

REPORT TO: POLICY AND RESOURCES COMMITTEE – 24 APRIL 2023
REPORT ON: MAINSTREAMING EQUALITIES PROGRESS REPORT 2023
REPORT BY: CHIEF EXECUTIVE
REPORT NO: 110-2023

1.0 PURPOSE OF REPORT

This report presents the Mainstreaming Equalities Progress Report 2023, which sets out progress made towards meeting the Equality Outcomes for Dundee City Council and the Children and Families Service (Education Authority), as well as our latest employee data report to meet the reporting requirements for the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012.

2.0 RECOMMENDATIONS

It is recommended that Committee approves:

- (i) Dundee City Council's Mainstreaming Equalities Progress Report 2023, attached as Appendix 1.
- (ii) Employee Equality Monitoring information and data gathered for our employees, set out in pages 13 – 42 of Appendix 1.
- (iii) The Children and Families Service (Education Authority) Mainstreaming Equalities Progress Report 2023, set out in pages 43 – 51 of Appendix 1.

3.0 FINANCIAL IMPLICATIONS

None.

4.0 BACKGROUND

4.1 The Equality Act 2010 (the Act) came into force in 5 April 2011. The Act placed a General Equality Duty on public authorities to pay due regard to the need to:

- Eliminate discrimination;
- Advance equality; and
- Foster good relations across the range of protected characteristics.

4.2 The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 placed a duty on Dundee City Council and Dundee's Education Authority to publish Mainstreaming Equality reports by 30 April 2013, to report every two years after that on progress and, every four years thereafter, to publish a new Mainstreaming Equality report. This is the 2023 progress report for Dundee City Council's Mainstreaming Equalities Report 2021-25. The report must contain:

- A report on progress made towards achieving equality outcomes.
- Annual employee information, together with details of the progress made in gathering and using the information to better meet the duty.
- Updated gender pay gap information.

4.3 From April 2018, the Fairer Scotland Duty, under Part 1 of the Equality Act 2010, came into force across Scotland, placing a duty on certain public bodies to 'pay due regard' to how they can reduce inequalities of outcome caused by socio-economic disadvantage when making strategic decisions. Public bodies are also required to publish written assessments showing how they have fulfilled the duty. This is achieved through the Council's integrated impact assessment process.

5.0 EQUALITIES MAINSTREAMING OUTCOMES AND ACTIONS FOR 2021-2025

- 5.1 The Council's 2021-2025 Equality Mainstreaming Report was approved by the Policy and Resources Committee on 26 April 2021 (Report 122-2021). This set out the outcomes to be achieved during the life of this report as follows:

Equality Outcome 1: Ensure that the equality and human rights of residents and employees from protected groups are safeguarded and promoted

Equality Outcome 2: Increase opportunities for protected groups to secure Fair Work

Equality Outcome 3: Implement community justice services that increase access and protection for people from protected groups

Equality Outcome 4: Close the gap in educational attainment experienced by young people from protected groups

Equality Outcome 5: Improve access and transportation to places in Dundee

Equality Outcome 6: Improve health outcomes by promoting access and equality of service for people with protected characteristics

Equality Outcome 7: Reduce the additional social inequalities experienced by people in poverty and in protected groups

- 5.2 Following the development and agreement of these overarching outcomes, intermediary outcomes encompassing 87 individual specific actions were developed with a commitment to achieving these over the course of the four-year plan. These formed a subsequent Equality Outcomes Action Plan for 2021-25 which was agreed by the Policy & Resources Committee on 22 November 2021 (Report 301-2021).

- 5.3 The full report in Appendix 1 provides the background to, and overview of, the agreed Dundee City Council Equality Outcomes, as well as a progress summary of the completed and in progress actions to date for each outcome. Selected key highlights and challenges are noted. In addition, the full report also includes:

Employee Equality Monitoring: including gender, disability, and ethnicity pay gaps, and occupational segregation. This provides a breakdown of the annual information available, gathered from our employees, analysis of this, and details of the progress made in using this information to enable us to better meet the General Equality Duty.

Education Service Mainstreaming Equality Report: showing the range of information required from each Education Service on mainstreaming equalities.

6.0 POLICY IMPLICATIONS

- 6.1 The content of this report was previously considered in report (122-2021) and remains valid. The original report was subject to an Integrated Impact Assessment. An appropriate senior manager has checked and agreed with this assessment. A copy of that Integrated Impact Assessment is available on the Council's website www.dundee.gov.uk/ia.

7.0 CONSULTATIONS

The Council Leadership Team, the Corporate Equality and Diversity Steering Group, and relevant Senior Council Officers have been consulted in the preparation of this report.

8.0 BACKGROUND PAPERS

None

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12 APRIL 2023

DUNDEE'S MAINSTREAMING EQUALITY PROGRESS REPORT - APRIL 2023

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1. INTRODUCING THE MAINSTREAMING EQUALITY PROGRESS REPORT - APRIL 2023

Dundee continues to be a city in which many inequalities are evident, and Dundee City Council (DCC), along with its partners is committed to tackling these. This being reflected in key priorities set out in the City Plan 2022-2032 and adopted in the Council Plan 2022-2027. Work to recognise the situation of those with protected characteristics is paramount amongst this, with our mainstreaming equalities agenda seeking to tackle the most significant issues.

DCC has made a priority of contributing to our equalities duties throughout our work and policies. The Council continually seeks to improve, and equalities mainstreaming activity is part of our strategic and service delivery priorities, to provide the best service that we can for the diverse population of the city.

The Council's 2021-2025 Equality Mainstreaming Report was approved by the Policy and Resources Committee of 26 April 2021 (Report 122-2021) and a subsequent Equality Outcomes Action Plan and associated measures for 2021-25 was agreed by the same Committee on 22 November 2021 (Report 301-2021). This report meets the requirements of the specific duties that all public authorities have a legal requirement to publish these outcomes and report on progress. The Equality Outcomes and Actions for 2021-25 were produced and agreed in collaboration with the Corporate Equality & Diversity Strategic Steering Group, Senior Leaders and relevant officers.

In addition to the above, consideration was also given to the advice and guidance documents published by the Equality and Human Rights Commission (Scotland), and information and evidence available at a local and national level across the functions of Dundee City Council. These outcomes and actions were also developed to reflect the lived experience of people in Dundee from protected groups, and the evolving national policy landscape.

After the development and agreement of these overarching outcomes, a number of intermediary outcomes encompassing 87 individual specific actions have been developed and committed to over the course of this four-year plan.

This report provides the background to, and overview of, the agreed Dundee City Council Equality Outcomes, as well as a summary of the completed and in progress actions to date for each outcome. Selected key highlights and challenges are also noted.

In addition, the report also includes:

Employee Equality Monitoring; including gender, disability, and ethnicity pay gaps, and occupational segregation. This provides a breakdown of the annual information available, gathered from our employees, analysis of this, and details of the progress made in using this information to enable us to better meet the General Equality Duty.

Education Service Mainstreaming Equality Report; showing the range of information required from each Education Service on mainstreaming equalities.

2. THE PUBLIC SECTOR EQUALITY DUTY

The Public Sector Equality Duty was created by the Equality Act 2010, and replaces separate race, disability, and gender equality duties. The Act aims to give people protection against discrimination and sets out the responsibilities placed on listed authorities. The Act aims to 'integrate considerations of the advancement of equality into the day to-day business of all bodies subject to the duty'. The Public Sector Equality Duty, also known as the General Duty, has three parts which must be complied with.

It requires public bodies to have due regard, in the exercise of our functions, to the need to:

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

Everyone is protected by the Act. Every person has one or more of the protected characteristics, so the Act aims to protect everyone against unfair treatment.

The 9 protected characteristics contained in the Act are:

Disability	Age	Pregnancy and Maternity
Race	Religion or Belief	Sex
Sexual Orientation	Gender Reassignment	Marriage/Civil Partnership

With the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012, the Scottish Government introduced a set of specific equality duties to support the better performance of the general duty by public bodies.

These specific duties came into force in May 2012. These duties include requirements to:

- Publish a Mainstreaming Report and set of equality outcomes every 4 years
- Report on progress made to achieve previous outcomes set out in the Mainstreaming Report every 2 years, with the next required no later than 30th April 2023
- Assess and review policies and practices.
- Gather and use employee information
- Publish gender pay gap information.
- Publish an equal pay statement
- Consider award criteria and conditions in relation to public procurement

3. REPORTING PROGRESS ON KEY EQUALITY OUTCOMES AND ACTIONS APRIL 2023

This section of the report will provide an overview of the agreed Dundee City Council Equality Outcomes as well as a summary of the completed and in progress actions to date for each outcome. Selected key highlights and challenges will also be provided to demonstrate either positive examples of achievement or future key focus areas for each overarching Outcome.

Overall, Dundee City Council continues to make good progress in mainstreaming its equality outcomes into its everyday practice. Of the 87 individual specific actions, progress can be summarised as follows:

- Completed - 32 (37%)
- In Progress - 50 (57%)
- Overdue - 5 (6%)

Overdue actions have been reviewed, revised completion dates agreed and detailed in the full summary table.

Updates on each of the agreed actions to deliver on our equality outcomes and intermediate outcomes agreed for 2021-2025 is presented below:

Equality Outcome 1: Ensure that the equality and human rights of residents and employees from protected groups are safeguarded and promoted.

- 1.1.1 The Council will have fuller and more accurate equality data relating to staff and service users
- 1.1.2 Pay gaps relating to gender, disability and race will be reduced
- 1.1.3 Recruitment and retention practices will have increased diversity
- 1.1.4 Staff training and development
- 1.1.5 Residents will be supported to engage with our officers and services in a way that meets their needs
- 1.1.6 Our staff and elected members will be supported to increase their knowledge and understanding of Equality and Human Rights issues and their duties as required by legislation
- 1.1.7 Our Impact Assessment Process is fit for purpose and meets our legal requirements

- 1.1.8 Those with protected characteristics and lived experience are involved in the development and delivery of our community planning work
- 1.1.9 The needs of our Gypsy/Travellers' community will be met through ensuring that our sites are well maintained, managed and meet standards set by the Scottish Government as well as through a programme of targeted engagement with the community
- 1.1.10 Provision of support to refugee communities that meet their needs.

Progress summary for the 33 actions in Equality Outcome 1

- Completed - 14 (42%)
- In progress - 18 (55%)
- Overdue - 1 (3%)

Key Highlights

Developed and implemented a new Integrated Impact Assessment Tool and Process - Over the past two years significant work took place within the Chief Executive's Community Planning Team to review, redesign, develop and improve the Council's Integrated Impact Assessment (IIA) guidance, systems, and processes.

As a Council, all decisions impact on the wellbeing of the people of Dundee and the places they live. These assessments support the Council's decision-making process and lead to better outcomes for our citizens. As a result of this work, the Council has developed a new Pre-IIA Screening Tool. This is a simple tool that helps officers determine whether an IIA is needed or not. The main tool has also been redeveloped to strengthen the Equality and Fairness sections. User guidance is now more detailed to support officers in working through impacts and possible mitigations where any impacts may be negative for particular groups or places.

Training has now taken place for over 115 key officers and a system of ongoing monitoring and review is also in place. Elected members have had the opportunity to attend information sessions and specific briefings have been developed and shared as appropriate.

Council Website and Creation of an online Equality Calendar of Events - As part of Dundee City Council's Equality Outcome setting and mainstreaming work, the Equalities section of the Council's website has been redeveloped. This includes the development of an Equality Calendar of Events to better assist with supporting and engaging those with protected characteristics and lived experience of inequality in our work. While the calendar does not reflect the plethora of equality-related campaigns throughout the year, it does include those agreed by the Council's Corporate Equality & Diversity Steering Group as the key areas of focus for the year ahead.

Equality and Diversity Training - The Council has developed a new Equalities and Human Rights eLearning resource for all staff, based on the resources originally created for elected members. A roll-out training programme for senior staff was prioritised. This involved senior leaders and key staff (including the Council's Corporate Equality & Diversity Steering Group), completing the eLearning, and participating in an online workshop. There is an ongoing roll-out of the eLearning; 760 staff have completed the Equalities and Human Rights module and 692 have completed the Poverty Inequalities and Health modules. These modules now form part of the new employee induction process. In consultation with the Council's Corporate Equality & Diversity Steering Group, further training is identified and delivered as appropriate.

Dundee Faith Covenant - Dundee City Council agreed to work towards adopting a city-wide Faith Covenant (Report: 59-2020), in February 2020 although this was put on hold due to the Covid-19 pandemic. On 15 November 2022 and 14 March 2023, events were held in the City Chambers. The first of these was hosted by the Lord Provost and the second by the Leader of the Council. Faith in Community Dundee supported both events. More than 25 Faith Leaders attended each event, representing more than 15 distinctive communities and positive feedback has been received. The key purpose of the event was to explore how leaders within the Council and Faith Communities can support each other and work together as equals through the ongoing development of the Faith Covenant.

This will include, but is not limited to:

- Building relationships and trust with faith groups.
- Adopting strategies for the engagement and support of faith communities;
- Sharing training and learning opportunities and;
- Working together to tackle religious intolerance, in all of its forms.

Adoption of Islamophobia and Anti-Semitism Definitions

Building on the commitment in the Faith Covenant, at Dundee City Council's Policy & Resources Committee meeting on 21 November 2022, the following two motions were put forward and agreed:

Motion 1 – to adopt the All-Party Parliamentary Group (APPG) on British Muslims' definition of Islamophobia.

"Islamophobia is rooted in racism and is a type of racism that targets expressions of Muslimness or perceived Muslimness" - together with the explanatory guidelines put forward by the Coalition Against Islamophobia.

Motion 2 – to adopt the IHRA (International Holocaust Remembrance Alliance) definition of antisemitism

"Antisemitism is a certain perception of Jews, which may be expressed as hatred towards Jews. Rhetorical and physical manifestations of antisemitism are directed towards Jewish or non-Jewish individuals and/or property, toward Jewish community institutions and religious facilities."

Adoption of these motions and associated actions will form part of the ongoing Faith Covenant work as well as contributing to our future equality mainstreaming activities.

Key Challenges

Meeting the needs of our Gypsy/Travellers community - There have been no Traveller communities within DCC boundaries willing to participate in engagement and consultation activities within the past 6 months. This is due to the non-occupancy of Balmuir Wood during this period and very few roadside encampments. This is an ongoing intermediary outcome, and it is envisaged that future engagement activities will occur throughout the remainder of the plan.

Improving the quality of Integrated Impact Assessments (IIAs) – Although the development and implementation of the new IIA systems and processes has been positive overall, this is still an area for continued focus and improvement. Dundee City Council is committed to continuing to improve the quality of completed assessments as we recognise their positive value to the decision-making process, and a review is currently underway.

Equality Outcome 2: Increase opportunities for protected groups to secure Fair Work

- 2.1 Increase wage levels and Scottish Living Wage Accreditation for protected groups
- 2.2 Increase learning, skills and employment opportunities for people with protected characteristics
- 2.3 Reduce persistent and rising levels of unemployment and underemployment for people from protected groups

Progress summary for the 8 actions in Equality Outcome 2

- Completed - 1 (12.5%)
- In progress - 5 (62.5%)
- Overdue - 2 (25%)

Key Highlights

The Dundee Living Wage Action Group – This group continually engages with local employers through the group members' employer and business networks. This includes promoting Living Wage accreditation to businesses which are members of the Dundee and Angus Chamber of Commerce, and Dundee City Council contracted employers overseen by the Community Benefits Officer. There are currently 117 accredited Living Wage Employers collectively employing 35,325 people across the city.

In May 2022, the Action Group launched a new three-year action plan. The launch event was attended by around 40 local businesses and a panel of Living Wage employers who shared their experiences and challenges of becoming accredited and how it ultimately benefitted their business.

The Challenge Fund (Round 2) – This fund was opened to eligible organisations who wanted to support the Council's Community Wealth Building approach to economic development, by delivering employability services that remove structural inequalities experienced by residents that prevent their progression towards sustainable employment.

This led to an expansion of the Third Sector Consortium led by ENABLE Works in partnership with Barnardo's, Volunteering Matters (Project Scotland), Access to Industry, DEAP Ltd, and One Parent Families Scotland. Members now also include Street League, HELM Training Ltd, and The Prince's Trust. This means Dundee now has the largest consortium of employability providers in Scotland (9 organisations), who aim to work as one in partnership with Council services, while simplifying the offers available to adults, young people, and households - including those with physical and mental health conditions, disabilities, experience of care, or an offending history.

The £1.55m funding available will be targeted to those priority groups that are furthest from the labour market and that might require more intense specialist/bespoke support to access work (e.g. neurodivergent customers; those with severe and enduring mental health conditions).

Challenges

The ability for all sectors to be able to afford to pay the living wage - Due to the current economic climate, including the cost-of-living crisis, some sectors, including hospitality and tourism, are finding it challenging to pay the living wage or seek Living Wage Accreditation. These sectors disproportionately employ groups of people with protected characteristics which results in ongoing challenges regarding both equality and fairness.

