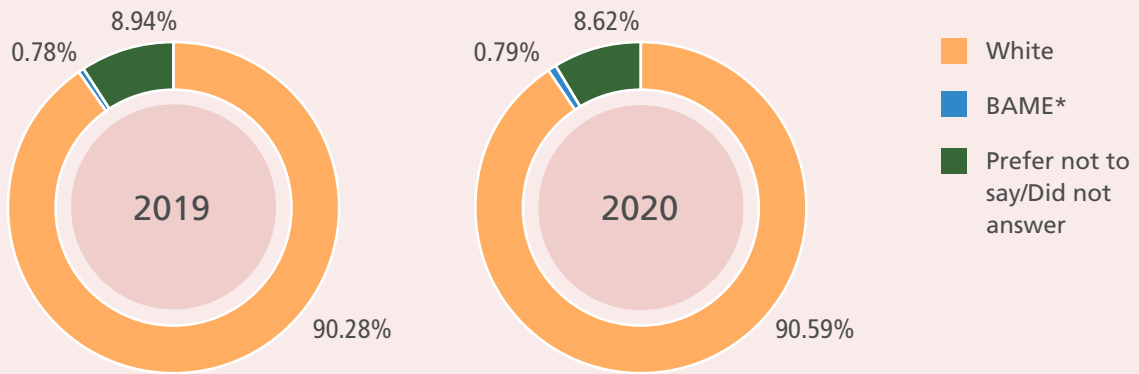
		2019			2020		
		All Applications %	Shortlisted for interview %	Appointed Applicants %	All Applications %	Shortlisted for interview %	Appointed Applicants %
Religion or Belief	Christian: Church of Scotland	23.17	25.49	24.67	20.34	22.19	21.96
	Christian: Roman Catholic	5.99	5.43	4.75	6.07	6.04	6.00
	Other Christian	8.52	8.79	8.24	8.52	8.34	6.09
	Atheist or None	48.45	45.05	41.04	51.08	48.65	46.49
	Muslim	0.61	0.22	0.31	0.65	0.33	0.09
	Other Religion or Belief	2.25	1.87	1.50	2.95	2.37	2.58
	Prefer not to say/Did not answer	11.01	13.15	19.49	10.39	12.08	16.79
Marriage and Civil Partnership	Married/Civil Partnership	33.71	36.77	37.54	33.08	36.20	34.32
	Single	39.31	35.42	31.98	39.93	36.27	33.76
	Other	21.58	19.89	16.30	22.47	20.82	19.37
	Prefer not to say/Did not answer	5.40	7.92	14.18	4.52	6.71	12.55

Leavers

The following information provided further details of the proportion of employees who have left employment of the Council by protected characteristic

