Midlothian Council

Equality Mainstreaming & Outcomes Progress Report

2021 - 2023

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Welcome to the Midlothian Council Equality Mainstreaming & Outcomes Progress Report for the period 2021 - 2023. Over the past two years, the Council has continued to work towards developing its approach to equality and fairness. The Council has set out an ambitious programme of work through the Midlothian Community Planning Partnership to build a Midlothian, which is built on fairness and prosperity.

It is my opinion that this principle of equality must underpin all of the work the Council plans and does, and I am determined that the Council will continue do this through:

- Recognising that some people are not always treated fairly and can experience discrimination and inequality;
- Ensuring that our services meet the needs of all people in our communities, and that communities have choice and control over the services they use where appropriate;
- Challenging ourselves to tackle the inequality that exists in our communities, and working with community planning partners to improve outcomes for equality groups; and
- Tackling prejudice and negative attitudes towards people and celebrate the diversity within our communities

I am proud of the work that the Council continues to do to raise awareness of Mental Health amongst our employees, looking to achieve the next level (silver) of the Equally Safe at Work accreditation, demonstrating good practice and leadership in addressing violence against women and girls and a focus on gender equality, and the drive to celebrate equality and diversity with the Equal Midlothian Week & Mela. Initiatives such as these are tangible examples of equality work within our organisation and our local communities.

I look forward to continuing our work over the coming years to achieve our vision of a fairer and more equal Midlothian.

Dr Grace Vickers, Chief Executive, Midlothian Council

1.0   Purpose of Report

1.1   The purpose of this report is to outline how the Council has taken forward work to mainstream equality across the Council both in its role as a service provider and as an employer. The report also demonstrates current progress against equality outcomes detailed in the Midlothian Council Equality Plan 2021 – 2025.

1.2   This report uses the terms 'Midlothian Council/Council as shorthand for the Council, Education Authority and Licensing Board (all three bodies).

2.0   Legislative Background

2.1   In October 2010 the Equality Act 2010 (the Act) came into force. This was a consolidating piece of legislation gathering together 40 years of previous discrimination legislation.

2.2   On 05 April 2011 the Public Sector Equality Duty (PSED) came into force. The PSED replaced the separate duties on public bodies relating to race, disability and gender equality.

2.3   The new PSED extended the scope of equality legislation to include not only race, disability and gender but also age, gender re-assignment, marriage and civil partnership, pregnancy and maternity, religion or belief, and sexual orientation.

2.4   These nine categories are now known as the protected characteristics.

2.5   In April 2018 the Scottish Government enacted the socio economic duty. The Equality Act requires us to actively consider how we can reduce the inequalities of outcome caused by socio-economic disadvantage, when making strategic decisions. This is known as the Fairer Scotland Duty.

2.6   The PSED as set out in the Act is known as the 'general equality duty' (GED).

2.7   The GED requires public listed authorities in the planning and exercising of their public duties and functions to have 'due regard' to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other prohibited conduct;

- 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 relevant protected characteristic and those who do not

2.8   These three areas are sometimes known as the 'three needs'.

2.9   Having 'due regard' in relation to advancing equality of opportunity includes:

* Removing or minimising disadvantages suffered by persons who share a protected characteristic that are connected to that characteristic;
* Taking steps to meet the needs of persons with protected characteristics that are different from persons who do not share it; and
* Encouraging participation in public life and other areas where representation is disproportionately low

2.10   Having 'due regard' in relation to the need to foster good relations includes:

* Tackling prejudice; and
* Promoting understanding

2.11   As previously noted at present there are nine protected characteristics and there is no hierarchy to those nine. In alphabetical order they are:

* Age
* Disability (learning difficulties, mental health, physical and sensory)
* Gender re-assignment
* Marriage and civil partnership (restricted to elimination of unlawful discrimination in employment)
* Pregnancy and Maternity
* Race
* Religion or Belief
* Sex
* Sexual orientation

2.12   On 27 May 2012 the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 came into force.

2.13   These Regulations imposed duties on listed public bodies for the purpose of enabling the better performance by the listed authority of the duty imposed by section 149(1) of the Equality Act 2010, the PSED.

2.14   These duties are to:

* Report progress on mainstreaming the equality duty;
* Publish equality outcomes and report progress;
* Assess and review policies and practices;
* Gather and use employee information;

- Publish gender pay gap information;

- Publish statements on equal pay, etc.;

- Consider award criteria and conditions in relation to public procurement;

- Publish in a manner that is accessible, etc.;

- Consider other matters; and

- Scottish Ministers to publish proposals to enable better performance

2.15   The 2012 Regulations dictate when reports and progress reports have to be published (outcome reports every four years, progress reports every two years starting on 30 April 2013). The Regulations also state that all new and/or revised policies must be impact assessed against the needs of the GED, and that workforce profiling, gender pay gap and equal pay statements should form part of the mainstreaming report for organisations who have more than 150 employees at prescribed times. Finally, the Regulations look for listed bodies to improve their procurement activities and to publish all materials in a manner that is accessible to all.

2.16   On 11 June 2015 the Equality Act 2010 (Specific Duties) (Scotland) Amendment Regulations 2015 came into force.

2.17   This set of Regulations increased the number of listed bodies who are required to adhere to the Act and includes Integration Joint Boards established by order under section 9(2) of the Public Bodies (Joint Working) (Scotland) Act 2014 (3).

2.18   This means that the Midlothian Integration Joint Board (MLIJB) is also subject to the duties and responsibilities of the Equality Act 2010 and its subsequent Regulations. The MLIJB has its own Equality Reports and is therefore out with the scope of this report.

2.19   On 18 March 2016 the Equality Act 2010 (Specific Duties) (Scotland) Amendment Regulations 2016 came into force.

2.20   This new set of Regulations:

- Introduced a new requirement on listed public authorities to publish the gender composition of their Boards, and to produce succession plans to increase the diversity (across all protected characteristics) of their Boards; and to

- Lower the threshold for listed bodies to publish information on their gender pay gap and equal pay statements, from those authorities with more than 150 employees to those with more than 20 employees

2.21   Local authorities, licencing boards, and education authorities are not considered 'relevant listed authorities' in respect of the first bullet point in 2.20 above.

2.22   It is important to note that the Council as an Education Authority must also meet the requirements of the Act and subsequent Regulations. Further, as the Council also administers the Licensing Board it too needs to meet the requirements of the Act and Regulations when undertaking its duties. Accordingly, at the relevant points within this report reference will be made to all three bodies.

2.23   New legislative requirements and policy changes have been introduced since the Equality Act 2010, including The Fairer Scotland Duty, introduced in 2018, Child Poverty (Scotland) Act (2017) and others directly related to human rights including the United Nations Convention on the Rights of the Child (Incorporation) (Scotland) Bill which was introduced to the Scottish Parliament on 1 September 2020.

3.0   Mainstreaming Equality 2021 – 2023 - context

3.1   In the Council's Equality Mainstreaming & Outcome Report 2017 – 2019 it was said that:

- Mainstreaming equality meant making equality part of the day to day business of the Council, Education Authority & Licensing Board both as service planners, providers and employers, rather than a 'bolt-on' at the end of projects and other programmes of work;

- By mainstreaming equality, the Council, Education Authority & Licensing Board could ensure that equality of opportunity was part of the culture of the organisations, and that both employees and customers could benefit from organisations where they felt valued and their interests and issues on a level par with all others' issues and values;

- Further, by mainstreaming equality the Council, Education Authority & Licensing Board could demonstrate its commitment to the general duty by publicly demonstrating that they would not condone unlawful discrimination, victimisation and harassment; and that

- The Council, Education Authority & Licensing Board could also demonstrate that they would work to advance equality of opportunity and fostering good relations between people who share a protected characteristic and those who do not within their own organisations and through partnership and joint working practices with neighbours and community planning partners.

The Council, Education Authority & Licensing Board remain committed to these considerations, and during the period 2021 – 2023 have worked hard to embed each of the needs of the General Equality Duty for each protected characteristic throughout all of its work.