Research from Child Poverty Action Group shows that the number of women in low-paid roles is far greater than the number of men in low paid roles. People with disabilities and those from ethnic minority backgrounds are also more at risk of in-work poverty. New research by Living Wage Foundation (LWF) shows low pay continues to be an issue in the UK's third sector and is a particular issue for women, disabled workers, those from racialised groups and part time workers. Sectors with the largest number of low paid, insecure workers were wholesale, retail, repair of vehicles, and health and social work. Living Wage Scotland have dedicated Accreditation Officers who target the low pay sectors - 3rd sector, hospitality, tourism and care. These sectors are characterised by a high proportion of part-time work, contributing to in-work poverty. Women and BAME workers are more likely to be employed within these sectors.

Dundee Living Wage Action Group works closely with the Living Wage Scotland (LWS) Accreditation Officers to target these specific industries in Dundee. The new Dundee Living Wage Action Plan for 2022-2025 contains actions aimed increasing accreditations. These actions include holding sector focused events to raise profile and interest with contributions from advocates/role models from their sector as well as to consider the potential scope to further develop low-pay sectoral strategies for Dundee, with consideration and shared learning on related strategies deployed by LWS/LWF.

Equality Outcome 3: Implement community justice services that increase access and protection for people from protected groups.

- 3.1 Our Children & Families Service will ensure children and young people's views and requirements are central to development and delivery of local services
- 3.2 Promote the work of our Violence Against Women Partnership (VAWP) and implement learning into future service delivery and practice
- 3.3 Regular review and monitoring of the recently developed Domestic Abuse Policy
- 3.4 Review and consult on current Housing Allocations Policy

Progress summary for the 13 actions in Equality Outcome 3

- Completed - 4 (31%)

- In progress - 8 (61.5%)
- Overdue – 1 (7.5%)

Key Highlight

Violence Against Women Partnership (VAWP) Development - There are a number of ongoing activities and actions being taken forward in this area. The partnership continues to develop their public facing VAW website and have recently launched an Instagram account. Their 16 Days of Activism campaign is well publicised with the public and engagement has been consistently high. The partnership has also developed a VAWP training consortium which regularly offers the VAW Overview training which receives positive evaluation. The Council's Equality & Fairness Officer has also been invited to participate in the newly created Equalities sub-group within this partnership.

Equality Outcome 4: Close the gap in educational attainment experienced by young people from protected groups

- 4.1 Children and young people will not experience discrimination, harassment, or victimisation in our education establishments
- 4.2 Children and young people will experience equality of opportunity when accessing education
- 4.3 Children and young people will experience a sense of inclusion, belonging and participation

Progress summary for the 13 actions in Equality Outcome 4

- Completed - 5 (38.5%)
- In progress - 8 (61.5%)

Key Highlight and Challenges

Each Education Authority is required to publish a separate report on mainstreaming equality. This is included separately in the report and sets out fuller details of actions within both Outcomes 3 and 4 relating to children and young people.

Equality Outcome 5: Improve access and transportation to places in Dundee.

- 5.1 Improve access, safety, and experience for all visitors to DCC buildings
- 5.2 Improve the availability of accessible information of Dundee venues
- 5.3 Communities in the city, and in particular older people and adults with disabilities/restricted mobility, have accessible and sustainable transport solutions

Progress summary for the 8 actions in Equality Outcome 5

- Completed - 3 (37.5%)
- In progress - 5 (62.5%)

Key Highlight

Partnership with AccessAble - Dundee City Council is committed to meeting its duties and legal obligations, as required by equality legislation in relation to accessibility. The Council works in partnership with a national organisation, AccessAble, who provide Detailed Access Guides for over 380 key buildings across the city. The Council's Equality & Fairness Officer is in regular liaison with the Partnership Manager at AccessAble to enable ongoing support, additional partnership actions and activities to be carried out as agreed. AccessAble have presented to the Council's Corporate Equality & Diversity Steering Group, Dundee Access Group and a city-wide Event Planning Group.

Challenges

Community Transport Provision/Accessible Transport Projects - There have been some recent difficult decisions taken regarding local community transport provision in the city due to financial constraints. However, the Dundee Transport Forum continues to monitor the situation and consults with equality group members as appropriate. In addition, the Council also currently participates in a bus service collaboration group.

The Tayside Bus Alliance has been established to support bus priority measures emanating from the Bus Partnership Fund work and creates the foundations on which a local BSIP will be developed. The Tayside Bus Alliance was established in 2021 and provides a regional collaboration forum between the local authorities, the regional transport partnership, and bus operators. The Tayside Bus Alliance has been successful in securing a £500,000 grant award from Transport Scotland to undertake a strategic appraisal of bus priority corridors in the region which is scheduled to report to Transport Scotland in the first quarter of 2023/24.

Equality Outcome 6: Improve health outcomes by promoting access and equality of service for people with protected characteristics.

- 6.1 We will support Dundee Health & Social Care Partnership to identify, monitor, review and implement their own Equality Outcomes
- 6.2 Our Community Learning & Development Service will work at a local, service and strategic level to reduce the effects of inequality and disadvantage on health and wellbeing

Progress summary for the 4 actions in Equality Outcome 6

- Completed - 1 (25%)
- In progress - 3 (75%)

Key Highlight

Strengthened Partnership Working between Dundee City Council and Dundee Health & Social Care Partnership (HSCP) - The HSCP have representation on the Council's Corporate Equality & Diversity Steering Group, where they update on progress made in relation to achieving their own Equality Outcomes. The Council's partnership and developing relationship with the HSCP supports better sharing of learning, data and information to support both our duties in relation to equalities.

Strengthened Local Community Planning - Support to look at Community Asset Transfer with a range of groups involving people with protected characteristics is now part of plans for locality Community Empowerment Teams. Local Community Plans were agreed by Committee in September. The consultation and Community Collectives which informed these specifically targeted older people in Dundee Older People's Network and Dundee International Women's Centre. Actions that evolved from engagement with Ukrainian refugees in hotels and conversation cafes has meant that adults and young people have been linked to local provision across the city closest to where they live and are having their health and wellbeing needs met. The Community Health Advisory Forum group has met three times thus far and is undergoing a process of development and team building.

Equality Outcome 7: Reduce the additional social inequalities experienced by people in poverty and in protected groups.

- 7.1 We will develop a targeted approach to support protected groups to tackle poverty and reduce social inequalities.
- 7.2 Our staff and partners will be supported to increase their knowledge and understanding of poverty and other social inequalities and its unequal impact on equality groups
- 7.3 Provision of Equality Grant Funding to Local Community Groups supporting those with protected characteristics

Progress summary for the 8 actions in Equality Outcome 7

- Completed - 4 (50%)
- In progress - 3 (37.5%)
- Overdue – 1 (12.5%)

Key Highlights

Targeted approach to supporting protected groups to tackle poverty and reduce social inequalities - Reducing poverty and increasing social inclusion of priority groups, including those sharing a protected characteristic, is one of the key aims of the Child Poverty and Fairness Action Plan.

The 2021/22 report on this plan highlights activities that improve outcomes for those with a disability and people from Minority Ethnic Communities.

A revised list of actions centred around benefits/advice and social inclusion take a targeted approach to support for young people to access youth activities, and to increase benefit uptake among pensioners to reduce poverty levels for the older people. In addition, the new Advice Strategy for Dundee considers how better support can be provided to Minority Ethnic Communities as a key element going forward. The impacts of these actions will be monitored and reported on in future Local Child Poverty and Fairness Action Reports.

Equality & Diversity Grant Funding Redevelopment and Promotion - In collaboration with the Council's Corporate Equality & Diversity Steering Group, a review of the Equality & Diversity Grant Fund was undertaken in July/August 2021. As a result of this review, it was agreed that the fund should be refocused to target and support local community groups that can assist the Council to mainstream equalities work. As a result, the Equality & Diversity Grant Fund has been re-launched as a new community-based Equality Small Grant Fund. Applications of up to £1,000 are considered, and over the last two years the fund has awarded grants totalling £22,108 to 17 locally based organisations.

Through this new approach, the Council has been able to increase the number of organisations that have received funding support in comparison to previous years. In addition, there has also been the added benefit to the Council of improving its engagement and partnership working with local community groups.

EQUALITY IN EMPLOYMENT

Equality, diversity, and fairness continues to underpin everything the Council does. Our People Strategy acknowledges that it is through having an engaged, skilled, motivated, and diverse workforce that we will realise our ambitions to provide excellent services and achieve positive outcomes for the city.

The employment information detailed in the report provides a picture of our workforce and, together with local and 2011 census data (latest currently available), we will use this information to help us inform and influence our priorities and outcomes over the coming 2 years and meet our legal obligations under the Equality Act 2010 to:

- eliminate unlawful discrimination, harassment, victimisation, and any conduct prohibited by the Act
- advance equality of opportunity between different groups
- foster good relations between different groups

Pages 12 - 41 contains our equal pay statement, gender pay gap, disability pay gap, ethnicity pay gap and occupational segregation information, and employment equality monitoring data.

We will aim to show the actual experiences and life chances of our local people and all our employees - we want them to see real, measurable, and positive experiences for all of our communities.

The outcomes below outline our ambitions for the Council as an employer for the next 2 years, which will be developed and measured on an ongoing basis.

- equality and diversity training will be in place for senior leaders.
- achieve recognition for having a Trauma Informed workforce.
- promote the merits of employees updating their equality information to reduce the high non-disclosure of equality information to reduce inequality faced by people with protected characteristics in the workplace.
- leadership and development opportunities will be promoted for our workforce.
- engage with our workforce to develop career progression and promotion in the Council
- revised recruitment and selection of young people will be in place.
- attract candidates from protected characteristics through employability opportunities.
- achieve digital inclusion across the workforce.
- understand racism and barriers to promotion and development in the Council by engaging with our employees and service users.
- our recruitment practice will reflect the Scottish Government's toolkit.
- monitor applicants for job opportunities and take appropriate actions.
- take action to address any issues identified by the published gender, disability and ethnicity pay gaps.

EQUAL PAY STATEMENT

Dundee City Council is committed to ensuring employees are not discriminated against regardless of their age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation.

Dundee City Council is committed to ensuring that men and women should receive equal pay for the same or broadly similar work, for work related as equivalent and for work of equal value.

Equal Pay Objectives

Dundee City Council is committed to ensuring equal pay structures for all its employees and will:

- Regularly review pay and rewards systems to eliminate any unfair, unjust or unlawful practices that impact on pay.
- Undertake equal pay audits to monitor the impact of its pay structure and report the findings to the Council Leadership Team.
- Take appropriate action in response to audits, as required.
- Provide training and guidance for those involved in determining pay.
- Respond to grievances on equal pay in accordance with the Council's Grievance Policy.
- Work in partnership with its recognised trade unions to ensure that the Council provides equal pay.
- Review progress every four years.

Gender Pay Gap Information

The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 required Dundee City Council to publish gender pay gap information by 30 April 2013 and every two years thereafter.

The provision of the information for 2023 derives from workforce data gathered from the Councils HR Pay System Resourcelink as of 1 April 2021 to 31 March 2022.

The Council has 4 separate grading structures

- Local Government – Grades 1 to 19 underpinned by job evaluation using the SJC Job Evaluation Scheme for local government employees.
- Teachers – Job sized in accordance with SNCT
- Craft – SJNC Craft Conditions, Craft Apprentices are based on a percentage of these.
- Modern Apprentices – based on grade 4 of the SJC Job Evaluation Scheme for Local Government employees.

Revised Pay and Grading Structure

Dundee City Council has now implemented a revised pay structure incorporating the Living Wage into the structure and maintain relative differential pay rates between grades. An Equality Impact Assessment was carried out prior to implementation to assess the gender impact and equality implications on workers in Grades 1 to 5. The outcome of this assessment was that 81.58% of female employees and 67.6% of male employees received a pay increase of more than 1.4% from their basic pay when assimilated to the new pay and grading structure and there were no 1-5 grades where the pay gap was greater than 2% with the overall pay gap improving from female being paid 98.35% of male pay to 99.14%, which is within the EHRC tolerances. Consideration was also given to ethnicity, disability, religion, age and sexual orientation, and overall in these areas the assessment also showed no negative impact and in most cases showed an improvement in the overall pay gap with no significant issues on a grade by grade basis. Overall, the new pay and grading structure implemented resulted in a marginally higher percentage increase in salary for female employees - 3.42% compared to 2.6% for male employees - resulting in a narrowing of the overall gender pay gap in basic pay for grades 1 to 5. This will be continually monitored in line with pay awards moving forward.

Gender Pay Gap

The gender pay gap is not the same as equal pay, it is the difference in the average hourly wage of all men and women across the workforce, whereas equal pay is the equal payment of men and women for undertaking work of equal value across the organisation.

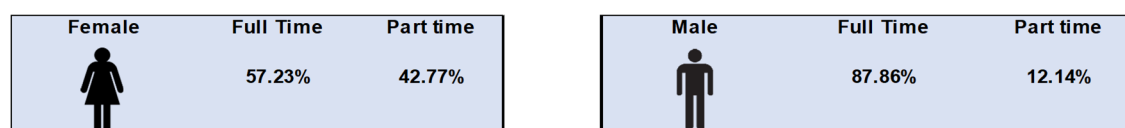
Calculation of the gender pay gap

The gender pay gap is always expressed as a percentage. It is calculated by working out the difference between the average pay of all male employees and average pay of all female employees. The calculations are based on the snapshot date of the 31 March 2022 and cover all relevant employees.

The headcount of our relevant employees is 6,635 with a gender split of 69% females and 31% males.



Of the 4592 females 57.23% were full time, 42.77% were part-time. Of the 2043 males 87.86% were full time and 12.14% were part-time.



Our gender split is broadly similar to most other local authorities in having around two thirds of the workforce as female and a larger number of females with part-time posts compared to males.

Mean gender pay gap

The mean of a group of values is the sum of all values added together and divided by the number of values in the set. The mean hourly rate is the average hourly rate across the entire organisation. The mean gender pay gap is a measure of the difference between women's mean hourly rate and men's mean hourly rate. The gender pay gap is arrived at by calculating the average hourly rate, excluding overtime, for two groups and expressing the difference as a percentage.

The mean average gender pay gap for Dundee City Council is 0.33%. Therefore, for every £1 that a male employee earns, a female employee would earn 99.67 pence.

Mean Male Hourly Rate	Mean Female Hourly Rate	Mean average difference in favour of males
£17.94	£17.88	0.33%

Median gender pay gap

The median hourly rate is calculated by ranking all employees from the highest paid to the lowest paid and taking the hourly rate of the person in the middle; the median gender pay gap is the difference between the women's median paid hourly rate (the middle-paid woman) and men's median hourly rate (the middle-paid man) and expressing the difference as a percentage.

The median average gender pay gap is 13.80% in favour of males. Considering the detail in this way would suggest that for every £1 that a male employee earns, a female employee will earn 86.20 pence.

Median Male Hourly Rate	Median Female Hourly Rate	Median average difference in favour of Males
£16.30	£14.05	13.80%

A high proportion of females occupy lower graded posts, as detailed in the 'Summary of gender by grade' table later in this report, which results in an increase in the median average gender pay gap. The Council has a leadership and development programme to encourage and support career pathways and progression to address occupational segregation throughout the Council.

Mean Bonus analysis

Bonus is paid to craft employees, some is productivity and some is consolidated. These employees are mainly within the Construction arm of Neighbourhood Services.

The mean average gender pay for bonus is 4.82% in favour of males. Therefore, for every £1 that a male employee earns, a female employee would earn 95.18 pence. The female employees receiving bonus are receiving standard salaries for the role they occupy and there is no differential in the salaries of these roles.

Mean Male Annual Bonus	Mean Female Annual Bonus	Mean average difference in favour of males
£12,642.81	£12,033.40	4.82%

Median Bonus Analysis

The median average gender pay gap for bonus is 5.05% in favour of males. Considering the detail in this way would suggest that for every £1 that a male employee earns in bonus, a female employee will earn 94.95 pence.

Median Male Annual Bonus	Median Female Annual Bonus	Median average difference in favour of males
£12,673.68	£12,033.40	5.05%

Proportions of Employees in receipt of Bonus

There are 286 males (including 11 craft apprentices) in receipt of a bonus, and this equates to 14% of all males employed, whereas there are less than 10 females in receipt of a bonus payment and this equates to 0.04% of females employed.

Quartiles

A quartile is one of three points that divide data into four equal parts. The quartiles have been split as closely as possible to contain the same number of employees in each quartile. Where employees with the same hourly rate fall between two quartiles, they have been evenly distributed as male and female to alleviate any bias.