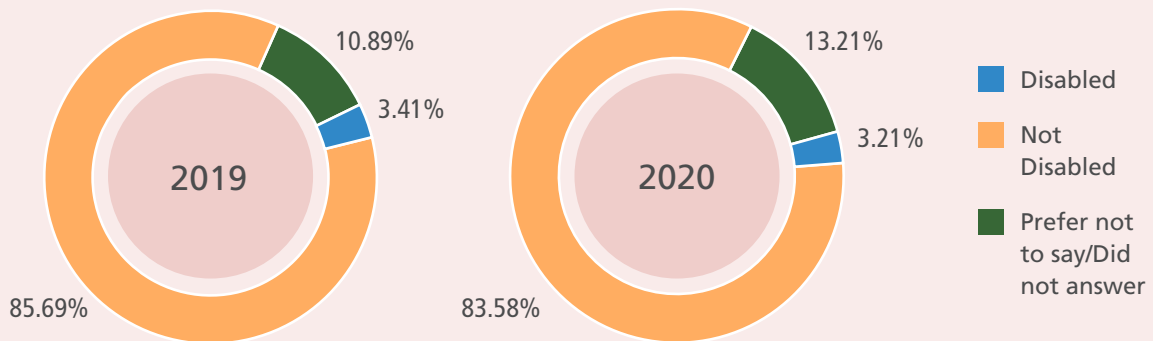


Race

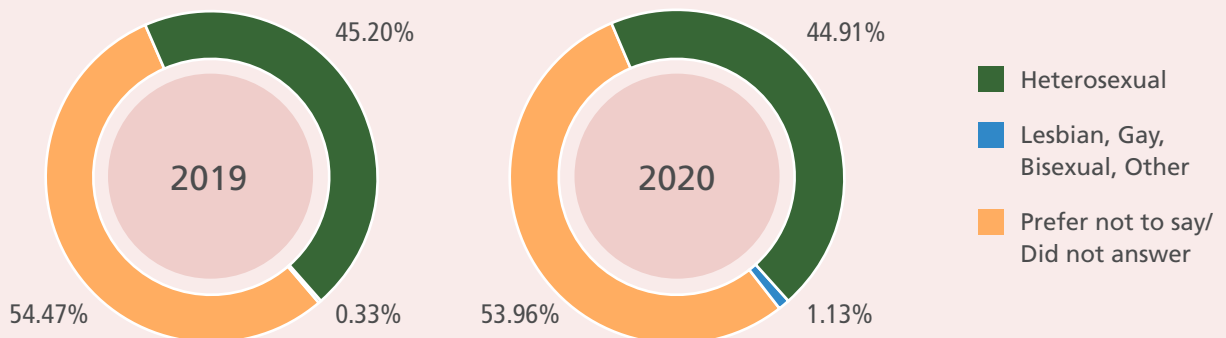


* Black, Asian, Minority Ethnic

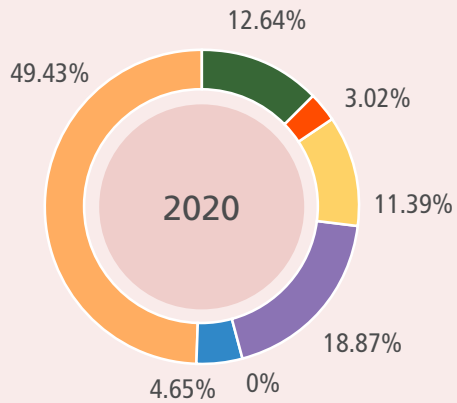
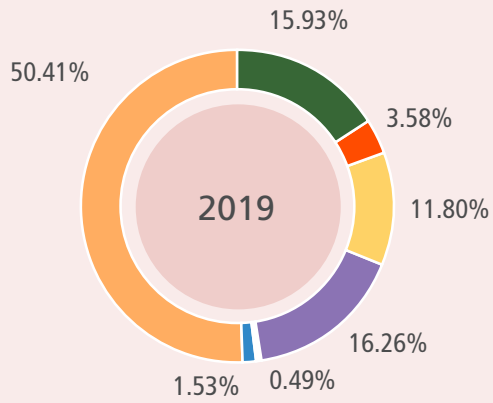
Disability



Sexual Orientation

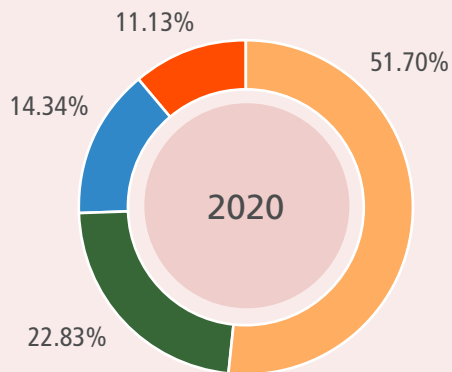
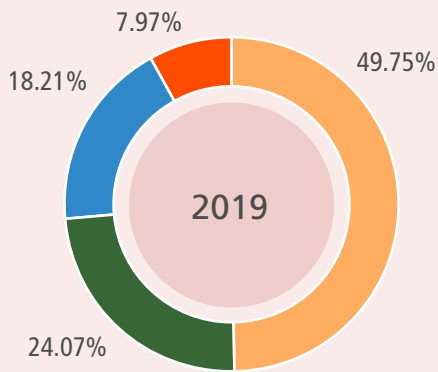