4.0   Progress made for the period of the Equality Plan 2021 – 2025 to mainstream equality throughout all three bodies (Council, Education Authority & Licensing Board)

4.1   Ensuring genuine commitment to equality through all levels of the Council structures and planning procedures

The service planning structure of the Council includes the Single Midlothian Plan (SMP) and supporting plans including service plans.

In Midlothian, partners work together through the Midlothian Community Planning Partnership (MCPP) which is the overarching partnership for this local authority area. MCPP brings together public services, the third sector, the business community and community organisations that are based or working in Midlothian.

Revision of the priorities for the MCPP which are to reduce inequalities in: learning outcomes; health outcomes; and economic circumstances and now includes to reduce carbon emissions in Midlothian to net zero by 2030. The strapline of the partnership is 'Midlothian - A Great Place to Grow'. Actions in relation to outcomes given in the 2021 – 2025 Equality Plan will be given in the outcomes section of this report.

Introducing Midlothian's Route Map through and out of the crisis as a strategy for recovery with a focus on the vision and priorities identified by the MCPP and based on the creation of a Wellbeing Economy, designed to achieve wellbeing, inclusion and fairness for our communities and to protect and enhance our environment.

4.2   Understanding the impact of our work – the Integrated Impact Assessment (IIA)

Since 2016, the Council has implemented an Integrated Impact Assessment Tool to ensure that we consider equality and the impact of our decisions on those with protected characteristics. The Council considers that our decision making process needs to consider a bigger picture and therefore the IIA also considers socio-economic inequality, health inequalities, environmental and sustainability matters thereby giving service providers the bigger picture that allows them to identify priorities now and in the future.

In early 2019 a further refresh of the IIA process was carried out, considering the need to include further focus on human rights and a greater emphasis on ensuring we consider the impact of our policies on care experienced young people. A pan-Lothian approach to the development of the IIA has encouraged a number of public sector bodies to support both the approach taken and a significant staff training programme to raise awareness and understanding of the importance of IIAs.

Completed impact assessments are published on the Council website as required by the Act and can be found here.

4.3   Equalities Monitoring

The Council continues to use equalities monitoring to gather and analyse information about service users where possible and appropriate. Plans to continue to develop our approach to equality monitoring and data collection need to ensure that we meet the requirements of General Data Protection Regulation (GDPR), and also ensure that any information collected reflects the most up to date approach to monitoring, and gives us the information we need to develop responsive services.

To improve equalities monitoring as an employer the Council launched a Personal Data Audit towards the end of 2020. Encouraging staff to ensure that their personal data is updated to ensure appropriate and meaningful consideration and planning with regard to protected characteristics can be undertaken. In this regard in February 2022 the Council signed up to the Council of Ethnic Minority Voluntary Sector Organisations (CEMVO's) Race for Human Rights programme. One of the areas the Council has asked for help in is encouraging more staff to disclose personal protected characteristic data. This partnership work will take place in 2023 and hopefully will result in increased accurate data that will ensure the Council can accurately plan for and with its workforce.

4.4   Building Organisational Capacity

Equality & Diversity Training

Training continues to be an important method of mainstreaming equality, diversity and human rights throughout the Council, Education Authority and Licensing Board. As part of the Equally Safe at Work Accreditation Process and Equality Plan 2021 – 2025, a programme of equality, diversity and human rights awareness training which focussed on:

- Ensuring that Midlothian Council is able to meet its general and specific duties under equalities and human rights legislation.

- Providing employees with opportunities for learning and awareness of their role and responsibilities under equality and human rights legislation.

- Developing a skilled, motivated and culturally capable workforce that can bring about changes that will improve services and tackle inequalities.

In addition, updates for the Council's Corporate Management Team and Elected Members on Equality, Diversity and Human Rights Awareness and the Integrated Impact Assessment focusing on the benefits that this process gives to service planning and delivery as well as staff wellbeing have been, and will continue to be delivered.

Further, staff have been encouraged to undergo refresher equality and diversity training, and those involved in developing service planning and delivery to request more detailed training in the need for and use of the Integrated Impact Assessment tool has continued.

4.5   Staff Equalities Group

Earlier Mainstreaming Reports noted the intention to review the structure and purpose of the previous Equality Working Group (EWG). Work on the planned review was delayed and the subsequent formation of an Equalities Forum superseded the review.

Alongside colleagues, the Equalities Engagement Officer (EEO) set up a series of drop-in sessions for staff to ascertain if there was interest in setting up a Staff Equalities Group and devising Terms of Reference for the group. A core group of ten staff members was established and began meeting monthly from November 2019 with the following purpose/aims:

- To offer the opportunity for colleagues from all areas of the organisation to inform and collaborate on equalities action.
- Working collectively towards improving policies and practices and implementing change.
- Sharing experiences and providing advice and support in a confidential safe space.

Members of the group have been pro-active in raising equalities issues and sharing information. Work is in hand to refresh and extend this group.

4.6   Joint Community Planning Equality Forum (CPEF)

Work on the remit and membership of the Joint East Lothian and Midlothian Community Planning Equality Forum (JE&MCPEF) has not progressed as planned in earlier reports. A decision regarding whether this forum, or a different version of the forum, is to be progressed is still required and the advice of the Midlothian Community Planning Partnership is to be taken. This work will be reported on in the next Progress report.

Whilst the intention was to have a joint forum with East Lothian Council, in practice the community level activity associate with equalities has been taken forward by Midlothian People's Equality Group (MPEG).

4.6   Midlothian People's Equality Group (MPEG)

The Midlothian People's Equality Group (MPEG) is a group of local people with diverse backgrounds who aim to:

- Promote equality and challenge prejudice
- Build relationships across Midlothian's communities of interest where people feel valued and trusted
- Provide a platform for Midlothian people to learn, educate and communicate about local equality issues of concern and interest; and have a voice in local policy and planning.

The group is assisted by Midlothian Council who support the group on an ongoing basis: attending board meetings; giving guidance and support with practical tasks such as funding applications/ OSCR submissions/ volunteer development/ policy and procedures; and working in partnership with MPEG and other organisations to host events and projects.

4.7   Working with the Procurement Section

Work with the procurement section has resulted in the following:

- Development of equality issues within our procurement strategy such as buying with other community planning partners and increasing supplier diversity;
- A review of the current provision for equality in procurement; building equality into the business case and engaging with service users;
- Introducing equality requirements in contract specifications including;
  - Specifying positive action and reasonable adjustments as well as workforce requirements;
  - Using more inclusive advertising and selection of tenderers' processes;
  - Developing an inclusive award process as well as implementing equality contract conditions and monitoring them; and
  - Learning lessons at the end of a contract

This focus ensures that the procurement process is informed by the responsibilities and obligations within the Equality Act 2010 (Specific Duties) (Scotland) Regulations

2012, particularly to consider the use of award criteria and conditions in relation to public procurement.

4.8   Equal Midlothian Week and Midlothian Mela

Equal Midlothian Week has been established as an annual programme of events with a range of organisations coming together to offer a variety of events which promote and celebrate equality, raise awareness and reach out to all communities. Details of the programme for 2023 is shown in the outcomes section of this report.

The Equal Midlothian Week events usually culminate with the annual multi-cultural celebration, the Midlothian Mela. Unfortunately, due to staffing issues there was no Mela held in 2023.

4.9   SWAN (Scottish Workplace Networking) for LGBT People (Midlothian Council is a member)

Ian Arnot and Robert Cole, who were involved with British Telecom's (BT) LGBT Networking Group, Kaleidoscope, founded SWAN in 2008. At the time, many companies and public sector employers had their own networking organisations but there was nothing that connected them. SWAN was created in order to fill this gap and provide a network in Scotland to bring people from different sectors together.

SWAN has become synonymous with networking within the LGBT professional community. As an organisation they have been hosted at many major businesses in the central belt of Scotland and attendance is consistently growing. SWAN aims to provide LGBT people with access to networking opportunities and with the help of corporate hosts they are able to do this absolutely free.