Quartile	Female	Male	No. of Employees	Min Hourly Rate	Max Hourly Rate £
Lower Quartile 1	1215 (73.24%)	444 (26.76%)	1659	£4.42	£12.58
Lower Middle Quartile 2	1182 (71.25%)	477 (28.75%)	1659	£12.58	£15.28
Upper Middle Quartile 3	984 (59.31%)	675 (40.69%)	1659	£15.29	£22.85
Upper Quartile 4	1211 (73.04%)	447 (26.96%)	1658	£22.85	£82.98

The expectation would be that the gender breakdown in each quartile would reflect the overall breakdown of 69% female and 31% male. The quartile analysis shows that quartile 3 is furthest from the overall breakdown. Quartile 3 is made up of a high proportion of traditionally male roles such as Construction, Engineers, Clerk of Works, Architects, Mechanics etc. which may account for some of the difference in terms of the overall 69% female, 31% male split.

Disability Pay Gap Information

The mean average disability pay gap is 8.27% in favour of non-disabled employees. Considering the detail in this way would suggest that for every £1 that a non-disabled employee earns, a disabled employee will earn 91.73 pence.

Mean Disabled Hourly Rate	Mean Non-Disabled Hourly Rate	Mean average difference in favour of non-disabled
£16.64	£18.14	8.27%

The median average disability pay gap is 9.97% in favour of non-disabled employees. Considering the detail in this way would suggest that for every £1 that a non-disabled employee earns, a disabled employee will earn 90.03 pence.

Median Disabled Hourly Rate	Median Non-Disabled Hourly Rate	Median average difference in favour of non-disabled
£14.00	£15.55	9.97%

Minority Ethnic Group Pay Gap Information

The mean average minority ethnic pay gap is 4.19% in favour of minority ethnic groups. Considering the detail in this way would suggest that for every £1 that a minority ethnic group employee earns, an employee not in a minority ethnic group will earn 95.81 pence.

Mean Minority Ethnic Group Hourly Rate	Mean Not a Minority Ethnic Group Hourly Rate	Mean average difference in favour of minority ethnic group
£18.60	£17.82	4.19%

The median average minority ethnic pay gap is 11.88% in favour of employees in minority ethnic groups. Considering the detail in this way would suggest that for every £1 that an employee in a minority group earns, a non-minority group employee will earn 88.12 pence.

Median Minority Ethnic Group Hourly Rate	Median Not a Minority Ethnic Group Hourly Rate	Median average difference in favour of minority ethnic group
£17.09	£15.06	11.88%

Occupational Segregation

The causes and drivers of the gender pay gap are complex and interrelated, and include occupational segregation of men and women into different job sectors and industries, more opportunities for flexible working, and increasing the representation of women in senior roles.

The following tables detail:

- A summary of post titles held by 10 or more male employees
- A summary of post titles held by 10 or more female employees
- A summary of males and females by grade
- A summary of disabled and non-disabled employees by grade
- A summary of employees who are members of minority ethnic groups or not by grade.

SUMMARY OF GENDER BY POSTS (Extract of posts containing 10 or more males)

Post Title	Females	Males
Accounts/Benefits Assistant	25	16
Area Officer	<10	10
Assistant Engineer	<10	18
Clerical Assistant	76	10
Community Safety Warden	<10	11
Corporate Recovery Officer	21	11
Craftsman's Labourer	0	21
Depute Head Teacher	49	13
Driver	<10	19
Driver (Meals)	<10	10
Driver (Non-Hgv)	0	34
Electrician	0	22
Electrician (Approved)	0	25
Environmental Operative	<10	14
Gardener	<10	49
Gardener (Chargehand)	0	13
Gas Service Fitter	0	10
Grounds Maintenance Operative	0	33
Head Teacher	33	14
Joiner	<10	62
Learning & Care Assistant	253	14
LGV Driver	0	30
Mechanic	0	11
Music Instructor	<10	17
Painter	<10	45
Plasterer	0	10
Plumber (Advanced)	0	21
Principal Teacher	97	57
Principal Teacher (Guidance)	31	14
Probationer Teacher Placement	75	27
Pupil Support Assistant	30	12
Refuse Collector	0	58
Refuse Collector (Chargehand)	0	34
Safety & Alarm Controller/Responder	0	22
Senior Engineer	<10	11
Senior Social Care Officer	18	11
Service Manager	<10	11
Social Care Officer	139	32
Social Care Worker	339	58
Social Worker	160	23
Street Sweeper	0	17
Teacher	887	204
Technical Services Officer	<10	15

SUMMARY OF GENDER BY POSTS (Extract of posts containing 10 or more females)

Post Title	Females	Males
Accounts/Benefits Assistant	25	16
Administrative Assistant	45	<10
Administrative Officer	44	0
ASN Travel Assistant	19	<10
Assistant Youth Worker	18	<10
Care Manager	22	<10
Clerical Assistant	76	10
Community Learning & Development Worker	49	<10
Control Room Adviser	15	<10
Cook	11	<10
Corporate Recovery Officer	21	11
Customer Services Adviser	12	<10
Depute Head Teacher	49	13
Domestic Assistant	31	<10
Early Years Centre Manager	10	<10
Early Years Educator	336	<10
Early Years Practitioner	33	0
Early Years Support Assistant	113	<10
Education Resource Worker (S&FD)	25	<10
Educational Psychologist	11	0
Employee Services Administrator	11	<10
Family Support Worker	32	<10
Head Teacher	33	14
Health & Wellbeing Assistant	17	0
Home Care Worker	15	<10
Learning & Care Assistant	253	14
Learning & Care Assistant (Autism)	13	0
Learning & Organisational Development Adviser	11	<10
Modern Apprentice Early Years Educator	13	0
Occupational Therapist	12	<10
Primary Early Years Support Assistant	155	<10
Principal Teacher	97	57
Principal Teacher (Guidance)	31	14
Probationer Teacher Placement	75	27
Pupil Support Assistant	30	12
Pupil Support Worker	18	<10
Secondary School Support Assistant	42	0
Secretary	14	0
Senior Clerical Assistant	34	0
Senior Early Years Practitioner	44	0
Senior Learning & Care Practitioner	24	0
Senior Social Care Officer	18	11
Senior Social Care Worker	19	<10
Sheltered Housing Auxiliary	11	<10
Sheltered Housing Warden	35	<10
Social Care Officer	139	32
Social Care Organiser	19	<10
Social Care Worker	339	58
Social Worker	160	23
Support Worker	59	<10
Teacher	887	204
Teacher Nursery	27	0
Teacher Of Enhanced Provision	12	<10
Team Manager	47	<10

SUMMARY OF GENDER OF EMPLOYEES BY GRADE

Grade	Females	Males
LGE 01	34	<10
LGE 02	28	11
LGE 03	191	111
LGE 04	383	129
LGE 05	220	153
LGE 06	527	269
LGE 07	1046	189
LGE 08	233	108
LGE 09	135	79
LGE 10	288	150
LGE 11	95	61
LGE 12	72	25
LGE 13	21	39
Craft	<10	277
Craft Apprentice	0	33
Depute/Head Teacher	85	29
Education Officer	<10	0
Education Psychologist	13	0
Education Support	<10	<10
Modern Apprentice	16	<10
Music Instructor	<10	19
Principal Teacher	138	74
Probationer Teacher	81	28
Senior Management	30	37
Teacher	935	209

SUMMARY OF NON-DISABLED AND DISABLED EMPLOYEES BY GRADE

Grade	Non-Disabled	Disabled
LGE 01	33	<10
LGE 02	36	<10
LGE 03	262	27
LGE 04	449	15
LGE 05	335	15
LGE 06	691	38
LGE 07	1149	51
LGE 08	318	14
LGE 09	196	14
LGE 10	398	22
LGE 11	143	<10
LGE 12	92	<10
LGE 13	57	<10
Craft	261	<10
Craft Apprentice	30	0
Depute/Head Teacher	114	0
Education Officer	<10	0
Education Psychologist	11	<10
Education Support	<10	0
Modern Apprentice	14	0
Music Instructor	22	<10
Principal Teacher	204	<10
Probationer Teacher	65	<10
Senior Management	63	<10
Teacher	1077	34

SUMMARY OF MINORITY ETHNIC GROUPS BY GRADE

Grade	Minority Group	Not a Minority Group	Prefer Not to Answer
LGE 01	<10	31	<10
LGE 02	<10	34	<10
LGE 03	<10	253	41
LGE 04	47	389	76
LGE 05	12	325	36
LGE 06	41	649	106
LGE 07	59	1053	123
LGE 08	15	306	20
LGE 09	10	193	11
LGE 10	31	383	24
LGE 11	<10	141	<10
LGE 12	<10	90	<10
LGE 13	<10	51	<10
Craft	<10	236	42
Craft Apprentice	<10	28	<10
Depute/Head Teacher	<10	100	10
Education Officer	0	<10	0
Education Psychologist	<10	<10	<10
Education Support	<10	<10	<10
Modern Apprentice	<10	10	10
Music Instructor	0	14	<10
Principal Teacher	14	156	42
Probationer Teacher	26	62	21
Senior Management	<10	60	<10
Teacher	117	825	202

Working to Close the Gap

The headline pay gap for this Council is very low and well within the acceptable levels. We are committed to introducing measures to reduce our gender pay gap and any inequalities in specific areas. We will undertake further analysis to gain insight into how the overall figure is made up and will concentrate on understanding the reasons for differences

The Council has a fair and transparent pay and grading system which ensures every role is graded dependant on the duties and responsibilities of the job and the grade is applied to the job regardless of whether the occupants are male or female. On initial analysis, the median gender pay gap is higher in favour of males due to occupational segregation with the majority of females occupying the lower graded posts in the Council. The Council will continue to have quality conversations with all employees, including females, to identify training or development which will support them to progress their careers into higher graded posts should they wish to do so. The Council will continue with leadership events specifically for woman in leadership. There is also a national initiative to encourage males into the caring profession which may reduce the percentage of females in lower graded posts.

EMPLOYEE EQUALITY MONITORING

The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 require all listed public authorities to take steps to gather information on the composition of the authority's workforce and information on recruitment, development and retention of employees relating to the relevant protected characteristics.

The public sector equality duty covers the following characteristics: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

The purpose of the legislation is to ensure that public authorities:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010;
- Advance equality of opportunity between people who share a relevant protected characteristic and those who do not; and
- Foster good relations between people who share a protected characteristic and those who do not.

Information

The information detailed in this report has been compiled from a number of different and independent information systems. These systems are Resourcelink (HR/Payroll System), TalentLink (National Recruitment Portal), MyLearn (Council's corporate training database), Tessello (Council's e-learning management system) and the Council absence management system. A case management system has been created to record all employee disciplinary and grievances allowing the Council to report on the equality information held in Resourcelink (HR/Payroll System) in relation to these processes.

The Equality Act requires local authorities to report on the composition of their Education Authority separately from the rest of the authority's employees. To that end the employees of the Education Service have been reported separately in the attached Appendices.

In accordance with the Equality and Human Rights Commission guidance, no record of less than ten has been reported in the attached Appendices.

MyView – Self Service

The Council has a self-service module in Resourcelink called 'MyView'. This module allows employees who have access to computer facilities to update their own records relating to their personal and equality information.

Due to the range of jobs undertaken across the Council, a significant number of employees do not have access to computer facilities. However, attention has been given to the roll out the 'MyView' module to employees allowing access from their own personal devices at home, to maintain and update their personal information, resulting in over 90% of employees now having access to 'MyView'.

Non-Disclosure of Employee Equality Information

The table below details non-disclosure rates for employees who either did not answer the question or chose not to provide their details for race and religion or belief:

Year	Race		Religion	
	Education	Council	Education	Council
2016	22.14%	13.72%	31.25%	26.97%
2017	20.99%	13.20%	29.25%	25.64%
2018	18.56%	12.17%	27.66%	24.67%
2019	17.10%	11.49%	27.74%	24.46%
2020	16.14%	11.22%	29.14%	25.20%
2021	16.76%	12.23%	31.38%	27.22%
2022	17.89%	14.33%	31.17%	27.99%

The Council has full disclosure rates for employees with regards to age and gender. The table above details the non-disclosure rates for race and religion or belief. The non-disclosure levels continued to improve between 2016 and 2020, however the non-disclosure has increased again over the last 24 months. A high level of non-disclosure is amongst new starts to the Council. There were 683 new starts and approximately 40% of those did not disclose their race and religion or belief. Existing employees continued to have a higher level of disclosure.

The table below shows the non-disclosure rates for if the employee has a disability and which disability type they have:

Year	Disability		Disability Type	
	Education	Council	Education	Council
2016	0.03%	0.12%	21.88%	35.77%
2017	0.18%	0.15%	25.81%	30.97%
2018	0.11%	0.15%	27.03%	25.14%
2019	0.18%	0.31%	15.38%	18.00%
2020	0.78%	0.73%	11.94%	16.27%
2021	5.26%	4.27%	9.30%	14.76%
2022	9.11%	8.23%	8.65%	12.98%

In previous years the Council had a high disclosure rate in terms of an employee disclosing if they had a disability or not. However, the level of non-disclosure has increased over the last 24 months. The disclosure rate for the type of disability in previous years was always lower with employees choosing not to tell us what their disability related to. As seen from the table above, the non-disclosure rate for disability type has continued to improve over that last 7 years.

There is a high non-disclosure rate for sexual orientation, with 60.37% of employees not disclosing their sexual orientation. A high percentage of the non-disclosure is with existing employees who were employed prior to this information being originally requested. The non-disclosure for marital status is 11.49%.

Dundee City Council updated the equality definitions in the Council's HR/Pay System Resourcelink in line with the 2021 Census and, following the update, there were two communication campaigns to communicate the requirement and merits of disclosing equality information. It was hoped that, along with the success of rolling out 'MyView' self-service which resulted in a high number of employees now having access to update their equality information directly into the HR/Pay System, this approach would help facilitate greater disclosure of information. Unfortunately, non-disclosure rates have increased over the last 24 months. Dundee City Council will put out further communication campaigns to promote the merits of employees updating their equality information to address the high non-disclosure of equality information to reduce inequality faced by people with protected characteristics in the workplace.

Maternity and Pregnancy

139 females returned from maternity leave during 2022, with 12 leaving employment at the end of their maternity leave or soon after their return. There were 53 females who reduced their hours on return from maternity leave or shortly thereafter. 45 females moved from full time to part time on return from maternity. There were 36 working full time prior to going off on maternity leave who continued to work full time after their return. Currently there is no method of recording employees who failed with their flexible working request as this is done at Service level by the managers.

The average length for maternity leave across the 139 females was 9 months with the highest being 12 months and the lowest being 3 months. No females who were pregnant or off on maternity leave were subject to disciplinary proceedings or lodged a grievance.

Recruitment

In 2022, the Council advertised on 529 occasions employing 1,165 people on a permanent, temporary or casual/supply basis. From the information detailed in the breakdowns, 5.72% of applicants stated that they have a disability, 5.27% of shortlisted candidates advised they have a disability and 3.86% of successful candidates advised they have a disability. The Council guarantee an interview to candidates who disclose they have a disability and who meet the essential criteria and therefore this protected

characteristic is disclosed to the shortlisting panel to support candidates with disabilities. All other characteristics are not disclosed to the shortlisting panel and candidates are shortlisted on whether they have demonstrated they meet the essential criteria. 18.32% of applicants came from a minority ethnic groups, 17.72% of shortlisted candidates advised they were from a minority ethnic group, with 10.56% of successful candidates advising that they were from a minority ethnic group. This shows a reduction from the number of applicants from a minority ethnic group to the number of shortlisted candidates from a minority ethnic group, which may suggest that some candidates are not able to demonstrate the essential criteria during interview. 6.29% of applicants identified themselves with a non-Christian religion or belief, 5.96% of shortlisted candidates identified themselves with a non-Christian religion or belief and 2.06% of successful candidates identified themselves with a non-Christian religion or belief.

The Council reviewed its recruitment and selection toolkit in line with the Scottish Government Recruitment Toolkit to ensure the Council's recruitment policy provided equality of opportunity across all equality strands. There was a requirement to identify the barriers faced by those in specific minority equality groups such as disability and race.

Dundee City Council worked in collaboration with North East Sensory (NES) Scotland to provide a training session to officers in People Services on the practical and emotional impact of sensory loss. This training looked at how to allow those with sensory loss to maintain independence and provide equality of opportunity for employees and candidates. This took into consideration how the Council policies can be adapted to support their independence moving forward. This resulted in changes to the Council's recruitment and selection toolkit and e-learning module ensuring managers are aware of how to support those with sensory loss and other disabilities such as physical disabilities through the recruitment process. The Council will continue to consider all policies such as disciplinary, absence and training to ensure those policies also support those with sensory loss.

Moving forward, the Council will continue to break down barriers by aspiring to work with local ethnic minority groups to understand racism and barriers to recruitment, promotion and development in the Council.