Religion or Belief



- Christian: Church of Scotland
- Christian: Roman Catholic
- Other Christian
- Muslim
- Atheist or None
- Other Religion or Belief
- Prefer not to say/Did not answer

Marriage and Civil Partnership



- Married/Civil Partnership
- Single
- Other
- Prefer not to say/Did not answer

Employment Relations

Grievance, Fair Treatment at Work, Disciplinary and Capability Cases

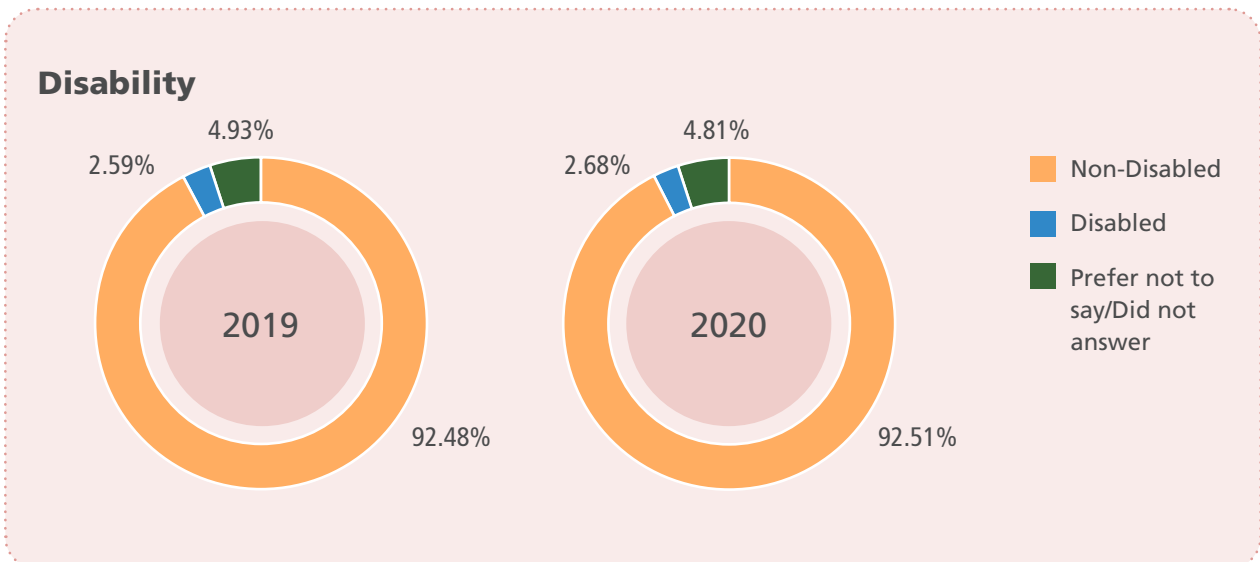
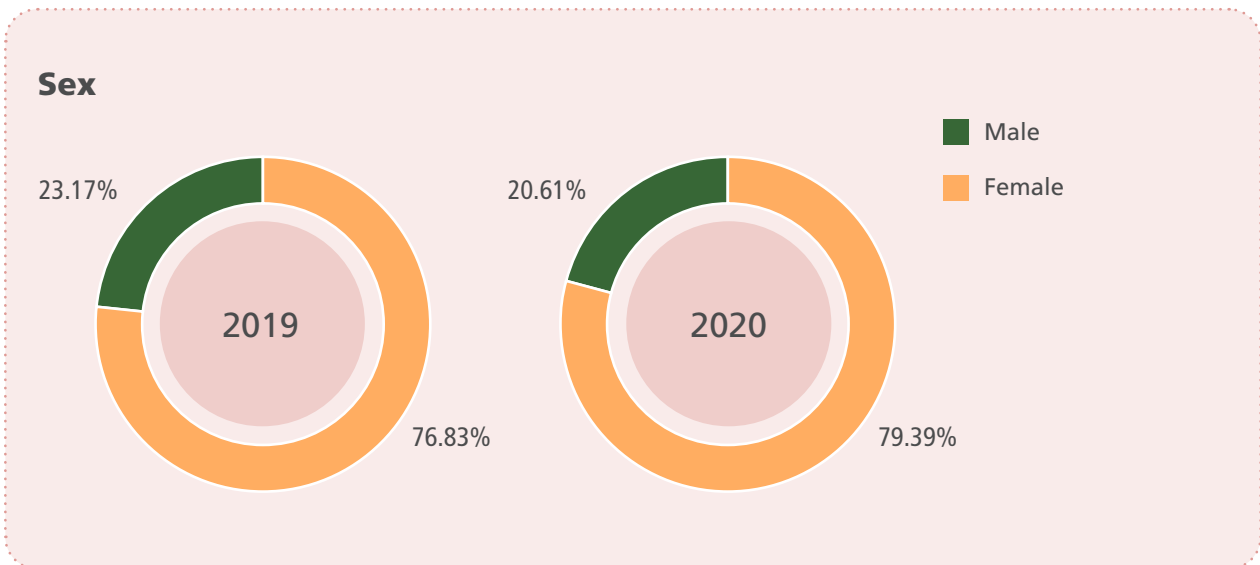
		2019				2020			
		Discipline %	FTAW %	Grievance %	Capability %	Discipline %	FTAW %	Grievance %	Capability %
Sex	Female	43.24	90.91	62.50	56.25	42.86	58.33	50.00	50.00
	Male	56.76	9.09	37.50	43.75	57.14	41.67	50.00	50.00
Age	16-24	-	9.09	-	-	-	-	-	-
	25-34	16.22	-	25.00	12.50	14.29	-	-	8.33
	35-44	16.22	18.18	-	18.75	31.43	41.67	25.00	8.33
	45-54	37.84	45.45	37.50	25.00	34.29	58.33	50.00	33.33
	55-64	21.62	27.27	37.50	43.75	20.00	-	25.00	41.67
	65+	8.11	-	-	-	-	-	-	8.33
Race	White	72.97	81.82	100.00	62.50	88.57	100.00	75.00	83.33
	BAME*	2.70	-	-	-	5.71	-	-	-
	Did Not Answer	24.33	18.18	-	37.50	5.72	-	25.00	16.67
Disability	Disabled	2.70	-	-	12.50	8.57	-	-	-
	Not disabled	78.38	81.82	75.00	62.50	85.71	100.00	75.00	83.33
	Prefer not to say/Did not say	18.92	18.18	25.00	25.00	14.29	-	25.00	16.67