4.10   LGBT Youth Scotland

LGBT Youth Scotland is the largest youth and community-based organisation for lesbian, gay, bisexual and transgender (LGBT) people in Scotland. The charity's mission is to:

"Empower lesbian, gay, bisexual and transgender young people and the wider LGBT community so that they are embraced as full members of the Scottish family at home, school and in every community."

The Council is a member of the Lothian LGBT Development Group.

In past years the Council's Equality Engagement Officer (EEO) has also co-ordinated group attendance at Edinburgh Pride marches with LGBT Youth Scotland. This work has stalled as the EEO post is currently vacant.

4.12   Participation in Equality & Rights Network (EaRN)

The Equality and Rights Network (EaRN), is a member-led network that seeks to advance equality, promote human rights and tackle inequality and poverty in Edinburgh and surrounding areas.

4.13   NHS Gypsy/Traveller Roma Forum

The Equality & Diversity Officer attends this group which looks after the specific health issues relating to Gypsy/Travellers in the East & Midlothian areas. The group was refreshed during 2015/17 and Midlothian Council remains an active participant.

4.14   Gathering information about the experiences of equality groups

The Council continues to recognise that gathering information/ evidence about the needs and experiences of those with protected characteristics is an important way for the Council to deliver services that meet the needs of the community. The Council does this in different ways including community engagement, participation and desk based research. Since the publication of the initial Equality Plan in 2013 and update in 2017 a number of key developments have strengthened the knowledge we have about our communities:

- Introduction of new Place Plans under legislation planning. These replace Local Neighbourhood Plans (LNPs) which provided opportunities for local people to engage with local issues and improvements for their local communities.

- Development of the Community Planning Annual Planning Day event gives local communities the opportunity to hear more about and get involved in broader community planning work. Development of the plan is underpinned by the Midlothian Profile which presents information on the make-up of Midlothian's communities across a range of category, including some protected characteristics.

- Continued support for Midlothian Community Councils

- Development of the Midlothian Citizen's Panel as a mechanism to gather the views of local people on key issues.

- Development of the 'The Champions' Board' whose remit is to provide a platform for looked after children to engage with their corporate parent and make their needs known.

- Successful working relationships with regional and national equality groups to provide information / evidence about particular groups that have no local representation

- Use of National Resources including 'Equality Evidence Finder' developed by the Scottish Government/ Improvement Service.

5.0   Other ongoing work in support of equal opportunities Council-wide

5.1   2022

Equal Midlothian Week 2022 saw organisations working on equalities issues profiling their work which:

- Promoted a more equal Midlothian
- Raised awareness of equality issues
- Celebrated the work people do on equalities in Midlothian
- Created stronger links between groups and involve local adults, young people and children
- Reached out to all communities

A week of events planned to bring communities together and highlighting equalities work in Midlothian included:

- Invisible Women – Data bias in a World Designed for Men
- Vison Impairment Awareness Training
- The UNCRC, My Child & Me
- Men in Child and Social Care
- CLD & IGBE
- Women in Leadership
- Islamophobia Causes and Cures
- Unconscious Bias Training
- Are we all imposters?
- Decision Making for Inclusive Practice
- LGBTQIA+ Support with Health in Mind
- Information sessions for people from minority ethnic communities (Peer connecting Black and Minority Ethnic, Health in Mind)
- What is public sociology? And what can we do with it?
- Introduction to British Sign Language
- Visual Awareness session

The annual Midlothian Mela in 2022 was an in-person event held in the Dalkeith Arts Centre and included the MPEG AGM, a Talking Books Session and a number of social activities. The event also looked to encourage those interested in volunteering to support the MPEG activity across the year.

5.2   2023

Equal Midlothian Week

Equal Midlothian Week has become an exciting annual programme of events. A range of organisations come together to offer a variety of events which promote and celebrate equality, raise awareness and reach out to all communities. Events on offer in 2023's programme were:-

- Cooking with Nila
  Come along and take part in some Indian Cooking with Nila. This class will teach you some basics that could save you spending money on takeaways.
- What Makes Good Support for people with learning disabilities (People First event) Take part in a giant snakes and ladders game! This is a free fun event for people to talk about their experiences. Just watch or join in the fun. Drinks and snacks provided.
- Understanding sexuality and gender identity for parents and carers. Are you a parent or carer for a young person questioning their sexuality or gender identity? Do you want to better understand this topic? Join in with this online discussion.
- LGBTQIA+ history. A special event is being held as part of Equal Midlothian Week to discuss LGBTQIA+ history.
- Multilingual Bookbugs. Bookbug encourages parents and carers to share books with their children as early as possible to inspire a love of reading. This is a special multilingual session for Equal Midlothian week.

6.0   Areas for development moving forward

6.1   In addition to ongoing projects/work noted above, the following areas of work will be developed further moving forward:

- Further consideration of the implications of the Fairer Scotland Duty and how the Council, Education Authority and Licensing Board can ensure that we meet the requirements of this new aspect of the Equality Act;
- Consideration of the implications of the United Nations Convention Rights of a Child (UNCRC);
- The Council will ensure that all training offered reflects the socio economic duty. The Council will also work to ensure we focus on key policy areas and new legal requirements including the BSL Plan, and the Gaelic Language Plan;
- Continue to develop our approach to equality monitoring and data collection to ensure we meet the requirements of GDPR and also ensure that any information collected reflects the most up to date approach to monitoring and gives us the information we need to develop responsive services;

- Build relationships with individuals and organisations who can assist us by getting involved in progressing equality outcomes;

- Meet with managers and other stakeholders within the Council who can assist the Equality & Diversity Officer in mainstreaming progress and plans for the future;

- Evaluate and improve further our approach to the duties on Procurement;

- Ensure that the Equal Pay Statement and the Gender Pay Gap information covers all the requirements of the Act.

7.0   Employee Information Analysis for the year 2021/2022 (See Section 14 for Data tables for the period 31/03/2017 to 31/03/22)

7.1   Key Findings:

- There continues to be reluctance from many employees to answer equality monitoring questions, and understanding and resolving the reason/(s) for this continues to be a priority action for the Council to address within the period of Midlothian Equality Plan 2021 – 2025. (A data audit exercise in 2020/21 did not deliver the hoped for improvement in employees self-identifying against the protected characteristics and a wider exercise supported by the Council of Ethnic Minority Voluntary Sector Organisations (CEMVO) is being developed to better understand the reasons for this and encourage increased take up).

- The Council continues to consider the data and information it gathers in relation to its standing workforce, those leaving the organisation, and those it attracts to apply for positions within the organisation. A continued focus on identifying and analysing employee data and information will provide the Council with robust knowledge about its workforce, the reasons why individuals leave, and what attracts new applicants to want to work for the authority.

- Further development opportunities offered to managers to raise their awareness and understanding across all protected characteristics will support planned activities (positive action campaigns) to attract a more diverse workforce from across all protected characteristics that will better reflect those within Midlothian's communities.

- In round terms the organisation attracts and recruits on a 70% female, 30% male approx. basis which is in sync with the standing workforce. The Council needs to consider looking into ways of attracting more males into the workforce (positive action campaigns) particularly into traditionally seen female roles such as

teaching. Further, the Council needs to consider looking to attract women (again positive action campaigns) into traditional male areas such as waste, transport, amenity, and STEM (science, technology, engineering and mathematics) professions.