Sexual Orientation

Information for sexual orientation was added to the HR/Pay system a few years ago and therefore this information was missing for all existing staff at that time. New starts had the opportunity to provide this information on starting employment. However, with the high level of non-disclosure amongst existing employees and a high non-disclosure with new starts, the information does not provide an accurate representation of sexual orientation for the Council's workforce. Since the roll out of 'MyView' existing employees can also update their personal information including sexual orientation.

1.45% employees identify themselves as bisexual, gay, lesbian or other sexual orientation. Efforts will continue to be made to communicate the requirement and merits of disclosing equality information to reduce the non-disclosure rates.

The National Recruitment Portal allows the Council to report on the sexual orientation of all job applicants, shortlisted and successful applicants.

5.70% of applicants identified themselves as bisexual, gay, lesbian or other sexual orientation. 5.30% of shortlisted candidates identified themselves as bisexual, gay, lesbian or other sexual orientation and 5.32% of successful candidates identifying themselves as bisexual, gay, lesbian or other sexual orientation. Sexual orientation for recruitment has a high level of disclosure with 5.11% of job applicants failing to disclose their sexual orientation.

Gender Reassignment

In 2021 the Council added the equality definition transgender in line with the 2021 Census. As this equality definition has only recently been added to the HR/Pay system, the non-disclosure rate is high with only 17.12% of employees disclosing this information following two communication campaigns asking employees to update their personal details. Of the 17.12% of employees, less than 10 identified themselves as being transgender. Efforts will continue to be made to communicate the requirement and merits of disclosing equality information to reduce the non-disclosure rates.

14 job applications were received from candidates who identified themselves as being transgender and less than 10 of the candidates were successful with their application.

Marital Status

38.96% of employees are in a marriage or civil partnership. Marital status has a high level of disclosure for employees with 11.49% non-disclosure. The census shows that 36.23% of Dundee's population is married or in a civil partnership as shown in the table below:

Age	Census Information Dundee			Dundee City Council		
	All people aged 16 and over	Marriage & Civil Partnership	Percentage	Employees	Marriage & Civil Partnership	Percentage
16 to 24	24465	417	0.34%	448	<10	0.01%
25 to 34	20610	4991	4.04%	1424	285	3.89%
35 to 49	27493	12270	9.93%	2448	1070	14.59%
50 to 64	26399	15181	12.29%	2791	1390	18.95%
65 and over	24597	11905	9.63%	224	112	1.53%
All people aged 16 and over	123564	44764	36.23%	7335	-	38.96%

The National "Recruitment Portal allows the Council to report on the marital status of all job applicants, shortlisted applicants and successful applicants.

31.63% of applicants identified themselves as being married or in a civil partnership. This is lower than the Council workforce. The census information in the table above shows that the highest percentage of the Dundee population who are married or in a civil partnership are in the age range 50 to 64 which is the same age range where the highest percentage of the Council workforce is married or in a civil partnership. In contrast to the highest number of applicants being with the lower age ranges 25 to 34 and 35 to 49 as shown in the table below:

Age	Dundee City Council Workforce			Dundee City Council Applicants		
	Employees	Marriage & Civil Partnership	Percentage	Applicants	Marriage & Civil Partnership	Percentage
16 to 24	448	<10	0.01%	1714	21	0.30%
25 to 34	1424	285	3.89%	2025	511	7.25%
35 to 49	2448	1070	14.59%	1994	1086	15.41%
50 to 64	2791	1390	18.95%	1085	561	7.96%
65 and over	224	112	1.53%	23	16	0.23%
Age Not Disclosed	-	-	-	207	34	0.48%
All people aged 16 and over	7335	-	38.96%	7048	2229	31.63%

As Dundee City Council continues to encourage young people into the Council, the percentage of those employees who are married or in a civil partnership may decrease in line with the Dundee population. 33.96% of shortlisted candidates identified themselves as being married or in a civil partnership and 31.93% of successful candidates identified themselves as being married or in a civil partnership. Marital status has a high level of disclosure with 5.46% of job applicants failing to disclose their marital status.

Disability Related Absence

The Council developed an absence management system which enables the recording and monitoring of absence which are related to an employee's disability. In 2022, 77 instances of absences were

recorded as being related to an employee's disability and accounted for 2452.5 lost working days or 3.15% of the total days (excluding COVID) lost to absence that year.

The average length of an absence related to a disability was 32 days. However, it should be noted that 21 absences were over 32 days in duration, accounting for 1910.5 days lost, averaging 91 days per absence. The remaining 56 absences which were less than or equal to 31 days accounted for 542 days lost, averaging 9.68 days per absence.

The average length of an absence in the Council is approximately 13 days per FTE. When the absences lasting over 32 days are excluded from the calculation, employees with disabilities are comparable with the Council's average.

The absence management system ensures that all absences are dealt with in accordance with Council procedure and that support, where necessary, is provided at an early or appropriate stage.

Health and Wellbeing

A focus on employee wellbeing continues to be a key priority for the Council. The recent [Our People Strategy 2022 - 2027](#) embeds wellbeing, ensuring that it remains front and centre for Dundee City Council policies, processes and strategies. The Council is rebranding the Employee Wellbeing Support Service and accompanying information to mainstream the approach - moving away from a COVID focus - as well as launching a new Health and Wellbeing Framework. There is a focus on renewed guidance for managers to ensure mentally health workplaces as well as continuing to work with Trades Union colleagues to develop a partnership approach to wellbeing. The Council is developing a Wellbeing Ambassador model and is providing ongoing wellbeing activities and features through a variety of communication channels. There will also be a launch of the annual Employee Recognition Week as well as the DWP Access to Work Mental Health Service.

Significant progress has also been made on the implementation of trauma informed workforce and culture, with the ongoing meaningful roll out of national trauma training programme across the city. The Dundee Trauma Workforce Lived Experience Group is now in place and continues to develop, with a comprehensive multi-agency Trauma Ambassador Network progressing trauma informed practice, improvements and delivering on a range of learning exchange events, manager briefings and showcasing available national tools and resources such as the [Dundee Trauma Toolkit](#).

The Council introduced a Health and Wellbeing pulse survey in 2020. This has continued at regular intervals, with a focus on wellbeing, and will evolve to support broader approaches to employee engagement throughout 2023 and beyond. This survey recorded how well the employees were feeling and allowed them to comment on areas which contributed to the way they were feeling to identify any issues which could be resolved. The findings and trends over time were used to put measures in place to alleviate some of the issues raised to support wellbeing and other improvements such as ensuring all employees had the right IT equipment, systems, skills and support to do their job. The last survey was held in October 2022 and the findings showed 41.82% of employees reporting they were feeling well and/or coping well, 51.36% reporting they feel well and/or are managing well, leaving 6.82% reporting feeling unwell or not coping. This showed an improvement on the previous winter survey in 2021, which showed 12.9% feeling unwell or not coping.

Quality Conversations

As part of the 'Our People Strategy' Dundee City Council has recently developed and introduced a digital process called 'Quality Conversations' to support the development of employees across the Council to keep employees feeling valued, motivated and engaged. There are three types of quality conversations, annual, regular 1-2-1 and team checks-ins. The annual conversation replaced the Employee Personal Development Review (EPDR) as there was no official recording of the EPDR process. Moving forward, the new annual quality conversation will be monitored through the digital process to record when an employee has had a conversation during which development will be discussed. Although the Council have been unable to record if employees had EPDR's in the past, the Council has recorded 31,129 occasions of training and development which occurred in 2022 and therefore it can be concluded that EPDR's were taking place and Dundee City Council's workforce have benefited from the EPDR process. In future the Council will have data from the new Quality Conversations to provide more accurate data on whether these conversations are taking place.

Training and Development

In 2022, Dundee City Council employees attended 31,129 individual training or development opportunities underlining the Council's commitment to developing its workforce and providing the best possible services to the people of Dundee.

Equality and Diversity training is available to all employees, irrespective of the duties they undertake, in a bid to ensure that equality and diversity principles are instilled in all Council services. The Council is moving to mandatory Equality & Diversity training to ensure all employees attend and have a good understanding of Equality & Diversity. 454 employees attended training or development sessions specifically dealing with equalities, human rights and fairness in 2022. Equality and Diversity workshops are now in place and ongoing for senior leaders to ensure equalities is embedded from the top down and throughout the organisation.

Leadership and development opportunities will be promoted to our workforce

Dundee City Council's 'Our People Strategy 2022-2027' embeds the ambition to promote leadership and development opportunities to our workforce, creating excellent career pathways and progression. We continue to offer access to recognised professional and academic qualifications through our Personal and Professional Development fund, which ensures financial support for relevant development and leadership training, qualifications and other accredited pathways.

Additionally, we offer access to other external and internal leadership support such as leadership programmes, leadership tools and resources, coaching, mentoring and team development support. As well as our senior leadership conferences and events, the Leading Team Dundee programme creates informal leadership and development opportunities for leaders at all levels within the organisation.

Our e-learning platform offers a wide choice of leadership and development options for self-directed learning, to either build on and develop existing leadership, or to provide a foundation for learning for new and emerging leaders who want to strengthen their understanding of their leadership role. Our new Managers Induction Resource supports managers not just in their management function, but also to develop as leaders and grow their skills in leading teams.

Encouraging and supporting career pathways and progression will aim to address occupational segregation throughout the Council.

Modern Apprentice/Young Workforce

Dundee City Council is committed to developing its workforce and providing job opportunities for the young people of Dundee. 67 young people in 2022 were undertaking apprenticeships within the Council ranging from traditional trades apprenticeships to Social Care, Business Administration and Information Technology, graduate apprenticeships, work experience graduates etc.

The apprenticeships range in duration from one year to four years and the qualifications range from SVQ to degree level. On the successful completion of the apprenticeship, many of the young people will be placed in the post permanently, subject to a competency-based interview.

It was identified that the quality of some of the applications for Modern Apprentice posts were of poor quality resulting in low numbers of candidates moving through the shortlisting stage of the recruitment process as they failed to demonstrate they met the essential criteria for the post. Dundee City Council has been working in partnership with the Convention of Scottish Local Authorities (CoSLA) to develop a process using the myjobscotland.gov.uk back office software Talentlink to support young people during the recruitment process. This process allows young people wishing to seek out a modern apprenticeship opportunity, to apply for a modern apprenticeship post and receive feedback on their application form. The young person will have the opportunity to take the feedback on board, amend their application for future opportunities and in turn increase the quality of their application. This will give the candidate a better chance of being successful through to the next stage of the recruitment process and will provide the Council with a bigger pool of candidates to bring young people into the organisation to address the ageing workforce.

38.36% of Council employees are over the age of 51 and 9.97% are over the age of 61. In order to maintain service delivery, it is essential that the Council has a strategy in place to plan for the ageing workforce. Dundee City Council has an ambitious programme of strategic change to ensure we continuously develop and improve services which are sustainable for the future, while taking into consideration our demographic profiles of our workforce to ensure we factor this into service plans. The Council has an interactive workforce data tool to assist management in services to examine their current workforce and succession planning, and talent management workshops and e-resources have also been developed to support managers in this area. The workforce planning tool is supporting the youth employability service to identify service areas where opportunities for young people, through the Dundee Young Person's Guarantee, can be developed which support succession planning and enhancement of the wider workforce. Services have developed their own workforce plans within their service plans and an overarching workforce plan will underpin 'Our People' Strategy to plan for the workforce for the future.

As a Gateway provider, the Council introduced the Kickstart programme which placed 114 young people aged between 18 and 24 into a six-month work placement with local employers. 63% were male and 37% female. On completion of their six months placement, 49 young people were given a permanent contract. The other 65 participants were allocated to a Keyworker and were offered intensive job search support and mentoring and 39 of those young people successfully secured employment thereafter. Of the 114 young people, 77% secured employment. Dundee City council received an Award from the DWP for their commitment and success in being one of the top performing Gateways.

Census Information

When comparing Dundee City Council employee information against 2011's census information, it becomes apparent that the Council's workforce is under-represented across many of the equality characteristics.

The minority ethnic groups total 6.20% of all Council employees, whereas these groups comprise 10.64% of Dundee's population. White British account for 89.36% of Dundee's population and accounts for 79.47% of the Council's workforce. Non-disclosure rates total 14.33% and only when the non-disclosure rates for this characteristic are addressed will accurate comparisons be possible. Since 2016, the percentage of employees from minority ethnic groups has continued to increase from 2.91% in 2016 to 3.82% in 2018 to 5.85% in 2020 and now to 6.20% in 2022.

There appears to be big difference in the disability percentage stated in the census compared to what has been recorded by Council employees, with 31.27% of Dundee's population stating that they have a disability compared to 3.89% of the Council's workforce. On further analysis of the census data approximately 20% of Dundee's population have a disability or health condition who are within working age showing there is still a big difference between Dundee's population of working age and Council employees. See table below:

Age	Census Information for Dundee			Dundee City Council		
	All People	One or more condition	Percentage	Employees	One or more condition	Percentage
0 to 15	23704	2523	1.71%	0	0	0.00%
16 to 24	24465	3744	2.54%	448	<10	0.12%
25 to 34	20610	3718	2.52%	1424	49	0.67%
35 to 49	27493	7724	5.24%	2448	90	1.23%
50 to 64	26399	11630	7.90%	2791	131	1.79%
65 to 74	12352	7235	4.91%	215	<10	0.07%
75 to 84	9019	6656	4.52%	<10	<10	0.01%
85 and over	3226	2824	1.92%	0	0	0.00%
Total	147268	46054	31.27%	-	285	3.89%

In terms of gender, the Council's workforce is made up of 68.74% female and 31.26% male, compared to the census information which states that 51.99% are female and 48.01% are male.

The biggest single group within religion or belief in the census was no religion or belief, which accounts for 40.85% of Dundee's population, compared to 34.9% of Council employees. Employees who identified themselves as non-Christian in their belief accounted for 1.98% of all employees and in the census accounted for 3.85% of Dundee's population. Employees who identified themselves as Christian totalled 35.13% against the census for Dundee which stated 48.76%.

27.99% of Council employees failed to provide their religion or belief and, similarly to race, accurate comparison can only be made once non-disclosure rates are minimised.

Future Actions

The 2021 Census is due to be published in June 2023 and a detailed analysis of the updated census information and Dundee City Council employee information requires to be undertaken to identify the disparity in the information recorded between Dundee City Council employees and Dundee's population as well as the underlying reasons for the disparity.

To address the high non-disclosure of equality information identified in this report, all employees will again be asked to review their equality information currently held on Resourcelink and update this using the self-service module 'MyView'. The Council will communicate the importance of equality monitoring through the established monthly briefing system linking to our People Strategy and work collaboratively with trade unions to gain support with the disclosure of equality information in order to ensure that Dundee City Council can continue to eliminate unlawful discrimination.

The Council will aim to work with minority groups to identify the barriers faced by those in specific minority equality groups such as disability and race. The Council has previously worked with Amina, an ethnic minority group, back in 2018. It is intended that a similar event will be held again. The Council's Equality & Fairness Officer will be tasked with identifying other groups that can be approached to discuss careers in the Council, what skills are required and ask them what barriers they have identified with applying or being successful for a Council post.

The Council will continue to review all policies such as disciplinary, absence and training to ensure those policies also support all equality strands to break down barriers.

The equality monitoring information will be discussed by the Equality and Diversity Steering Group and will remit the appropriate Service Equality Groups to develop actions where required.

The People Services Division will continue to review the current Employee Equality Monitoring systems and procedures to ensure that Dundee City Council meets its obligation under the Equality Act.

Further Data For 2022

The following tables set out data for job applicants and existing employees for 2022. The tables have No Entry/Unspecified categories where Applicants/Employees chose not to answer this question. The Equality and Human Rights Commission's guidance states that sub-sets of less than 10 should not be published. The guidance also ensures compliance with the Data Protection Act with sub-sets of less than 10 being reported as "<10".