* Black, Asian, Minority Ethnic

Training

	2019	2020
Training/Online Courses	236	256
Total employees who have undertaken training	26,801	25,421

In addition to the above, employees have undertaken additional continuous professional development, conference attendance and coaching and mentoring.



Appendix 3 - Meeting the specific duties of the Equality Act

Duty	Requirements	Frequency	Last published
Mainstreaming progress	Publish a report on progress made to make the equality duty integral to the exercise of functions.	At least every two years	This report April 2021
Equality outcomes	Publish a set of equality outcomes using available evidence relating to protected characteristics.	At least every four years	This report April 2021
Progress against equality outcomes	Publish a report on the progress made to achieve the equality outcomes.	At least every two years	This report April 2021
Impact Assessments	Conduct impact assessments for new and revised policies, plans and processes and publish these.	Ongoing	Ongoing on our website
Gather and use employee information	Gather information on staffing mix and recruitment and development against protected characteristics.	Annual	This report April 2021
Include employee information in mainstreaming report	Include employee information and progress made in gathering and using this in mainstreaming report.	At least every two years	This report April 2021
Gender pay gap information	Publish percentage difference between hourly pay rates for men and women.	At least every two years	This report April 2021
Statement on equal pay and occupational segregation	Publish equal pay statement and analysis of employment by grade or role for men and women, disability and race.	At least every four years	April 2019

Equality and Diversity Reports for Dumfries and Galloway Council can be accessed at www.dumgal.gov.uk/article/15138/Equality-and-diversity