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Figure 1: Midlothian Council Equality Employee Information data – based on 5,561 Employees as of 31/03/2022 (Standing Workforce)

Sex

Female 72.59%	Male 27.41%

Disability

69 Disabled 1.24%	2950 Not disabled 53.05%	179 Prefer not to answer 3.22%	2363 Did not answer 42.49%

Gender Re-assignment

No 14.39%	Prefer not to answer 0.31%	Did not answer 85.29%
Yes 0.02%		

Sexual Orientation

Did not answer 80.02%	Gay, Lesbian or Bisexual 0.39%
Prefer not to answer 4.32%	Heterosexual 15.27%

Marital Status

Living with partner 4.42%	Single 26.38%
	Married/Civil Partnership 44.63%
	Divorced/Separated 4.53%
	Widowed 1.02%
	No Answer 19.01%

Caring Responsibilities

Yes – Over 18 1.73%	Yes – Under 18 4.42%	Yes – Under & over 18 0.50%
No 8.33%	Did not answer 84.89%	Prefer not to answer 0.13%

Age

16-24 8.63%	25-39 28.97%	40-55 36.86%
56-59 9.75%	60-64 8.04%	65+ 7.75%

7.2   Workforce Profile Analysis (for period 01/04/21 – 31/03/22)

The following provides an update with regard to equality data analysis for the standing workforce. An overview of the standing workforce across most of the equality data areas as at 31 March 2022 is shown in Figure 1 above and a full breakdown of percentage splits for all employee equality data from 31 March 2017 to 31 March 2022 is shown in appendix 1.

Age

During the year the greatest number of employee remains as during 2015/16, 2016/17, 2017/18, 2018/19, 2019/20, and 2020/21 within the age band 40 – 55. Otherwise numbers in each age bracket are very similar to 2020/21, the workforce has increased by 286 over the last 12 month period.

Sex

The sex mix of the Council's workforce remains very much in line with the make-up previously reported in 2020/21 (female 73.04% and male 26.96%).

Sexual Orientation

With over 80% of the workforce choosing not to respond regarding their sexual orientation, this is an area requiring further investigation as part of the wider reluctance of staff to disclose information and this will be undertaken during the period of Midlothian Equality Plan 2021 – 2025.

Caring Responsibilities

In previous years and this employees were asked 'do you have caring responsibilities'. The data presented shows data received in relation to this question. As with other characteristics investigation needs to take place as to why over four fifths of the workforce does not wish to divulge if they have caring responsibilities.

Disability

During the year 2021/22 the disability profile of the workforce was:

Type of Disability	Number	Percentage
Did Not Answer	2363	42.49
No disability	2950	53.05
Prefer not to answer	179	3.22
Yes - Learning Disability	9	0.16
Yes - Longstanding Illness	17	0.31
Yes - Mental Health Condition	14	0.25
Yes - Other, such as disfigurement	8	0.14
Yes - Physical Impairment	12	0.22
Yes - Sensory Impairment	9	0.16
Total	**5561**	**100.00**

The number of employees who 'prefer not to answer' and 'did not answer' remains too high at just below 46% of all responses. A mandatory staff equality audit was completed during 2020/21 with little improvement in the response rate. There are plans to investigate the reason/(s) for this during the period of the Equality Plan 2021 – 2025 through Midlothian Staff Equalities Group and the Council's Human Resources section.

In relation to the previous year's (2020/21) responses, the percentage of those not answering has decreased slightly. This is a positive direction and will be followed up on during the course of the next year.

Gender Re-assignment

In answer to the question 'have you ever identified as a Transgender person or Trans person?' in 2015/2016 no positive responses were recorded. As the data presented shows in 2021/2022 and for the last three years, positive responses were recorded. This would indicate that those responding feel safe and happy to do so within the organisation, and it would be a very positive step forward if they would share with the Equality Officer why this is so. (It would also be important to ascertain if they had previously recorded a 'yes' to this question, as there were positive responses in 2014/15, and had not felt confident to do so in 2015/16). Sensitive enquiries in this regard will be carried out during the period of the Equality Plan 2021 - 2025.

Notwithstanding this, it is still very disappointing that only around 14.5% employees are prepared to answer this question, (either yes or no), which identifies the need for further work to understand why this is the case within the workforce.

Marriage and Civil Partnership

Whilst noting a slight increase from the previous year in the number of staff who 'did not' answer, as with other protected characteristics the Council needs to look into why 19.01%, one fifth of its workforce, are reluctant to provide details of their marriage, civil partnership or other status.

Race

Ethnic Origin	Number	Percentage
African (inc Scottish/British)	*	*
African Other	6	0.11
Arab (inc Scottish/British)	*	*
Asian British	*	*
Asian Chinese (inc Scottish/British)	11	0.20
Asian Indian (inc Scottish/British)	*	*
Asian Other (inc Scottish/British)	6	0.11
Asian Pakistani (inc Scottish/British)	13	0.23
Black (inc Scottish/British)	*	*
Caribbean or Black (other)	*	*
Did Not Answer	2274	40.89
Ethnicity, if Other please specify	*	*

Ethnic Origin	Number	Percentage
Mixed - any other mixed background	13	0.23
Prefer not to answer	73	1.31
White - Eastern European (e.g. Polish)	9	0.16
White Irish	40	0.72
White Other	117	2.10
White Other British	298	5.36
White Scottish	2682	48.23
Total	**5561**	**100.00**

* Where the number reported is five or less we are required to respect anonymity and the number is therefore withheld.

During the period of the Equality Plan 2021 – 2025 investigation will take place as to why 42% the workforce do not wish to provide their ethnic origin details although this has dropped 3% over the last year.

Nationality

Nationality	Number	Percentage
American	6	0.11
Australian	*	*
Belarussian	*	*
Brazilian	*	*
British	1563	28.11
British - Hungarian	*	*
British & Swedish	*	*
Bulgarian	*	*
Canadian	*	*
Chinese	*	*
Cypriot	*	*
Did Not Answer	1827	32.85
English	17	0.31
European	*	*
German	*	*
Ghanaian	*	*
Irish	11	0.20
Italian	*	*
Lithuanian	*	*
Macedonian	*	*
Maltese	*	*
Nepali	*	*
New Zealand	*	*
Nigerian	*	*
Northern Irish	29	0.52
Norwegian	*	*
Polish	23	0.41
Portugese	*	*
Portuguese	*	*

Nationality	Number	Percentage
Prefer not to answer	40	0.72
Republic of Ireland	*	*
Romanian	6	0.11
Scottish	1959	35.23
Spanish	9	0.16
Swedish	*	*
Welsh	*	*
Grand Total	**5561**	**100.00**

* Where the number reported is five or less we are required to respect anonymity and the number is therefore withheld.

There has been a 1.77% reduction from the previous year in the number of employees who did not provide details of their nationality. This is a positive sign but further work must be undertaken to reduce this further.

Religion or Belief

Religion or Belief	Number	Percentage
Atheist	*	*
Buddhist	*	*
Christian	*	*
Church of England	*	*
Church of Scotland	278	5.00
Did Not Answer	4432	80.00
Hindu	*	*
Humanist	*	*
Jewish	*	*
Muslim	*	*
No religious views	*	*
None	530	9.53
Other Christian	52	0.94
Other Religion or Belief	*	*
Prefer not to answer	144	2.59
Roman Catholic	99	1.78
Sikh	*	*
Total	**5561**	**100.00**

* Where the number reported is five or less we are required to respect anonymity and the number is therefore withheld.

With just over 80% of the workforce not being prepared to state their religion or belief there is again a great need to investigate the reason for this during the period of the Equality Plan 2021 – 2025.

Disciplinary Cases

As the number of disciplinary actions taken on the grounds of any of the protected characteristics is five or less we are required to respect anonymity and the number is therefore withheld.

Resolution Cases

As the number of resolution actions taken on the grounds of any of the protected characteristics is five or less we are required to respect anonymity and the number is therefore withheld.