COUNCIL - JOB APPLICANTS AND EXISTING EMPLOYEES BROKEN DOWN BY AGE FOR 2022

Age Bandings	Employees in Post	Job Applicants	Shortlisted Candidates	Newly Recruited Employees	Promoted - Applications	Promoted - Successful	Part Time - Employees	Full Time - Employees	Training & Development	Training & Development (Appraisal)	Return to Work - Maternity	Appraisal	Grievance	Disciplinary	Dismissals	Leavers excl. Dismissals
Up to 20	80	738	271	54	36	<10	22	58	594	No Equality Information Available	0	No Equality Information Available	0	0	0	<10
21 - 30	1170	2255	1080	467	103	36	287	883	7115		39		0	<10	<10	142
31 - 40	1641	1695	812	272	120	39	593	1048	7057		96		<10	<10	<10	113
41 - 50	1630	1133	590	195	113	29	492	1138	6566		<10		<10	13	<10	84
51 - 60	2083	854	442	117	83	19	682	1401	8044		0		11	12	10	123
61 - 70	708	165	81	23	11	<10	338	370	1707		0		<10	<10	18	110
71 - 80	23	<10	0	0	0	0	16	<10	46		0		<10	0	0	<10
81 and above	0	0	0	0	0	0	0	0	0		0		0	0	0	0
No Entry	0	207	99	37	<10	<10	0	0	0		0		0	0	0	0

EDUCATION DEPARTMENT - JOB APPLICANTS AND EXISTING EMPLOYEES BROKEN DOWN BY AGE FOR 2022

Age Bandings	Employees in Post	Job Applicants	Shortlisted Candidates	Newly Recruited Employees	Promoted - Applications	Promoted - Successful	Part Time - Employees	Full Time - Employees	Training & Development	Training & Development (Appraisal)	Return to Work - Maternity	Appraisal	Grievance	Disciplinary	Dismissals	Leavers excl. Dismissals
Up to 20	20	101	36	16	<10	<10	<10	13	134	No Equality Information Available	0	No Equality Information Available	0	0	0	<10
21 - 30	726	800	475	300	48	21	171	555	4096		28		0	<10	<10	80
31 - 40	942	547	263	126	52	16	388	554	3908		68		<10	<10	0	56
41 - 50	762	292	174	73	50	10	244	518	2922		<10		<10	<10	<10	31
51 - 60	667	139	79	27	13	<10	269	398	2374		0		0	<10	<10	43
61 - 70	167	15	10	<10	<10	0	112	55	264		0		0	0	0	27
71 - 80	<10	0	0	0	0	0	<10	<10	<10		0		0	0	0	<10
81 and above	0	0	0	0	0	0	0	0	0		0		0	0	0	0
No Entry	0	38	23	19	<10	<10	0	0	0		0		0	0	0	0

COUNCIL - JOB APPLICANTS AND EXISTING EMPLOYEES BROKEN DOWN BY DISABILITY FOR 2022

Disability	Employees in Post	Job Applicants	Shortlisted Candidates	Newly Recruited Employees	Promoted - Applications	Promoted - Successful	Part Time - Employees	Full Time - Employees	Training & Development	Training & Development (Appraisal)	Return to Work - Maternity	Appraisal	Grievance	Disciplinary	Dismissals	Leavers excl. Dismissals		
Yes	285	403	178	45	18	<10	105	180	1214	No Equality Information available	<10	No Equality Information available	<10	<10	<10	24		
Yes - Hearing Impairment	<10	10	<10	<10	<10	<10	<10	<10	57		0		0	0	0	0	0	0
Yes - Learning Disability or Cognitive Impairment	23	26	15	<10	0	0	10	13	124		0		0	0	0	0	0	<10
Yes - Longstanding Illness or Health Condition	99	110	53	17	<10	<10	32	67	403		<10		0	<10	<10	<10	<10	<10
Yes - Mental Health Condition	30	35	16	<10	0	0	<10	22	201		0		0	0	0	0	0	<10
Yes - Multiple Disabilities	0	114	44	<10	<10	0	0	0	0		0		0	0	0	0	0	0
Yes - Other	33	<10	<10	0	0	0	14	19	129		0		<10	0	<10	<10	<10	<10
Yes - Physical Impairment	33	49	26	<10	<10	<10	13	20	152		0		0	0	0	0	0	<10
Yes - Sensory Impairment	17	0	0	0	0	0	<10	10	37		0		0	0	0	0	0	0
Yes - Visual Impairment	<10	<10	<10	0	0	0	<10	<10	21		0		0	0	0	0	0	0
Yes - Unspecified	29	36	13	<10	0	0	12	17	61		<10		0	<10	0	0	0	<10
Yes - Prefer not to Answer	<10	17	<10	<10	<10	0	<10	<10	29		0		0	<10	0	0	0	0
No	6446	6482	3104	1078	444	121	2099	4347	25610		134		20	37	38	491	491	
Prefer Not to Answer	604	138	68	20	12	<10	226	378	79	0	0	0	0	0	0	0		
No Entry	0	25	25	22	0	0	0	0	4226	<10	0	<10	0	0	0	70		

EDUCATION DEPARTMENT - JOB APPLICANTS AND EXISTING EMPLOYEES BROKEN DOWN BY DISABILITY FOR 2022

Disability	Employees in Post	Job Applicants	Shortlisted Candidates	Newly Recruited Employees	Promoted - Applications	Promoted - Successful	Part Time - Employees	Full Time - Employees	Training & Development	Training & Development (Appraisal)	Return to Work - Maternity	Appraisal	Grievance	Disciplinary	Dismissals	Leavers excl. Dismissals		
Yes	104	81	38	18	<10	<10	37	67	430	No Equality Information available	<10	No Equality Information available	0	0	0	10		
Yes - Hearing Impairment	0	<10	<10	<10	<10	<10	0	0	0		0		0	0	0	0	0	0
Yes - Learning Disability or Cognitive Impairment	<10	10	<10	<10	0	0	<10	<10	47		0		0	<10	0	0	0	<10
Yes - Longstanding Illness or Health Condition	37	24	12	<10	0	0	10	27	122		<10		<10	0	0	0	0	<10
Yes - Mental Health Condition	13	<10	<10	<10	0	0	<10	<10	103		0		0	0	0	0	0	<10
Yes - Multiple Disabilities	0	22	<10	<10	<10	0	0	0	0		0		0	0	0	0	0	0
Yes - Other	13	0	0	0	0	0	<10	<10	39		0		0	0	0	0	0	<10
Yes - Physical Impairment	15	<10	<10	<10	0	0	<10	<10	63		0		0	0	0	0	0	<10
Yes - Sensory Impairment	<10	0	0	0	0	0	<10	<10	23		0		0	0	0	0	0	0
Yes - Visual Impairment	<10	<10	0	0	0	0	0	<10	<10		0		0	0	0	0	0	0
Yes - Unspecified	<10	<10	<10	<10	0	0	<10	<10	15		<10		<10	0	0	0	0	0
Yes - Prefer not to Answer	<10	<10	0	0	<10	0	<10	<10	<10		0		0	0	0	0	0	0
No	2888	1807	996	532	164	51	1038	1850	11321		96		96	<10	11	<10	<10	194
Prefer Not to Answer	300	33	15	<10	<10	<10	123	177	28	0	0	0	0	0	0	0		
No Entry	0	11	11	10	0	0	0	0	1925	<10	<10	0	<10	0	0	35		

COUNCIL - JOB APPLICANTS AND EXISTING EMPLOYEES BROKEN DOWN BY RACE FOR 2022

	Employees in Post	Job Applicants	Shortlisted Candidates	Newly Recruited Employees	Promoted - Applications	Promoted - Successful	Part Time - Employees	Full Time - Employees	Training & Development	Training & Development (Appraisal)	Return to Work - Maternity	Appraisal	Grievance	Disciplinary	Dismissals	Leavers excl. Dismissals		
Ethnic Origin																		
African - (Inc.Scottish/British)	<10	<10	<10	<10	<10	0	<10	<10	43	No Equality Information Available	0	No Equality Information Available	0	0	0	0		
African - Other	0	280	137	<10	13	<10	0	0	0		0		0	0	0	0	0	0
Arab - Arab (Inc.Scottish/British)	0	0	0	0	0	0	0	0	0		0		0	0	0	0	0	0
Arab - Other (Inc.Scottish/British)	<10	0	0	0	0	0	<10	<10	<10		0		0	0	0	0	0	0
Asian - Bangladeshi (Inc.Scottish/British)	<10	48	26	0	<10	0	<10	<10	<10		0		0	0	0	0	0	<10
Asian - Chinese (Inc.Scottish/British)	<10	26	14	<10	0	0	<10	<10	<10		0		0	0	0	0	0	<10
Asian - Indian (Inc.Scottish/British)	16	183	72	<10	<10	0	<10	10	94		0		0	0	0	0	0	<10
Asian - Other (Inc.Scottish/British)	12	71	35	<10	<10	0	<10	<10	41		0		0	0	0	0	0	<10
Asian - Pakistani (Inc.Scottish/British)	18	111	50	<10	10	0	<10	13	99		<10		0	0	0	0	0	<10
Caribbean or Black - Black (Inc.Scottish/British)	<10	<10	<10	0	0	0	<10	<10	21		0		0	0	0	0	0	0
Caribbean or Black - Caribbean (Inc.Scottish/British)	0	<10	<10	0	0	0	0	0	0		0		0	0	0	0	0	0
Caribbean or Black - Other	0	<10	<10	0	0	0	0	0	0		0		0	0	0	0	0	0
Gypsy/Traveller	0	0	0	0	0	0	0	0	0		0		0	0	0	0	0	0
Mixed or Multiple Ethnic Group	18	79	41	16	10	<10	<10	17	114		<10		0	0	0	0	0	<10
No Entry	496	25	25	22	0	0	185	311	3154		<10		0	<10	<10	<10	63	
Other Ethnic Background	10	49	16	<10	<10	0	<10	<10	53		0		0	0	0	0	0	<10
Prefer Not to Answer	555	149	56	16	<10	0	216	339	1504		13		0	<10	<10	44		
White - Eastern European	31	89	34	16	<10	<10	<10	24	140		0		<10	0	0	0	0	<10
White - Irish	40	53	34	15	<10	<10	12	28	157		<10		0	0	0	0	0	<10
White - Other British	298	385	192	69	18	<10	93	205	1192		<10		<10	<10	<10	38		
White - Other White Ethnic Group	287	282	132	47	<10	<10	87	200	1079	10	0	<10	<10	37				
White - Scottish	5531	5198	2504	935	395	115	1800	3731	23423	106	18	34	34	387				

EDUCATION - JOB APPLICANTS AND EXISTING EMPLOYEES BROKEN DOWN BY RACE FOR 2022

	Employees in Post	Job Applicants	Shortlisted Candidates	Newly Recruited Employees	Promoted - Applications	Promoted - Successful	Part Time - Employees	Full Time - Employees	Training & Development	Training & Development (Appraisal)	Return to Work - Maternity	Appraisal	Grievance	Disciplinary	Dismissals	Leavers excl. Dismissals	
Ethnic Origin																	
African - (Inc.Scottish/British)	<10	0	0	0	0	0	0	<10	<10	No Equality Information Available	0	No Equality Information Available	0	0	0	0	
African - Other	0	34	<10	<10	<10	<10	0	0	0		0		0	0	0	0	0
Arab - Arab (Inc.Scottish/British)	0	0	0	0	0	0	0	0	0		0		0	0	0	0	0
Arab - Other (Inc.Scottish/British)	<10	0	0	0	0	0	<10	0	<10		0		0	0	0	0	0
Asian - Bangladeshi(Inc.Scottish/British)	<10	11	<10	0	<10	0	<10	<10	<10		0		0	0	0	0	<10
Asian - Chinese (Inc.Scottish/British)	<10	11	10	<10	0	0	0	<10	<10		0		0	0	0	0	<10
Asian - Indian (Inc.Scottish/British)	10	63	20	<10	0	0	<10	<10	61		0		0	0	0	0	<10
Asian - Other (Inc.Scottish/British)	<10	18	10	<10	0	0	<10	<10	25		0		0	0	0	0	0
Asian - Pakistani	11	32	14	<10	<10	0	<10	<10	60		<10		0	0	0	0	<10
Caribbean or Black - Black (Inc.Scottish/British)	<10	<10	<10	0	0	0	0	<10	21		0		0	0	0	0	0
Caribbean or Black - Caribbean (Inc.Scottish/British)	0	0	0	0	0	0	0	0	0		0		0	0	0	0	0
Caribbean or Black - Other	0	0	0	0	0	0	0	0	0		0		0	0	0	0	0
Gypsy/Traveller	0	0	0	0	0	0	0	0	0		0		0	0	0	0	0
Mixed or Multiple Ethnic Group	13	27	17	<10	<10	<10	<10	12	91		<10		0	0	0	0	<10
No Entry	244	11	11	10	0	0	91	153	1442		<10		0	<10	0	0	30
Other Ethnic Background	<10	18	<10	<10	0	0	<10	<10	<10		0		0	0	0	0	0
Prefer Not to Answer	345	34	12	<10	0	0	137	208	1046		13		0	0	0	0	22
White - Eastern European	17	20	11	<10	<10	<10	<10	11	87		0		0	0	0	0	0
White - Irish	26	24	18	<10	0	0	<10	17	98		<10		0	0	0	0	<10
White - Other British	129	130	72	35	<10	<10	43	86	479		0		0	0	<10	16	
White - Other White Ethnic Group	203	71	43	27	<10	<10	60	143	743	<10	0	<10	0	0	26		
White - Scottish	2272	1426	804	449	148	47	835	1437	9531	74	<10	<10	<10	<10	136		

COUNCIL - JOB APPLICANTS AND EXISTING EMPLOYEES BROKEN DOWN BY GENDER FOR 2022

Gender	Employees in Post	Job Applicants	Shortlisted Candidates	Newly Recruited Employees	Promoted - Applications	Promoted - Successful	Part Time - Employees	Full Time - Employees	Training & Development	Training & Development (Appraisal)	Return to Work - Maternity	Appraisal	Grievance	Disciplinary	Dismissals	Leavers excl. Dismissals	
Female	5042	4131	2101	831	291	98	2135	2907	23536	No Equality Information Available	139	No Equality Information Available	<10	30	21	379	
Male	2293	2831	1226	304	181	31	295	1998	7593		0		12	14	21	206	
No Entry	0	25	25	22	0	0	0	0	0		0		0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0		0		0	0	0	0	0
Prefer Not to Answer	0	61	23	<10	<10	0	0	0	0		0		0	0	0	0	0

EDUCATION - JOB APPLICANTS AND EXISTING EMPLOYEES BROKEN DOWN BY GENDER FOR 2022

Gender	Employees in Post	Job Applicants	Shortlisted Candidates	Newly Recruited Employees	Promoted - Applications	Promoted - Successful	Part Time - Employees	Full Time - Employees	Training & Development	Training & Development (Appraisal)	Return to Work - Maternity	Appraisal	Grievance	Disciplinary	Dismissals	Leavers excl. Dismissals	
Female	2759	1552	830	447	134	45	1118	1641	12413	No Equality Information Available	99	No Equality Information Available	<10	<10	<10	184	
Male	533	361	217	107	38	<10	80	453	1291		0		0	<10	<10	<10	55
No Entry	0	11	11	10	0	0	0	0	0		0		0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0		0		0	0	0	0	0
Prefer Not to Answer	0	<10	<10	<10	0	0	0	0	0		0		0	0	0	0	0

COUNCIL - JOB APPLICANTS AND EXISTING EMPLOYEES BROKEN DOWN BY RELIGION OR BELIEF FOR 2022

Religion or Belief	Employees in Post	Job Applicants	Shortlisted Candidates	Newly Recruited Employees	Promoted - Applications	Promoted - Successful	Part Time - Employees	Full Time - Employees	Training & Development	Training & Development (Appraisal)	Return to Work - Maternity	Appraisal	Grievance	Disciplinary	Dismissals	Leavers excl. Dismissals
Buddhist	<10	45	24	0	<10	0	<10	<10	<10	No Equality Information Available	0	No Equality Information Available	0	0	0	<10
Church of Scotland	1137	707	373	129	76	26	414	723	4490		17		<10	<10	<10	80
Hindu	11	151	64	<10	<10	0	<10	<10	60		0		0	0	<10	
Humanist	0	0	0	0	0	0	0	0	0		0		0	0	0	
Jewish	<10	<10	<10	0	0	0	<10	<10	<10		0		0	0	0	
Muslim	46	215	102	18	17	0	16	30	269		<10		0	0	0	<10
No Religion or Belief	2560	4310	2017	735	269	73	820	1740	12025		56		<10	15	10	209
No Entry	0	0	0	0	0	0	0	0	0		0		0	0	0	
Other Christian	330	282	136	22	<10	<10	120	210	1321		<10		0	<10	<10	31
Other Religion or Belief	77	<10	<10	<10	<10	0	21	56	254		<10		0	<10	0	<10
Pagan	0	14	<10	0	0	0	0	0	0		0		0	0	0	0
Prefer Not to Answer	916	269	129	43	13	<10	307	609	2649		25		<10	<10	<10	67
Roman Catholic	1110	771	392	155	74	21	364	746	4460		21		<10	<10	<10	59
Sikh	<10	<10	<10	<10	0	0	<10	<10	27		0		0	0	0	
Unspecified	1137	266	127	57	11	<10	358	779	5571		<10		<10	<10	<10	127

EDUCATION DEPARTMENT - JOB APPLICANTS AND EXISTING EMPLOYEES BROKEN DOWN BY RELIGION OR BELIEF FOR 2022

Religion or Belief	Employees in Post	Job Applicants	Shortlisted Candidates	Newly Recruited Employees	Promoted - Applications	Promoted - Successful	Part Time - Employees	Full Time - Employees	Training & Development	Training & Development (Appraisal)	Return to Work - Maternity	Appraisal	Grievance	Disciplinary	Dismissals	Leavers excl. Dismissals
Buddhist	<10	15	<10	0	0	0	<10	0	0	No Equality Information Available	0	No Equality Information Available	0	0	0	0
Church of Scotland	466	170	112	57	28	10	202	264	1919		14		<10	<10	0	27
Hindu	<10	46	15	<10	0	0	<10	<10	48		0		0	0	0	0
Humanist	0	0	0	0	0	0	0	0	0		0		0	0	0	0
Jewish	<10	0	0	0	0	0	<10	0	<10		0		0	0	0	0
Muslim	27	58	25	10	<10	0	12	15	111		<10		0	0	0	<10
No Religion or Belief	1036	1156	633	348	91	27	379	657	4384		36		0	<10	<10	77
No Entry	0	0	0	0	0	0	0	0	0		0		0	0	0	0
Other Christian	181	60	26	11	<10	0	73	108	739		<10		0	<10	<10	17
Other Religion or Belief	19	<10	0	0	0	0	<10	11	95		<10		0	0	0	<10
Pagan	0	<10	<10	0	0	0	0	0	0		0		0	0	0	0
Prefer Not to Answer	519	68	30	17	<10	<10	179	340	1662		19		<10	<10	<10	34
Roman Catholic	528	259	152	87	36	11	168	360	2055		15		0	<10	<10	25
Sikh	<10	<10	0	0	0	0	<10	0	<10		0		0	0	0	0
Unspecified	507	91	57	34	<10	<10	170	337	2686		<10		0	<10	0	57

COUNCIL - JOB APPLICANTS AND EXISTING EMPLOYEES BROKEN DOWN BY SEXUAL ORIENTATION FOR 2022

Sexual Orientation	Employees in Post	Job Applicants	Shortlisted Candidates	Newly Recruited Employees	Promoted - Applications	Promoted - Successful	Part Time - Employees	Full Time - Employees	Training & Development	Training & Development (Appraisal)	Return to Work - Maternity	Appraisal	Grievance	Disciplinary	Dismissals	Leavers excl. Dismissals
Bisexual	33	227	95	28	<10	<10	11	22	218	No Equality Information Available	0	No Equality Information Available	0	0	0	<10
Gay	16	0	0	0	0	0	<10	12	33		0		0	0	<10	
Heterosexual	2801	6286	3016	1042	433	121	835	1966	13993		69		<10	19	<10	220
Lesbian	14	0	0	0	0	0	<10	10	68		0		<10	0	<10	
Gay or Lesbian	39	166	79	34	10	<10	<10	32	328		0		0	0	<10	
No Entry	0	0	0	0	0	0	0	0	0		0		0	0	0	0
Other	<10	<10	<10	0	0	0	<10	<10	13		<10		0	0	0	0
Prefer Not to Answer	149	316	145	37	26	<10	44	105	484		<10		0	<10	<10	14
Unknown	0	0	0	0	0	0	0	0	0		0		0	0	0	0
Unspecified	4279	44	35	24	0	0	1524	2755	15992		64		13	22	36	340

EDUCATION DEPARTMENT - JOB APPLICANTS AND EXISTING EMPLOYEES BROKEN DOWN BY SEXUAL ORIENTATION FOR 2022

Sexual Orientation	Employees in Post	Job Applicants	Shortlisted Candidates	Newly Recruited Employees	Promoted - Applications	Promoted - Successful	Part Time - Employees	Full Time - Employees	Training & Development	Training & Development (Appraisal)	Return to Work - Maternity	Appraisal	Grievance	Disciplinary	Dismissals	Leavers excl. Dismissals
Bisexual	17	62	38	14	0	0	<10	11	93	No Equality Information Available	0	No Equality Information Available	0	0	0	<10
Gay	<10	0	0	0	0	0	<10	<10	18		0		0	0	<10	
Heterosexual	1323	1722	942	505	164	52	418	905	6078		45		0	<10	<10	87
Lesbian	<10	0	0	0	0	0	<10	<10	26		0		0	0	0	
Gay or Lesbian	16	47	24	18	<10	0	<10	14	61		0		0	0	0	
No Entry	0	0	0	0	0	0	0	0	0		0		0	0	0	0
Other	<10	<10	<10	0	0	0	0	<10	12		0		0	0	0	0
Prefer Not to Answer	70	84	42	18	<10	<10	21	49	192		<10		0	0	0	<10
Unknown	0	0	0	0	0	0	0	0	0		0		0	0	0	0
Unspecified	1851	13	13	11	0	0	748	1103	7224		51		<10	<10	<10	142

COUNCIL - JOB APPLICANTS AND EXISTING EMPLOYEES BROKEN DOWN BY MARITAL STATUS FOR 2022

Marital Status	Employees in Post	Job Applicants	Shortlisted Candidates	Newly Recruited Employees	Promoted - Applications	Promoted - Successful	Part Time - Employees	Full Time - Employees	Training & Development	Training & Development (Appraisal)	Return to Work - Maternity	Appraisal	Grievance	Disciplinary	Dismissals	Leavers excl. Dismissals		
Divorced	305	450	209	58	35	<10	105	200	1669	No Equality Information Available	<10	No Equality Information Available	<10	<10	<10	29		
Living with Partner	0	0	0	0	0	0	0	0	0		0		0	0	0	0	0	0
Married/Civil Partnership	2858	2229	1146	372	215	54	1037	1821	11105		56		10	15	24	196		
No Entry	0	0	0	0	0	0	0	0	0		0		0	0	0	0	0	0
Prefer Not to Answer	0	360	150	47	30	<10	0	0	0		0		0	0	0	0	0	0
Separated	146	142	75	25	<10	<10	42	104	517		<10		0	<10	0	<10	<10	
Single	3134	3795	1738	635	183	60	929	2205	13226		73		<10	18	13	255		
Widowed	49	47	32	<10	<10	0	28	21	134		0		<10	0	<10	<10	<10	
Unspecified	843	25	25	22	0	0	289	554	4478		<10		0	<10	<10	<10	91	

EDUCATION DEPARTMENT - JOB APPLICANTS AND EXISTING EMPLOYEES BROKEN DOWN BY MARITAL STATUS FOR 2022

Marital Status	Employees in Post	Job Applicants	Shortlisted Candidates	Newly Recruited Employees	Promoted - Applications	Promoted - Successful	Part Time - Employees	Full Time - Employees	Training & Development	Training & Development (Appraisal)	Return to Work - Maternity	Appraisal	Grievance	Disciplinary	Dismissals	Leavers excl. Dismissals		
Divorced	113	104	56	21	11	<10	40	73	551	No Equality Information Available	<10	No Equality Information Available	0	0	0	<10		
Living with Partner	0	0	0	0	0	0	0	0	0		0		0	0	0	0	0	0
Married/Civil Partnership	1260	642	342	157	77	15	514	746	4835		42		0	<10	<10	77		
No Entry	0	0	0	0	0	0	0	0	0		0		0	0	0	0	0	0
Prefer Not to Answer	0	99	46	23	10	<10	0	0	0		0		0	0	0	0	0	0
Separated	58	28	17	<10	0	0	23	35	177		<10		0	<10	0	<10	<10	
Single	1368	1042	583	347	72	32	453	915	5654		51		<10	<10	<10	<10	103	
Widowed	19	<10	<10	0	<10	0	12	<10	49		0		0	0	<10	<10	<10	
Unspecified	474	11	11	10	0	0	156	318	2438		<10		0	<10	<10	<10	49	

RELIGION OF BELIEF - CENSUS INFORMATION COMPARED WITH DUNDEE CITY COUNCIL

Religion or Belief	Census Information				2022		2020		2018		2016	
	Scotland	%	Dundee	%	Dundee City Council	%	Dundee City Council	%	Dundee City Council	%	Dundee City Council	%
Buddhist	12795	0.24	391	0.27	<10	0.05	<10	0.07	<10	0.08	<10	0.08
Church of Scotland	1717871	32.44	37249	25.29	1137	15.50	1273	17.96	1424	19.28	1506	20.32
Hindu	16379	0.31	706	0.48	11	0.15	11	0.16	12	0.16	13	0.18
Jewish	5887	0.11	63	0.04	<10	0.04	<10	0.03	<10	0.03	<10	0.03
Muslim	76737	1.45	3875	2.63	46	0.63	34	0.48	34	0.46	23	0.31
No Religion or Belief	1941116	36.66	60155	40.85	2560	34.90	2343	33.06	2348	31.79	2078	28.03
Other Christian	291275	5.50	7574	5.14	330	4.50	379	5.35	419	5.67	455	6.14
Other Religion or Belief	15196	0.29	476	0.32	77	1.05	90	1.27	95	1.29	114	1.54
Prefer Not to Answer		0.00		0.00	916	12.49	1082	15.27	1166	15.79	1294	17.46
Roman Catholic	841053	15.88	26991	18.33	1110	15.13	1161	16.38	1219	16.51	1212	16.35
Sikh	9055	0.17	152	0.10	<10	0.05	<10	0.06	<10	0.05	<10	0.05
Unspecified	368039	6.95	9636	6.54	1137	15.50	704	9.93	656	8.88	706	9.52
Total	5295403		147268		7335		7088		7385		7413	

AGE - CENSUS INFORMATION COMPARED WITH DUNDEE CITY COUNCIL

Age	Census Information				2022		2020		2018		2016	
	Scotland	%	Dundee	%	Dundee City Council	%	Dundee City Council	%	Dundee City Council	%	Dundee City Council	%
Up to 20	1259714	23.79	36359	24.69	80	1.09	85	1.20	119	1.61	77	1.04
21 to 30	703939	13.29	25585	17.37	1170	15.95	995	14.04	1045	14.15	1011	13.64
31 to 40	669111	12.64	16712	11.35	1641	22.37	1544	21.78	1546	20.93	1504	20.29
41 to 50	807912	15.26	19698	13.38	1630	22.22	1605	22.64	1752	23.72	1922	25.93
51 to 60	691867	13.07	17322	11.76	2083	28.40	2126	29.99	2276	30.82	2312	31.19
61 to 70	578879	10.93	14566	9.89	708	9.65	710	10.02	626	8.48	575	7.76
71 to 80	383618	7.24	10909	7.41	23	0.31	23	0.32	21	0.28	12	0.16
81 and above	200363	3.78	6117	4.15	0	0.00	0	0.00	0	0.00	0	0.00
Total	5295403		147268		7335		7088		7385		7413	

GENDER - CENSUS INFORMATION COMPARED WITH DUNDEE CITY COUNCIL

Gender	Census Information				2022		2020		2018		2016	
	Scotland	%	Dundee	%	Dundee City Council	%	Dundee City Council	%	Dundee City Council	%	Dundee City Council	%
Female	2727959	51.52	76562	51.99	5042	68.74	4901	69.15	5013	67.88	4942	66.67
Male	2567444	48.48	70706	48.01	2293	31.26	2187	30.85	2372	32.12	2471	33.33
Total	5295403		147268		7335		7088		7385		7413	

DISABILITY - CENSUS INFORMATION COMPARED WITH DUNDEE CITY COUNCIL

Disability	Census Information				2022		2020		2018		2016	
	Scotland	%	Dundee	%	Dundee City Council	%	Dundee City Council	%	Dundee City Council	%	Dundee City Council	%
Yes	1584727	29.93	46054	31.27	285	3.89	252	3.56	183	2.48	137	1.85
Yes - Hearing Impairment	350954	6.63	9864	6.70	<10	0.11	<10	0.08	<10	0.07	<10	0.07
Yes - Learning Disability or Cognitive Impairment	164215	3.10	5448	3.70	23	0.31	21	0.30	19	0.26	10	0.13
Yes - Longstanding Illness or Health Condition		0.00		0.00	99	1.35	85	1.20	37	0.50	16	0.22
Yes - Mental Health Condition	232943	4.40	7760	5.27	30	0.41	19	0.27	18	0.24	<10	0.07
Yes - Multiple Disabilities	-		-		0	0.00	0	0.00	0	0.00	0	0.00
Yes - Other	988430	18.67	28232	19.17	33	0.45	23	0.32	22	0.30	21	0.28
Yes - Physical Impairment	355182	6.71	10590	7.19	33	0.45	28	0.40	20	0.27	16	0.22
Yes - Sensory Impairment		0.00		0.00	17	0.23	25	0.35	12	0.16	<10	0.12
Yes - Visual Impairment	125660	2.37	3529	2.40	<10	0.07	<10	0.06	<10	0.05	<10	0.08
Yes - Unspecified		0.00		0.00	29	0.40	31	0.44	43	0.58	47	0.63
Yes - Prefer not to Answer		0.00		0.00	<10	0.11	10	0.14	<10	0.04	<10	0.03
No	3710676	70.07	101214	47.59	6446	87.88	6784	95.71	7191	97.37	7267	98.03
Prefer Not to Answer					604	8.23	14	0.20	0	0.00	<10	0.04
No Entry					0	0.00	38	0.54	11	0.15	<10	0.08
Total	5295403		147268		7335		7088		7385		7413	

ETHNIC BACKGROUND - CENSUS INFORMATION COMPARED WITH DUNDEE CITY COUNCIL

Ethnic Origin	Census Information				2022		2020		2018		2016	
	Scotland	%	Dundee	%	Dundee City Council	%	Dundee City Council	%	Dundee City Council	%	Dundee City Council	%
African - (Inc.Scottish/British)	29186	0.55	1163	0.79	<10	0.12	<10	0.13	<10	0.11	<10	0.08
African - Other	452	0.01	<10	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Asian - Bangladeshi(Inc.Scottish/British)	3788	0.07	310	0.21	<10	0.10	<10	0.07	<10	0.03	<10	0.01
Asian - Chinese (Inc.Scottish/British)	33706	0.63	1274	0.86	<10	0.04	<10	0.04	<10	0.05	<10	0.04
Asian - Indian (Inc.Scottish/British)	32706	0.62	1417	0.96	16	0.22	16	0.23	15	0.20	13	0.18
Asian - Other (Inc.Scottish/British)	21097	0.40	790	0.54	12	0.16	10	0.14	11	0.15	11	0.15
Asian - Pakistani	49381	0.93	2047	1.39	18	0.25	16	0.23	12	0.16	12	0.16
Caribbean or Black - Black (Inc.Scottish/British)	2380	0.04	66	0.04	<10	0.03	<10	0.03	<10	0.01	<10	0.01
Caribbean or Black - Caribbean (Inc.Scottish/British)	3430	0.06	167	0.11	0	0.00	0	0.00	0	0.00	0	0.00
Caribbean or Black - Other	730	0.01	36	0.02	0	0.00	0	0.00	0	0.00	0	0.00
Gypsy/Traveller	4212	0.08	98	0.07	0	0.00	0	0.00	0	0.00	0	0.00
Mixed or Multiple Ethnic Group	19815	0.37	685	0.47	18	0.25	16	0.23	14	0.19	10	0.13
No Entry		0.00		0.00	496	6.76	106	1.50	75	1.02	49	0.66
Arab - Other (Inc.Scottish/British)	4959	0.09	153	0.10	<10	0.03	<10	0.03	0	0.00	<10	0.03
Arab - Arab (Inc.Scottish/British)	9366	0.18	693	0.47	0	0.00	0	0.00	<10	0.03	0	0.00
Other Ethnic Background	14325	0.27	-	-	10	0.14	<10	0.08	<10	0.07	<10	0.05
Prefer Not to Answer		0.00		0.00	555	7.57	689	9.72	824	11.16	968	13.06
White - Eastern European	61201	1.15	1990	1.35	31	0.42	22	0.31	20	0.27	14	0.19
White - Irish	54090	1.02	1369	0.93	40	0.55	43	0.61	37	0.50	36	0.49
White - Other British	417109	7.86	7783	5.28	298	4.06	313	4.42	368	4.98	382	5.15
White - Other White Ethnic Group	102117	1.92	3393	2.30	287	3.91	265	3.74	151	2.04	103	1.39
White - Scottish	4445678	83.73	123827	84.07	5531	75.41	5565	78.51	5836	79.03	5798	78.21
Total	5309728		147286		7335		7088		7385		7413	

Mainstreaming Equalities Report (Education) March 2023

Summary:

The Education Equality Outcomes identified for 2021-25 all arose from the improvement planning processes associated with the Dundee City Plan (Children & Families Service). In particular, the delivery groups with responsibility for Our Promise; Additional Support Needs; and Health & Wellbeing include priorities, actions and measures which aim to have a positive impact on protected characteristic groups. More detailed outcomes and actions which relate to nurseries and schools are contained within the 'Supporting Learners Policy Framework'. <http://www.dundee.gov.uk/publication/supporting-learners-policy-framework>

Overall, the Children and Families Service is making expected progress towards its Equality Outcomes which are all embedded within strategic priorities in the service plan. Examples of ongoing work throughout nursery and schools' communities are included in the progress towards outcomes as follows:

3.1 Our Children & Families Services will ensure children and young people's views and requirements are central to development and delivery of local services

3.1.1 Implement Phase 1 of Trauma Informed Practice Framework

Education: The majority of targeted provisions have now completed level 1 and 2 trauma training. 70% of Local Authority nurseries, 79% of primaries and 50% of secondary provisions have completed level 1. 10% of those provisions have completed level 2 training with the majority aiming to complete levels 1 and 2 by the end of the school session 2023-24. The Counselling in Schools Co-ordinator has confirmed that all counsellors working in schools are matched to the enhanced level of trauma training. Key themes from training include:

- Linking training (Nurture/Self-regulation/De-escalation/Restorative) and current guidance (Additional Support for Learning Review/UNCRC) to support approaches to relationship policy development.
- Supporting transitions
- Incorporating Young People's voice into decision making processes Including augmentative and alternative communication approaches.