Figure 2: Midlothian Council Equality Data Maternity in Period – based on 180 Employees from 01/04/2021 – 31/03/2022

Gender

Female
100%

Disability

Disabled 2.22%

Not disabled
58.89%

Did not answer
38.89%

Gender Re-assignment

No
9.44%

Did not answer
90.56%

Sexual Orientation

Heterosexual
10.56%

Prefer not to answer
1.11%

Did not answer
88.33%

Marital Status

Living with partner
5.00%

Single
30.56%

Married/ Civil Partnership
48.33%

Divorced/ Separated
0.55%

No Answer
15.55%

Caring Responsibilities

Yes – Under 18
2.78%

No
7.78%

Did not answer
89.44%

Age

16-24
2.22%

25-39
91.67%

40-55
6.11%

7.3   Pregnancy & Maternity workforce profile (for period 01/04/21 – 31/03/22)

The following provides an update with regard to equality data analysis relating to pregnancy and maternity. An overview across most of the equality data areas as at 31 March 2022 for pregnancy and maternity is shown in Figure 2 above.

Ethnic Origin	Number	Percentage
Did Not Answer	65	36.11
Ethnicity, if other please specify	*	*
White Irish	6	3.33
White Other	8	4.44
White Other British	9	5.00
White Scottish	91	50.56
Total	**180**	**100.00**

* Where the number reported is five or less we are required to respect anonymity and the number is therefore withheld.

Nationality	Number	Percentage
Black African	*	*
British	66	36.67
Did Not Answer	46	25.56
English	*	*
Irish	*	*
Northern Irish	*	*
Other, please specify	7	3.89
Scottish	54	30.00
Spanish	*	*
Total	**180**	**100.00**

* Where the number reported is five or less we are required to respect anonymity and the number is therefore withheld.

Religion or Belief	Number	Percentage
Church of Scotland	6	3.33
Did Not Answer	161	89.44
None	9	5.00
Prefer not to answer	*	*
Roman Catholic	*	*
Total	**180**	**100.00**

* Where the number reported is five or less we are required to respect anonymity and the number is therefore withheld.

From 2016/17 data across all protected characteristics is available for pregnancy and maternity. What this data shows is that within the specific characteristic of pregnancy

and maternity there is still a reluctance to disclose disability, gender re-assignment, race, religion and faith, sexual orientation and caring responsibility.

The reason/(s) for this reluctance to disclose needs to be better understood if the Council is to be considered an employer of choice. Further consideration of this will be carried out during the period of the Equality Plan 2021 – 2025.

As for previous years, for those employees who are pregnant or on maternity leave their roles are risk assessed to determine any potential negative health impacts and they are, in line with statute and best practice, given special leave to attend appointments associated with their pregnancy. During maternity leave they are again, in line with statute, offered the opportunity and actively encouraged to take part in 'keep in touch days'. Employees on maternity leave are also communicated with on a regular basis in terms of keeping them up to date with any changes.

There is much emphasis on the importance to foster good relations in order that when an employee returns to work after a period of maternity leave the transition back to work is one where the employee feels fully integrated as soon as possible. Many of those returning from maternity leave apply for and are granted more part time and/or flexible working opportunities.

Figure 3: Midlothian Council Equality Data Leavers in Period – based on 541 Leavers from 01/04/2021 – 31/03/2022

Gender

Female 75.60%	Male 24.40%

Disability

Disabled 2.02%	Not disabled 52.87%	Prefer not to answer 2.77%	Did not answer 42.33%
11	286	15	229

Gender Re-assignment

No 12.57%	Prefer not to answer 0.55%	Did not answer 86.88%

Sexual Orientation

Did not answer 82.07%	
Prefer not to answer 4.81%	Heterosexual 13.12%

Marital Status

Living with partner 3.14%	Single 32.53%
	Married/Civil Partnership 44.36%
	Divorced/Separated 2.40%
	Widowed 1.11%
	No Answer 16.45%

Caring Responsibilities

Yes – Over 18 1.85%	Yes – Under 18 3.70%	Yes – Under and Over 18 0.18%
No 8.50%	Did not answer 85.40%	Prefer not to answer 0.37%

Age

16-24 11.83%	25-39 34.20%	40-55 23.84%
56-59 9.80%	60-64 10.72%	65+ 9.61%

7.4   **Leavers Profile Analysis**

Data/information for leavers has been collected and analysed since 2016/17. The following provides an update with regard to equality data analysis relating to leavers for the period 01/04/2021-31/03/2022. An overview across most of the equality data areas as at 31 March 2022 for leavers is shown in Figure 3 above.

Age Profile

In 2021/22 as in the previous four years, around one third of leavers from the Council were in the age bracket 25 – 39.

Gender

The leavers profile corresponds to the staying working profile at around a 70/30 female/male split.

Disability

With just over 2 percent of leavers declaring information on disability when leaving, the Council needs to understand why there is such a reluctance to acknowledge disability by the leaving workforce.

Sexual Orientation

With just under 87% of leavers not answering the sexual orientation question, the Council needs to investigate any potential negative undercurrents that may be causing a reluctance to disclose.

Gender Re-assignment

As with previous characteristics, investigation needs to take place as to why approximately 87% of the leaving workforce do not wish to answer a question regarding gender re-assignment.

Marriage & Civil Partnership

Again, as with previous characteristics, investigation needs to take place as to why 16.45% of the leaving workforce do not wish to divulge their marital status.

Race

Ethnic Origin	Number	Percentage
African Other	*	*
Asian Chinese (inc Scottish/British)	*	*
Asian Indian (inc Scottish/British)	*	*
Asian Other (inc Scottish/British)	*	*
Did Not Answer	214	39.56
Prefer not to answer	7	1.29
White – Anglo-Latvian	*	*

Ethnic Origin	Number	Percentage
White - Eastern European (e.g. Polish)	*	*
White Irish	8	1.48
White Other	19	3.51
White Other British	38	7.02
White Scottish	248	45.84
Total	**541**	**100.00**

* Where the number reported is five or less we are required to respect anonymity and the number is therefore withheld.

As in previous years well over 50% of workforce leavers answered a question about ethnic origin. This is positive and needs to be built on in succeeding years.

Nationality

Nationality	Number	Percentage
American	*	*
British	163	30.13
Did Not Answer	178	32.90
English	*	*
Irish	*	*
New Zealand	*	*
Northern Irish	*	*
Polish	*	*
Prefer not to answer	6	1.11
Romanian	*	*
Scottish	182	33.64
Welsh	*	*
Zimbabwean	*	*
Total	**541**	**100.00**

* Where the number reported is five or less we are required to respect anonymity and the number is therefore withheld.

The Council needs to understand why over a third of leavers either did not answer or preferred not to answer the nationality question.

Religion, Faith or Belief

Religion or Belief	Number	Percentage
Buddhist	*	*
Church of Scotland	28	5.18
Did Not Answer	440	81.33
Irish Catholic	*	*
None	41	7.58
Other Christian	7	1.29
Other Religion or Belief	*	*

Religion or Belief	Number	Percentage
Prefer not to answer	13	2.40
Roman Catholic	8	1.48
Total	**541**	**100.00**

* Where the number reported is five or less we are required to respect anonymity and the number is therefore withheld.

Since last year there has been a 5.37% decrease in the percentage of leavers who either did not answer or preferred not to answer the religion, faith or belief question.

Caring Responsibilities

With just under 86% of leavers not answering the caring responsibilities question, the Council needs to investigate why this is the case, although it should be noted that this figure has dropped by 6% since last year.