Social Work: All Social Work teams (including fostering and adoption) are in the process of taking staff through level 1 and 2. Additionally, the Fostering team are exploring a cascade model where Social Workers will train their foster parent groups.

Children's Houses: All Children's Houses have completed level 1 and are working to complete level 2 (skilled) training. They have developed plans to link to service improvements and a summary of all the themes will be fed back to inform service level.

Level 3 (Enhanced) Training Development: A subgroup of the trauma strategy group has met a few times. The aim is to develop Level 3 (Enhanced) trauma training specific to the needs of the Children & Families Service. This group is made up of representatives from Education, Social Work, Health, and Learning & Organisational Development.

Data and tracking: All services are keeping track of those completing level 1 and have ownership of their service improvements. Learning & Organisation Development have liaised with NES (NHS Education Scotland) to allow us to have centralised access to level 2 data (as stored online in turas system). Level 3 tracking will be part of the proposals from the 'training group'.

Evaluation: We are working with the Council's steering group to look at implementing quality indicators which will help us to measure impact and align them to relevant outcome measures in the Children and Families Service Plan.

3.1.2 Implement Counselling in Schools (CiS) and Community Mental Health and Wellbeing Support Services.

Counselling in Schools is now in place in all school communities, with evaluations in the last 12 months indicating a positive impact on young people's capacity to understand and better manage their own mental health. Over 1000 children and young people have received counselling since January 2021. As a result, almost all children and young people who have received counselling report being better able to cope and understand their mental health. Common themes which young people address in counselling relate to anxiety; exam stress; relationships; and family issues.

The most predominant outcomes being worked towards in counselling were: be able to cope better; be more aware of feelings/behaviour; be more positive; have more confidence/self-esteem. Of those most predominant outcomes being worked towards, the % of young people who met those outcomes were:

- Be able to cope better – 71%
- Be more aware of feelings/behaviour – 75%
- Have more confidence/self-esteem – 64%
- Be more positive – 64%

Pilots with Kingspark School and a separate pilot within the Offsite Education Service are underway to provide bespoke interventions for children and young people with complex needs. Both have a focus on developing capacity for staff to support children, young people and their families.

Community mental health and wellbeing services continue to be at capacity and are well used by children, young people and families. We have seen a gradual increase in the number of males accessing services over the last 12 months. The services are balanced in terms of Scottish Index of Multiple Deprivation (SIMD) demographics with the community services being accessed by more families in those areas. As family relationships are a common predominant theme which providers tell us are being brought to them, these parent/family-based community services are essential. Over 1100 children and young people and over 400 families have been supported by services in the last 12 months.

The work of these services was recognised in the 2022 Outstanding Service and Commitment Awards (OSCA) for 'improved services through partnership working'.

In response to the recommendation from Joint Inspection of Services to Children and Young People at Risk of Harm published in January 2022, regarding families who experience barriers to accessing mental health supports, we have commissioned four of our current community mental health and wellbeing services to provide enhanced and

more accessible services. These include Young Carers; Parent-2-Parent; Tayside Council on Alcohol; and Speech and Language Company. In addition, we have a third sector provider to co-deliver a holistic programme of support for children and families with complex social and emotional needs in partnership with Longhaugh Support Group.

3.1.3 Implement Our Promise for Care Experienced Children, Young People and Care Leavers 2021-23.

In partnership with other services, the Council continues to implement Our Promise for Care Experienced Children and Young People. In addition to the new implementation of Fast Online Referral Tracking (FORT), a domestic abuse test of change, new kinship care team, Functional Family Therapy, new Young Person's House, additional bedrooms in Young Person's Houses and MRC Mentoring in schools, current projects being developed include WM2U in the 2 locality areas of Strathmartine and Lochee, a review of approaches towards older young people, implementation of the findings of an AFKA review of internal foster care and coordination of the deployment of Whole Family Wellbeing Funds. The last annual report in November 2022 highlighted progress in the stability of placements, attainment and positive destinations.

3.1.4 Coordinate health and social care provision within the new Community Custody Unit and work with partners across the system on Covid-19 recovery.

This Outcome is not specifically related to Education.

3.1.5 Support GIRFEC Delivery Group to Launch, Implement, and Review GIRFEC across the city and closely involve service areas/teams in strategic planning of Children & Families Services.

Implementation of GIRFEC has taken account of the CAR inspection (January 2022) which identified the following areas for improvement:

- Build on the work of ANEW (Addressing Neglect, Enhancing Wellbeing)
- Create more meaningful participation of young people and families who need our scaffolding
- Simpler and smarter Child's Plans
- Better analysis of risk (and resilience)
- Improve support for older young people/adolescents including their mental health and wellbeing

The main focus for GIRFEC implementation in the last two years has therefore been: Review and launch of the GIRFEC Guidance materials, in particular the GIRFEC Practice Profile; Professional Learning and Development Plans; Mapping of the GIRFEC landscape; Multi-agency Adolescent Service/Support; School Attendance; Mental Health and Wellbeing; and Child's Plan Audits.

GDG learning events in September 2021 identified the need to integrate learning/ training with coaching supports and self-evaluation which has been progressed at individual service level in the Children and Families Service in various ways including Head Teacher workshops; consultation with the Guidance Teachers Network; and a forthcoming learning event on ANEW (Addressing Neglect, Enhancing Wellbeing)

The following recommendations have been made for further improvement:

- An expectation of regular updates/standing item across the key strategic governance groups in Dundee to ensure robust connections and alignment between GIRFEC, CPC and revised Multi-agency Child Protection Guidelines, Our Promise, and the Alliance. This would facilitate improved data-sharing and analysis.
- An action plan which focuses on how the GIRFEC processes and structure are implemented through professional learning and quality assurance across key priority areas in the Dundee Children's Services Plan
- Quality Assurance of Assessment and Planning through reporting on audit activity across all services
- A brief review of the GIRFEC guidance documents to ensure that they reflect the national GIRFEC Guidance (September 2022) Getting it right for every child (GIRFEC) - gov.scot (www.gov.scot)

3.1.6 Work with partners, children and young people and parents/carers on co-designing Children and Families services which matter to local communities.

The Alliance Partnership is in the early stages of establishing an Integrated Family Support Hub model of services and organisations comprised of a Virtual Hub and 6-8 physical Community Hubs linked to school cluster groups. The vision being to simplify and streamline access to family support for all families, regardless of where they live, providing support that is flexible, responsive, relational and adaptable to the changing needs of children and families. The approach can benefit all families who have additional needs but is focused on those families with more complex needs and risks at community level (a targeted approach).

An online programme of support for children and families across Tayside whilst they wait to be seen by Child and Adolescent Mental Health Service (CAMHS) is being funded through the community mental health and wellbeing programme. The creation of an online one stop point of information and guidance will cover main areas of concern identified by families. The ND (Neuro-Developmental) Portal has arisen from analysis of CAMHS data which shows that some children, particularly those who present with behaviours that challenge and other influencing factors, are likely to function better with early interventions that guide and support parenting, family relationships and active skill building with children. Parents and carers have been included as valued partners in the co-creation of the resource.

From July 2023 a new opportunity for flexible family support will be tested in Dundee through the Children and Families Services working with CAMHS and The Mental Health Foundation to take forward actions from The Promise (accessing support at the right time from the right door with the right person). By inviting families to participate from feeder primary school communities across three cluster secondaries (Braeview, Baldragon and Craigie), the aim is to provide support for two distinct groups:

- Families who have a referral to CAMHS for a child and are awaiting consultation.
- Families who have no referral for a child yet, but for whom the school and/or family may have a concern with regards to neuro-development and mental health.

Primary school communities were identified by analysing data from CAMHS; Fast Online Referral Tracking (FORT); and the Additional Support Needs (ASN) Census.

By taking a preventative approach to supporting parents and families whose children's needs, one of the aims of the pilot is to reduce the need for formal measures of supervision/care.

4.1 - Children and young people will not experience discrimination, harassment, or victimisation in our education establishments

4.1.1 Ensure there is a reduction in the number/rate of bullying incidents which are perceived to be motivated by a protected characteristic.

The Equality Mainstreaming progress report (April 2021) provided an analysis and baseline measure of bullying incidents which were perceived to be motivated by a protected characteristic. Use of this data, along with implementation of the service's Anti-Bullying Guidance, forms part of schools' self-evaluation and improvement planning under 'Equalities, Wellbeing & Inclusion' (HGIOS 4, QI 3.1).

The recorded number of bullying incidents has reduced slightly in the last 12 months across primary and secondary schools (from 183 to 162). Analysis of the incidents in relation to protected characteristics and themes shows that incidents related to racism/religion have reduced slightly from 47 to 37, as have those related to body image (20 to 13). Incidents related to sexism/gender are stable but relatively low (18 down to 17). Those related to family circumstances and disability are very low (less than 5 per year). 162 represents slightly less than 1 incident per 100 pupils (0.89 incidents per 100 pupils).

However, the Health and Wellbeing census asked P5-S3 pupils (a roll of 9,255 pupils, though not all would have completed the HWB census) "Have you been bullied in the last year?" 31% responded 'Yes'. Assuming this is a representative sample, that would represent 2,869 P5-S3 pupils experiencing bullying but who may not have reported it when correlated with the incidents recorded on Seemis.

Therefore, we need to address the variations and anomalies in the number and type of incidents across schools which is explained by the following factors:

- consistency in recording of incidents can be affected by changes in staff and familiarity of using the system
- interpretation by staff of the Anti-Bullying Guidance
- relationships within schools which can be affected particularly at times of transition and significant change

The data is shared with schools and discussed with their Education Officers in relation to school improvement planning to address these factors and any others which are specific to the wider school community.

4.1.2 Implement policy and practice which supports the development of friendships and support structures for young people including Nurture Approaches Framework for all nurseries and schools; Emotional Health and Wellbeing Strategy; AIM for Schools provision for young people experiencing anxiety.

The key areas in our Emotional Health and Wellbeing Strategy have all shown progress in the last 6 months, with over 1000 children and young people and over 400 families receiving support from counselling or community mental health and wellbeing services. The Health and Wellbeing Census baseline data shows that, overall, most children and young people reported feeling confident and liking who they are, while some reported feeling worried about things in their life. The mental health data requires further analysis in relation to other aspects of health and wellbeing in the census in order to ensure whole school approaches are targeted appropriately.

4.1.3 Raise awareness of the value of the diversity of difference – and specific needs – of pupils in our education establishments who have a protected characteristic.

All Children and Families staff received an annual briefing on Equalities in August 2022 which includes awareness-raising of protected characteristics reflected in the low numbers of bullying incidents. Alongside this, the Council's Equalities Events calendar has been shared with staff.

Our Accessibility and Inclusion Service work alongside staff and children in schools to promote the value of diversity including those with English as an Additional Language; Gypsy/Traveller children and young people; and those with Additional Support Needs including disability. There has been considerable work undertaken with our schools in relation to Transgender training which is reflected in the low incident rate of bullying.

4.1.4 Prevent and challenge discrimination through a planned progressive Personal Social Education/Health & Wellbeing Programme and Inter-Disciplinary Learning.

Discrimination of all types is highlighted within progression pathways which support the planning and delivery of Personal Social Education/Health & Wellbeing Programmes. The Heartstone pilot is underway, with schools taking part in 16 days of action in 2021, and training opportunities from Education Scotland are shared regularly to support staff knowledge in the delivery of learning.

Progression pathways complete and CLPL offered to schools to support planning around them. Increased focus on MVP as Tayside wide approach. Equalities prevention overview in development.

4.2 - Children and young people will experience equality of opportunity when accessing education

4.2.1 Remove barriers for children and young people who may be vulnerable and require reasonable adjustments to enable their full access to education, e.g., use of ICT and specialist equipment; inclusive pedagogy; more diverse senior phase pathways.

A Good Practice Standard is being used with all schools to support teachers in establishing inclusive classrooms which remove barriers to learning. These include using visuals; use of ICT; and lowering sensory demands (lighting; noise). The Assisted Technology Steering Group has created a pathway for assessment of children's needs to identify appropriate resources which are reasonable adjustments. All secondary schools have an annual verification process to ensure that reasonable adjustments are in place for SQA assessments. A Senior Phase Pathways group has oversight of progression for young people with more complex needs including third sector and Dundee & Angus College alongside adult health & social care services.

4.2.2 Deliver the aims of the National Improvement Framework across all nurseries and schools through Every Dundee Learner Matters, with regard to closing the equity gap for children and young people who experience inequalities, including those who are care experienced and those with complex needs.

We continue to develop ways to better benchmark and report the achievements of our young people with ASN, including the increasing numbers with complex ASN. We want to make sure that all young people achieve their full potential, even if this does not mean achieving national benchmarks. We will continue to gather data to help inform an aim for young people who are not expected to attain SCQF 4+, but for whom we want to have high expectations. This will be tested and developed over session 2022/23.

Our proposed measures are: 1 or more awards at SCQF Level 4 or better (Insight) – ASN Pupils with complex ASN achieving awards at SCQF Levels 1-3*

4.2.3 Provide an accessible environment in all schools to meet diverse learning and communication needs.

All primary and secondary schools are audited each year for the accessibility of their learning environment (physical; communication; curriculum). The majority of primary schools meet our accessibility requirements other than the Victorian buildings which are limited in physical accessibility. Almost all secondary schools are now fully accessible with the East End Community Campus (in 2025) replacing any current gaps in Craigie and Braeview. A recent audit sample of inclusive practice (which includes elements of accessibility) found that most primary schools met good standards. There is a need for more consistency in secondary schools across departments.

More primary schools have been identified for Enhanced Support Areas in 2023 which will further increase the accessibility of the learning environment for children with complex communication needs. Over 6000 children and young people in Dundee have Additional Support Needs, of which at least 1400 have communication support needs.

4.2.4 Implement a Transitions Strategy with ARC Scotland

A transition planning framework for schools and other destinations e.g., college, university and employment has been developed with ARC Scotland, the national organisation which leads on Transitions. Learning sessions have been facilitated with schools, transition managers and Health and Social Care Partnership in relation to the changes and supports for the post 16 transition process.

Webpages are in development on the DCC website, which will include a page on Post School transition and will allow parents, carers, young people and school staff to have the information they require all in one place.

Work continues with Dundee & Angus College to help improve the transition process and developing inclusive practice.

ARC Scotland have developed a web-based App called COMPASS which will be launched in Spring 2023 which supports the transition of young people and their families.

The integration of different workstreams within the strategy relating to employability pathways; through and after care; and complex needs/disability is a focus for improvement from 2023-25.

4.3 Children and young people will experience a sense of inclusion, belonging and participation

4.3.1 Increase the inclusion for disabled children in local community groups.

Two after school groups have been established within community schools to reduce isolation and include children with ASN in activities they have chosen at Baldragon and St Paul's Academies.

Community Learning Development are opening their groups to children with additional needs, and this is working well in Finmill Centre, mixing age groups in relation to children's needs.

The Alliance sub-group for Complex Needs/Disabilities is collaborating in the extension of out-of-school care provision for children and families with complex needs. The Summer of Play provision in 2022 established a number of very successful community-based opportunities for children, and planning is underway for 2023.

Dundee Sport and Leisure are extending their community-based provision for sport and leisure opportunities in collaboration with Disability Sport Scotland.

4.3.2 Enable families to access support through the Family Support Framework including support services for community mental health and wellbeing.

Community mental health and wellbeing services continue to be at capacity and are well used by children, young people and families. We have seen a gradual increase in the number of males accessing services over the last 12 months. The services are balanced in terms of Scottish Index of Multiple Deprivation (SIMD) demographics with the community services being accessed by more families in those areas. As family relationships are a common predominant theme which providers tell us are being brought to them, these parent/family-based community services are essential. Over 1100 children and young people and over 400 families have been supported by services in the last 12 months. The work of these services was recognised this year an Outstanding Service and Commitment Awards (OSCA's) award for 'improved services through partnership working'. The work of the Alliance sub-group for complex needs/disability has piloted summer play programmes between the third sector and schools for children and families which has identified factors for success for next year.