Figure 4: Midlothian Council Equality Data (Recruitment) All Applicants Period – based on 8,202 Employees from 01/04/2021 – 31/03/2022

Gender

Female 22.85%	Male 9.77%	No Answer 67.38%

Disability

173 Disabled 2.10%	2489 Not disabled 30.35%	23 Prefer not to answer 0.28%	5517 Did not answer 67.26%

Gender Re-assignment

No 32.46% Yes 0.05%	Prefer not to answer 0.22%	Did not answer 67.28%

Sexual Orientation

Gay/Lesbian/ Other 1%	No answer 69.03%
Bisexual 0.85%	Heterosexual 29.11%

Marital Status

Living with partner 5.02%	Single 15.44%
	Married/Civil Partnership 9.66%
	Divorced/Separated 1.73%
	Widowed 0.27%
	No Answer 67.89%

Caring Responsibilities

Yes – Under 18 10.44%	Yes - Other 0.54%
No 21.32%	Did not answer 67.36%	Prefer not to answer 0.34%

Age   Did not answer – 67.80%

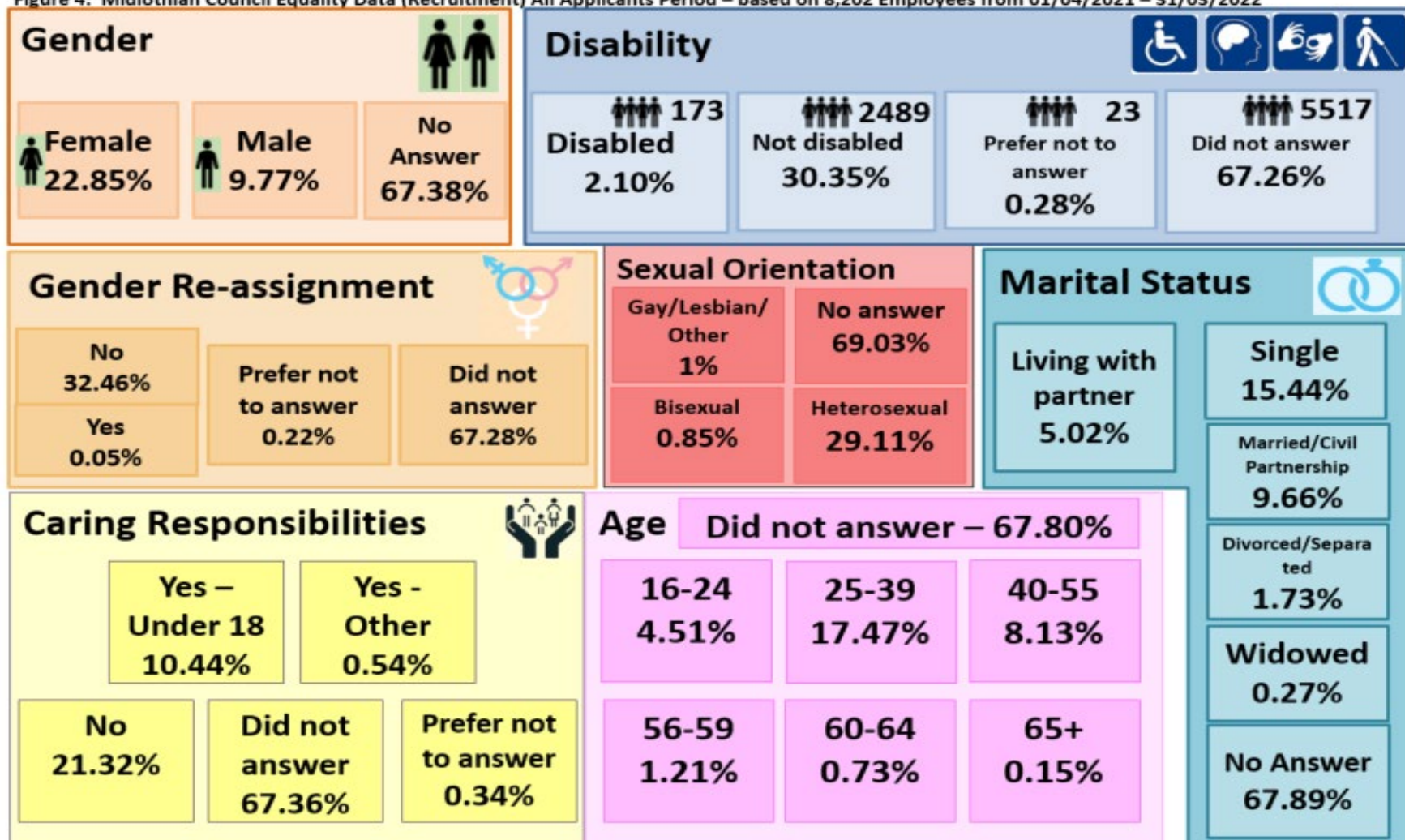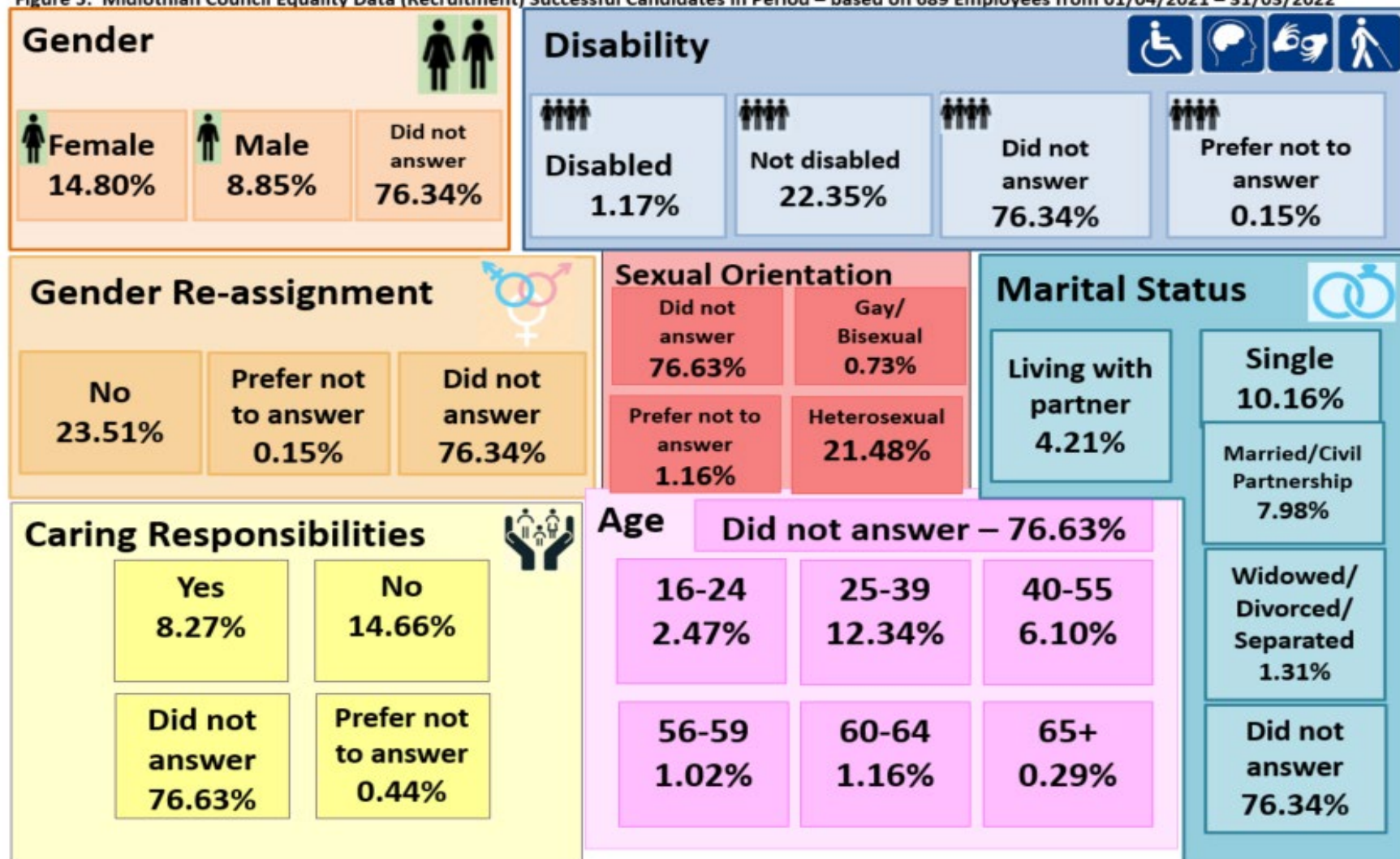| 16-24 4.51%	25-39 17.47%	40-55 8.13%
56-59 1.21%	60-64 0.73%	65+ 0.15%