Our Equality Duty in regard of Education Staff

We have a duty to apply the General Duty in regard of staff employed by Dundee City Council to work within the Children and Families Service. As such, education staff benefit from the support of corporate policy and procedures for recruitment, retention, absence management, and reasonable adjustments.

The Children and Families Service utilises a reporting system to monitor violent incidents involving members of staff. The system allows reports to be run which identify if the incident was motivated by a protected characteristic. Employment information, for Education staff, relating to protected characteristics, equal pay, recruitment, development and retention is provided within the main body of this report.

Consultation and Involvement

Consultation and involvement is an ongoing process which promotes dialogue and stimulates change through network groups with parent and partner groups. Focus groups, parental/pupil/staff surveys, school reviews, staff professional development and review process are all examples of methodology used on an ongoing basis as a means of consulting and involving others. Consultation with communities formed part of the wider consultation for establishing the Education Equality Outcomes, along with developing the Supporting Learners Policy Framework.

SUMMARY OF ALL EQUALITY OUTCOMES

Equality Outcome 1: Ensure that the equality and human rights of residents and employees from protected groups are safeguarded and promoted

Intermediate Equality Outcome	Action	Lead Service	Due Date	Progress %
1.1 The Council will have fuller and more accurate equality data relating to staff and service users	Consider implications of new Scottish Government guidance for public bodies on the collection and publication of data on sex, race and gender	Corporate Services	31-Dec-2022	100%
	Review and update data monitoring systems (Resourcelink) to record changes to equalities definitions ensuring they are consistent with Scottish Census information		31-Dec-2021	100%
	Undertake internal staff campaign to encourage data disclosure		31-Mar-2022	100%
1.2 Pay gaps relating to Gender, Disability and Race will be reduced	Review and update the Council's Flexible Working Policy to ensure inclusivity following the pandemic	Corporate Services	30-Jun-2022	100%
	Develop and adopt more hybrid approaches in the workplace		30-Jun-2022	100%
	Contribute to national benchmarking recording for gender, disability and race		31-Mar-2024	50%
	Adopt the Scottish Government toolkit for Race Equality in the Workplace		31-Mar-2024	10%
	Refresh the People Policy Framework to reflect Equality Outcomes		31-Mar-2024	50%
	Develop and implement employee engagement related to gender, disability and race		30-Sep-2022	100%
1.3 Recruitment and Retention practices will have increased diversity	Review application and advertisements/recruitment drives to ensure we attract diversity in recruitment	Corporate Services	31-Mar-2025	60%
	Review recruitment for Young People and support with Employability Skills/Assessment Centre methodology		31-Mar-2025	50%
1.4 Staff Training and Development	Council employees will be trained to level 3 in Trauma Informed practice	Corporate Services	31-Mar-2023 (Revised to 31-Mar-2025)	20%
	Implement targeted development programmes supporting women to apply for more senior roles		31-Dec-2023	10%

Intermediate Equality Outcome	Action	Lead Service	Due Date	Progress %
	Encourage more diverse uptake in leadership programmes by developing an information pack for managers		31-Dec-2023	90%
1.5 Residents will be supported to engage with our officers and services in a way that meets their needs	Seek to provide, where possible, all visiting Council officers with necessary equipment (tablet/smart mobile phones), to allow easy access to interpreting services (Language Line/BSL video interpreting)	Corporate Services	31-Mar-2025	25%
	Increase availability of information for BSL Users		31-Mar-2025	25%
1.6 Our staff and elected members will be supported to increase their knowledge and understanding of Equality & Human Rights issues and their duties as required by legislation	Develop and deliver a new Equalities & Human Rights eLearning module and training programme and framework for Elected Members	Chief Executive's Service	31-Dec-2021	100%
	Develop and deliver new Equalities & Human Rights based eLearning module and internal staff training programme		31-Mar-2022	100%
	Deliver Senior Leadership Equalities Training and Development		31-Mar-2023	100%
	Review and enhance equalities training for all staff		31-Mar-2025	70%
	Review and revise new Equalities & Human Rights eLearning module and training programme and Framework for Elected Members as appropriate		31-Mar-2025	70%
	Strengthen and promote the work of the Corporate Equality & Diversity Steering Group		31-Mar-2023	100%
	Participate and contribute to the work of Scottish Councils Equality Network		31-Mar-2025	80%
1.7 Our Impact Assessment Process is fit for purpose and meets our legal requirements	Carry out a review of current (IIA) process and complete a benchmarking exercise	Chief Executive's Service	31-Dec-2021	100%
	Create a new IIA Pre-Screening Tool and re-develop current Toolkit & Guidance based on findings		31-Mar-2022	100%
	Develop and deliver a training programme for relevant staff on how to use the tools and provision of support and guidance to officers and elected members as required		31-Mar-2023	100%

Intermediate Equality Outcome	Action	Lead Service	Due Date	Progress %
1.8 Those with protected characteristics and lived experience are involved in development and delivery of community planning work	Develop an ongoing engagement strategy and calendar of events to promote and facilitate engagement with community organisations	Chief Executive's Service	31-Mar-2025	70%
	Inclusion of targeted equality articles in Dundee Partnership Bulletin		31-Mar-2025	80%
1.9 The needs of our Gypsy/Travellers' community will be met through ensuring that our sites are well managed and meet standards set by the Scottish Government as well as through a programme of targeted engagement with the community	Undertake further consultation with Gypsy/Traveller communities to discuss site and other improvements	Neighbourhood Services	31-Mar-2025	25%
	Develop and carry out appropriate engagement activities with the Gypsy/Traveller community to ensure their needs are met through service provision		31-Mar-2025	25%
	Participate in Scottish Government and COSLA national and local Gypsy/Traveller policy and strategy, development initiatives and consultations		31-Mar-2025	25%
1.10 Provision of support to Refugee communities that meet their needs	Continue to support the work of the Humanitarian Protection Programme	Neighbourhood Services	31-Mar-2025	90%
	Community Learning & Development will support refugees and asylum seekers to gain language and other skills to enable them to build new lives in Dundee		31-Mar-2025	50%

Equality Outcome 2: Increase opportunities for protected groups to secure Fair Work

Intermediate Equality Outcome	Action Title	Service	Due Date	Progress %
2.1 Increase wage levels and Scottish Living Wage Accreditation for protected groups	Engage with local employers to promote 'Dundee as a Living Wage City' and highlight the benefits of them being an Accredited Living Wage Employer	Chief Executive's Service	31-Mar-2025	50%
	Increase Scottish Living Wage Accreditation across Dundee through promotional activities		31-Mar-2025	50%
	Strengthen the role and remit of the Dundee Living Wage Action Group with focus on hospitality, tech and social care industries		31-Mar-2022	100%

Intermediate Equality Outcome	Action Title	Service	Due Date	Progress %
2.2 Increase learning, skills and employment opportunities for people with protected characteristics	Work with Employability Service providers and employers to improve knowledge of protected groups, available support and best practice	City Development	31-Mar-2025	40%
	Deliver the Discover Work Employer Recruitment Incentive, creating inclusive employment opportunities for those furthest from the labour market		31-Mar-2023 (Revised to 31-Mar-2025)	75%
	Expand specialist employability services to support those with protected characteristics		31-Mar-2025	50%
2.3 Reduce persistent and rising levels of unemployment and underemployment for people from protected groups	Improve local employability services funded by the Parental Employment Support Fund	City Development	31-Mar-2023 (Revised to 31-Mar-2025)	75%
	Improve and simplify access to employability services through the emergence of No One Left Behind		31-Mar-2025	50%

Equality Outcome 3: Implement community justice services that increase access and protection for people from protected groups

Intermediate Equality Outcome	Action Title	Service	Due Date	Progress %
3.1 Our Children & Families Service will ensure children & young people's views and requirements are central to development and delivery of local services	Implement Phase 1 of Trauma informed Practice Framework	Children & Families Service	01-Jun-2021	100%
	Trauma-informed Workforce		01-Jun-2024	50%
	Implement counselling in schools and Community Mental Health and Wellbeing Support Services		31-Mar-2024	75%
	Implement Our Promise for Care Experienced Children, Young People and Care Leavers 2021-23		30-Jun-2022 (Revised to 31-Mar-2025)	75%
	Co-ordinate health and social care provision within the new Community Custody Unit and work with partners across the system on Covid-19 recovery		30-Jun-2022	100%
	Support GIRFEC Delivery Group to launch, implement and review GIRFEC across the city and closely involve service areas/teams in strategic planning of Children & Families services		31-Aug-2023	50%

Intermediate Equality Outcome	Action Title	Service	Due Date	Progress %
	Work with partners, children and young people and parents/carers on co-designing Children & Families services which matter to local communities		30-Jun-2023	70%
3.2 Promote the work of our Violence Against Women Partnership (VAWP) and implement learning into future service delivery and practice	<p>Produce communications materials to increase public understanding of the nature, causes and impact of violence against women</p> <p>Deliver/signpost high-quality professional development/learning/training on gender equality and VAWG; in particular, training that focuses on women facing multiple discrimination, including women living with income inequality, BME women and LBT women</p> <p>Review, support and resource sustainable local specialist VAWG services in order to allow those services to continue to engage in local strategic primary prevention work in a meaningful way</p> <p>Engage with the Gendered Services Project to ensure community justice approaches use a gendered lens that understands the connections between women's offending and their experiences of VAWG</p>	Dundee Health and Social Care Partnership	<p>31-Mar-2025</p> <p>31-Mar-2025</p> <p>31-Mar-2025</p> <p>31-Mar-2025</p>	<p>75%</p> <p>50%</p> <p>50%</p> <p>50%</p>
3.3 Regular review and monitoring of recently developed Domestic Abuse Policy	Ongoing review and updating of Domestic Abuse Policy and Procedures	Neighbourhood Services	31-Mar-2025	100%
3.4 Review and consult on current Housing Allocations Policy	Consult with key equality groups on current Housing Allocations Policy and report to Committee and agree next steps	Neighbourhood Services	31-Dec-2022	100%

Equality Outcome 4: Close the gap in educational attainment experienced by young people from protected groups

Intermediate Equality Outcome	Action Title	Service	Due Date	Progress %
4.1 Children and young people will not experience discrimination, harassment, or victimisation in our education establishments	Ensure there is a reduction in the number/rate of bullying incidents which are perceived to be motivated by a protected characteristic	Children & Families Service	31-Dec-2023	50%
	Implement policy and practice which supports the development of friendships and support structures for young people including Nurture Approaches Framework for all nurseries and schools; Emotional Health & Wellbeing Strategy; AIM for Schools provision for young people experiencing anxiety		31-Dec-2023	50%
	Raise awareness of the value of the diversity of difference – and specific needs – of pupils in our education establishments who have a protected characteristic		31-Dec-2022	100%
	Prevent and challenge discrimination through a planned progressive Personal Social Education/Health & Wellbeing Programme and Inter-Disciplinary Learning		31-Dec-2022	100%
4.2 Children and young people will experience equality of opportunity when accessing education	Remove barriers for children and young people who may be vulnerable and require reasonable adjustments to enable their full access to education, e.g. use of ICT and specialist equipment; inclusive pedagogy; more diverse senior phase pathways	Children & Families Service	31-Dec-2022	100%
	Deliver the aims of the National Improvement Framework across all nurseries and schools through Every Dundee Learner Matters, with regard to closing the equity gap for children and young people who experience inequalities, including those who are care experienced and those with complex needs	Children & Families Service	31-Mar-2024	65%
	Provide an accessible environment in all schools to meet diverse learning and communication needs		31-Dec-2023	40%
	Implement Transitions Strategy with Arc Scotland		31-Mar-2022	100%
	Implement Our Promise and Corporate Parenting Strategy Outcomes		31-Dec-2023	70%
	Increase the inclusion for disabled children in local community groups		31-Mar-2025	40%
				100%

Intermediate Equality Outcome	Action Title	Service	Due Date	Progress %
	Enable families to access support through the Family Support Framework including support services for community mental health and wellbeing		31-Dec-2022	
4.3 Children and young people will experience a sense of inclusion, belonging and participation	Focus Community Learning & Development Youth Work activities on the needs of the most vulnerable within communities	Neighbourhood Services	31-Mar-2025	75%
	Strengthen Community Learning & Development partners' collaborative approach to addressing agreed shared priorities, particularly around COVID recovery (mental health & wellbeing; Learning Loss; Transition Work and Young Carers)		31-Mar-2025	75%

Outcome 5 Equality Outcome 5: Improve access and transportation to places in Dundee

Intermediate Equality Outcome	Action Title	Service	Due Date	Progress %
5.1 Improve access, safety and experience for all visitors to Dundee City Council buildings	Move towards all public Council buildings using the 'Welcome' app by Neatebox	Corporate Services	31-Mar-2025	20%
	Make all public Council buildings a 'Safe Place', through implementation of the National 'Keep Safe Programme'		31-Mar-2025	20%
	Appropriate front-line staff will participate in disability awareness training through the Keep Safe Training Programme		31-Mar-2025	20%
5.2 Improve the availability of accessible information of Dundee venues	Work in Partnership with AccessAble to provide and promote detailed information to work out if a place is going to be accessible to someone based on their individual needs	Chief Executive's Service	31-Mar-2022	100%
	Strengthen relationship with local organisations who can provide additional support and guidance on accessibility issues (including Dundee Access Group and Deaf Links)		31-Mar-2025	70%

Intermediate Equality Outcome	Action Title	Service	Due Date	Progress %
5.3 Communities in the city, and in particular older people and adults with disabilities/restricted mobility, have accessible and sustainable transport solution	Re-focus the work of the Dundee Transport Forum and expand membership to include representation from equality groups	City Development	30-Jun-2022	100%
	Monitor and consult with equality group members on the impact of current and future transport provision through the Dundee Transport Forum		31-Mar-2025	30%
	Establish and participate in a new Bus Service Improvement Partnership for Dundee/Tayside		31-Mar-2023	100%

Equality Outcome 6: Improve health outcomes by promoting access and equality of service for people with protected characteristics

Intermediate Equality Outcome	Action Title	Service	Due Date	Progress %
6.1 We will support Dundee Health & Social Care Partnership to identify, monitor, review and implement their own Equality Outcomes	The Dundee Integration Joint Board has set equality outcomes and associated actions (Equality Outcomes Mainstreaming Framework 2019-2022) that include a focus on improving health outcomes by promoting access/equality of service for people with protected characteristics As a key partner in the Dundee Health and Social Care Partnership, Dundee City Council will make an active contribution to supporting the delivery of these outcomes and actions. The IJB will report on progress to implement these outcomes and actions at least every two years (in line with the requirements placed on them by the Equality Act 2010)	Dundee Health and Social Care Partnership	31-Dec-2022	100%
		Chief Executive's Service	31-Mar-2025	50%
6.2 Our Community Learning & Development Service will work at a local, service and strategic level to reduce the effects of inequality and disadvantage on health and wellbeing	Develop and implement engagement strategy and series of events with community groups representing those with protected characteristics Identify key priority areas with these groups and appropriate activities and implement actions through community learning and development plans	Neighbourhood Services	31-Mar-2025	50%
		Neighbourhood Services	31-Mar-2025	50%

Equality Outcome 7: Reduce the additional social inequalities experienced by people in poverty and in protected groups

Intermediate Equality Outcome	Action Title	Service	Due Date	Progress %
7.1 We will develop a targeted approach to support protected groups to tackle poverty and reduce social inequalities	Use SIMD data to target and prioritise partnership work	Neighbourhood Services	31-Mar-2025	80%
	Use the findings of Engage Dundee 2021 as well as other engagement work to target our work	Neighbourhood Services	31-Dec-2022	100%
	Target work to the most disadvantaged communities, including focused local fairness initiatives in Linlathen and Stobswell West	Neighbourhood Services	31-Mar-2023 (Revised to 31-Mar-2025)	80%
	Utilise data gathered by our Customer Services & IT service to identify priority target groups for future work relating to income maximisation	Corporate Services	31-Mar-2022	100%
	Adopt more effective and supportive ways of communicating with clients/tenants about money matters and debt	Corporate Services	31-Mar-2023	100%
7.2 Our staff and partners will be supported to increase their knowledge and understanding of poverty and other social inequalities and its unequal impact on equality groups	Build equality activities, impacts and actions into the delivery of the Fairness Action Plan and Child Poverty reporting	Chief Executive's Service	31-Mar-2025	30%
	Re-develop and deliver Poverty and Sensitivity training to relevant staff and partner organisations who support equalities mainstreaming work	Neighbourhood Services	31-Mar-2025	50%
7.3 Provision of Equality Grant Funding to Local Community Groups supporting those with protected characteristics	Re-focus and target Equality & Diversity Grant Funding to support local community groups; that can assist us to mainstream our equalities work	Chief Executive's Service	31-Dec-2021	100%