Figure 5: Midlothian Council Equality Data (Recruitment) Successful Candidates in Period – based on 689 Employees from 01/04/2021 – 31/03/2022

Gender

Female 14.80%	Male 8.85%	Did not answer 76.34%

Disability

Disabled 1.17%	Not disabled 22.35%	Did not answer 76.34%	Prefer not to answer 0.15%

Gender Re-assignment

No 23.51%	Prefer not to answer 0.15%	Did not answer 76.34%

Sexual Orientation

Did not answer 76.63%	Gay/ Bisexual 0.73%
Prefer not to answer 1.16%	Heterosexual 21.48%

Marital Status

Living with partner 4.21%	Single 10.16%
	Married/Civil Partnership 7.98%
	Widowed/ Divorced/ Separated 1.31%
	Did not answer 76.34%

Caring Responsibilities

Yes 8.27%	No 14.66%
Did not answer 76.63%	Prefer not to answer 0.44%

Age   Did not answer – 76.63%

16-24 2.47%	25-39 12.34%	40-55 6.10%
56-59 1.02%	60-64 1.16%	65+ 0.29%

7.5   **Recruitment Profile Analysis:**

<u>**Age Profile**</u>

Age Band	Number	Percentage
16-24	370	4.51
25-39	1433	17.47
40-55	667	8.13
56-59	99	1.21
60-64	60	0.73
65+	12	0.15
Did Not Answer	5561	67.80
Total	**8202**	**100.00**

Successful Candidates	Number	Percentage
16-24	17	2.47
25-39	85	12.34
40-55	42	6.10
56-59	7	1.02
60-64	8	1.16
65+	2	0.29
Did Not Answer	528	76.63
Total	**689**	**100.00**

It is interesting to note that within the age range 25 -39 there is a greater percentage of applicants and successful candidates providing age data. However, those not answering the question remains far too high at over two thirds of applicants and successful candidates.

<u>**Disability**</u>

Job Applicants	Number	Percentage
1. Learning disability	66	0.80
2. Longstanding illness	29	0.35
3. Mental health condition	30	0.37
4. Physical impairment	12	0.15
5. Sensory impairment - Visual	*	*
6. Sensory impairment - Hearing	10	0.12
Did Not Answer	5517	67.26
No	2489	30.35
Prefer not to answer	23	0.28
Yes	24	0.29
Total	**8202**	**100.00**

Successful Candidates	Number	Percentage
1. Learning disability	*	*
2. Longstanding illness	*	*
3. Mental health condition	*	*
4. Sensory impairment - Hearing	*	*
Did Not Answer	526	76.34
No	154	22.35
Prefer not to answer	*	*
Total	689	100.00

* Where the number reported is five or less we are required to respect anonymity and the number is therefore withheld.

In both applicants and successful candidates the number not answering the disability question remains far too high. Investigations as to why this is needs to be undertaken within the period of the Midlothian Equality Plan 2021 – 2025.

Gender Re-assignment

Job Applicants	Number	Percentage
Did Not Answer	5518	67.28
No	2662	32.46
Prefer not to answer	18	0.22
Yes	*	*
Total	8202	100.00

Successful Candidates	Number	Percentage
Did Not Answer	526	76.34
No	162	23.51
Prefer not to answer	*	*
Total	689	100.00

* Where the number reported is five or less we are required to respect anonymity and the number is therefore withheld.

Marriage & Civil Partnership

Job Applicants	Number	Percentage
Did Not Answer	5520	67.30
Divorced	91	1.11
Living with partner	412	5.02
Married/Civil Partnership	792	9.66
Prefer not to answer	48	0.59
Separated	51	0.62
Single	1266	15.44
Widowed	22	0.27

Job Applicants	Number	Percentage
Total	8202	100.00

Successful Candidates	Number	Percentage
Did not answer	526	76.34
Divorced	*	*
Living with partner	29	4.21
Married/Civil Partnership	55	7.98
Separated	*	*
Single	70	10.16
Widowed	*	*
Total	**689**	**100.00**

* Where the number reported is five or less we are required to respect anonymity and the number is therefore withheld.

The number of applicants and successful candidates not answering remains far too high. This requires investigation.

Race

Job Applicants	Number	Percentage
African - (Inc. Scottish/British)	11	0.13
African - Other	27	0.33
Any Mixed or Multiple	26	0.32
Asian - Bangladeshi (Inc. Scottish/British)	*	*
Asian - Chinese (Inc. Scottish/British)	11	0.13
Asian - Hongkonger	*	*
Asian - Indian	*	*
Asian - Indian (Inc. Scottish/British)	25	0.30
Asian - Other (Inc. Scottish/British)	12	0.15
Asian - Pakistani (Inc. Scottish/British)	32	0.39
Asian – Pakistani - Punjabi	*	*
Black - (Inc. Scottish/British)	*	*
Black African	*	*
Brazilian mixed	*	*
Columbian	*	*
Croatian	*	*
Cypriot	*	*
Did Not Answer	5522	67.33
Dutch	*	*
Ghanaian	*	*
Greek	*	*

Job Applicants	Number	Percentage
Hungarian	*	*
Iban (Malaysian)	*	*
Italian	*	*
Lithuanian	*	*
Malay	*	*
Middle Eastern	*	*
Other - Arab (Inc. Scottish/British)	*	*
Prefer not to answer	33	0.40
South America	*	*
South American	*	*
White American	*	*
White - Eastern European (e.g. Polish)	23	0.28
White - Finnish	*	*
White - Irish	43	0.52
White - Other British	267	3.26
White - Other white ethnic group	175	2.13
White - Polish	45	0.55
White - Scottish	1915	23.35
Total	**8202**	**100.00**

* Where the number reported is five or less we are required to respect anonymity and the number is therefore withheld.

Successful Candidates	Number	Percentage
Any Mixed or Multiple	*	*
Asian - Indian (Inc.Scottish/British)	*	*
Did Not Answer	527	76.49
White - Irish	*	*
White - Other British	17	2.47
White - Other white ethnic group	8	1.16
White - Polish	*	*
White - Scottish	130	18.87
Total	**689**	**100.00**

* Where the number reported is five or less we are required to respect anonymity and the number is therefore withheld.

Disclosure rates for applicants and successful candidates are on the whole better than for the standing and leaving workforce. The organisation would benefit from understanding why.

Nationality

Job Applicants	Number	Percentage
African	7	0.09
American	11	0.13
Argentinian	*	*
Asian	*	*
Australian	*	*
Austrian	*	*
Bangladeshi Asian	*	*
Belgian	*	*
Black African	*	*
Brazilian	*	*
British	463	5.64
British/American	*	*
Bulgarian	*	*
Canadian	7	0.09
Chinese	*	*
Croatian	*	*
Cypriot	*	*
Czech	*	*
Did Not Answer	5534	67.47
Dutch	*	*
EEA	*	*
English	61	0.74
Finnish	*	*
French	12	0.15
French & Cuban	*	*
German	*	*
Greek	18	0.22
Greek Cypriot (EU)	*	*
Hellenic	*	*
Hispanic	*	*
Hungarian	*	*
Hungarian/Scottish	*	*
Icelandic	*	*
Indian	*	*
Iran	*	*
Iranian	*	*
Irish	22	0.27
Irish-Republic	*	*
Italian	11	0.13
Latvian	*	*
Lithuanian	*	*

Job Applicants	Number	Percentage
Luxembourgish	*	*
Malaysia	*	*
Maltese	*	*
Mauritian	*	*
New Zealand	*	*
Nigerian	7	0.09
Northern Irish	20	0.24
Pakistani	*	*
Polish	36	0.44
Polish & British	*	*
Portuguese	8	0.10
Prefer not to answer	63	0.77
Romanian	6	0.07
Scottish	1758	21.43
Scottish/French	*	*
Scottish/Irish dual national	*	*
Scottish/Polish	*	*
Slovak	*	*
Slovene	*	*
South African	*	*
South African (white)	*	*
South African/Portuguese	*	*
Spanish	45	0.55
Sri Lankan	*	*
Swedish	*	*
Swiss	*	*
Welsh	12	0.15
Zimbabwean	*	*
Total	**8202**	**100.00**

Successful Candidate	Number	Percentage
Belgian	*	*
British	34	4.93
Did Not Answer	526	76.34
English	*	*
German	*	*
Greek	*	*
Icelandic	*	*
Irish	*	*
New Zealand	*	*
Polish	*	*
Portuguese	*	*

Successful Candidate	Number	Percentage
Scottish	117	16.98
Scottish/French	*	*
Spanish	*	*
Total	**689**	**100.00**

* Where the number reported is five or less we are required to respect anonymity and the number is therefore withheld.

Again as for some previous categories of applicants and successful candidates disclosure rates are greater here than for the standing and leaving workforce. The organisation would benefit from understanding why. It is also worth noting that the pool of candidates and successful applicants are more diverse than in previous years.

Religion, Faith or Belief

Job Applicants	Number	Percentage
Apostolic	*	*
Atheist	*	*
Buddhist	*	*
Catholic	*	*
Christian	*	*
Christian Orthodox	*	*
Church of Scotland	315	3.84
Did Not Answer	5530	67.42
Greek Orthodox	*	*
Hindu	11	0.13
Humanist	40	0.49
Jewish	*	*
Methodist	*	*
Muslim	50	0.61
NA	*	*
No religion	*	*
None	1562	19.04
Other Christian	226	2.76
Other Religion or Belief	24	0.29
Pagan	*	*
Prefer not to answer	152	1.85
Protestant	*	*
Raised as a Roman Catholic	*	*
Roman Catholic	260	3.17
Scottish Episcopal Church	*	*
Sikh	*	*

Job Applicants	Number	Percentage
Spiritual	*	*
Unitarian	*	*
Total	**8202**	**100.00**

Successful Candidates	Number	Percentage
Church of Scotland	25	3.63
Did Not Answer	527	76.49
Hindu	*	*
Humanist	*	*
None	105	15.24
Other Christian	11	1.60
Other Religion or Belief	*	*
Prefer not to answer	7	1.02
Roman Catholic	7	1.02
Total	**689**	**100.00**

*Where the number reported is five or less we are required to respect anonymity and the number is therefore withheld.

Again as for previous categories of applicants and successful candidates disclosure rates are greater here than for the standing and leaving workforce. The organisation would benefit from understanding why.

Sex

Job Applicants	Number	Percentage
Did Not Answer	5516	67.25
Female	1874	22.85
Male	801	9.77
Prefer not to answer	11	0.13
Total	**8202**	**100.00**

Successful Candidates	Number	Percentage
Did Not Answer	526	76.34
Female	102	14.80
Male	61	8.85
Total	**689**	**100.00**

Traditionally and in round terms the organisation attracts and recruits on a 70% female, 30% male basis which is in sync with the standing workforce. This year in round terms we cannot comment as so many candidates/recruits have not answered the question. The reason for this lack of disclosure must be investigated.

Sexual Orientation

Job Applicants	Number	Percentage
Bisexual	70	0.85
Did Not Answer	5528	67.40
Gay	53	0.65
Heterosexual/Straight	2388	29.11
Lesbian	18	0.22
Other	11	0.13
Prefer not to answer	134	1.63
Total	**8202**	**100.00**

Successful Candidates	Number	Percentage
Bisexual	*	*
Did Not Answer	528	76.63
Gay	*	*
Heterosexual/Straight	148	21.48
Prefer not to answer	8	1.16
Total	**689**	**100.00**

* Where the number reported is five or less we are required to respect anonymity and the number is therefore withheld.

Caring Responsibilities

Do you have caring responsibilities?	Number	Percentage
Did Not Answer	5525	67.36
No	1749	21.32
Prefer not to answer	28	0.34
Yes (Children under 18)	856	10.44
Yes, other	44	0.54
Total	**8202**	**100.00**

Successful Candidates	Number	Percentage
Did Not Answer	528	76.63
No	101	14.66
Prefer not to answer	*	*
Yes (Children under 18)	55	7.98
Yes, other	*	*
Total	**689**	**100.00**

* Where the number reported is five or less we are required to respect anonymity and the number is therefore withheld.

Although the percentage not answering is less in comparison to the standing or leaving workforce, the organisation still needs to understand why there is any

reluctance to answer this question. Work to understand why will be undertaken during the period of Midlothian Equality Plan 2021 – 2025.

7.6   Training Profile Analysis

The Council continues to use different approaches to training such as one-to-one, group coaching sessions and leadership management courses for identified learning needs. This move away from a one size fits all classroom training approach continues to facilitate inclusion for all employees irrespective of protected characteristic.

It should however be noted that during the current pandemic and recovery period training has been carried out on-line via MS Teams.

7.7   Conclusion

The Council remains fully committed to the ethos of the Equality Act 2010 and is determined to provide employees with a workplace of choice that is fit-plus for the 21st century.

Gathering data and information for this analysis has continued to highlight a number of areas for the Council to focus on in the years ahead. The main points of note are:

- The age profile of the Council (largest age band 40 – 55 standing workforce) continues to represent challenges to workforce succession planning within the organisation.

- Work needs to be done to ensure that the Council is a positive workplace for lesbian, gay, bi-sexual and transgender (LGBT) employees and new recruits.

- Engagement with employees in relation to equal opportunities is an important means of giving the Council a more qualitative insight into the issues concerning employees, and allows the Council to take these on board when reviewing and developing new policies. The Council needs to encourage employees to feel confident about declaring their disability, sexual orientation or information about other protected characteristics.

- The Council needs to further develop its reputation as a modern, inclusive and welcoming workplace both for existing employees and for new recruits.

- The Council needs to continue to develop the data and information it gathers on existing employees, leavers, and potential new recruits in order to be a modern employer of choice.

7.8   Employee Data 2022/2023

Data for the period up to 31 March 2023 was not available at the time of producing this report. As in previous years, an annual update of employee data (up to 31 March 2023) will be published later in 2023.

8.0   Gender Pay Gap

8.1   The gender pay gap between average hourly rate of pay for male and female - all council employees as at 31/03/2022 is 2.52%, (decreasing from 2.7% on 31/3/21).

8.2   Table 1 shows the data and formula used to calculate the 2.52% gender pay gap:

Table 1

2021/2022			
Sex	**Pay Group**	**Average Hourly Rate**	**Formula Description**
Female	All	17.04	CORP3cii
Male	All	17.48	CORP3ci

Formula to apply: 100 - (CORP3cii/CORP3ci x 100) = Overall Gender Pay Gap = 2.52%

8.3   For information, Table 2 provides details of the breakdown between Local Government (LG) Workers and Teachers average hourly rate:

Table 2

2021/2022		
Sex	**Pay Group**	**Average Hourly Rate**
Female	LG Workers	13.75
	Teacher	25.90
Male	LG Workers	15.01
	Teacher	26.36

8.4   Consideration regarding how to provide meaningful ethnicity and disability pay gap information continues to be a focus moving forward.

9.0   Equal Pay Statement

9.1   Equal Pay Statement

Midlothian Council believes in equal opportunities in employment and is committed to the fundamental principle that procedures to determine the pay and conditions of employment of all our employees do not discriminate unlawfully and aims to eliminate any sex bias or any form of discrimination. The Council recognises that in order to achieve equitable pay it should operate a pay system which is transparent and based on objective criteria.

The Council believes that pay is one of the key factors affecting motivation and relationships at work and therefore considers it important to develop pay arrangements that reward employees fairly. The Council will work with Trade Unions to develop fair and non-discriminatory pay and progression systems which are understood and accepted by employees and by the managers who operate the system. All aspects of the pay package will be reviewed and monitored regularly to ensure it delivers equal pay. Any pay inequalities which cannot be justified will as far as is possible be eliminated.

The Council will aim to:

• Continue to use objective, justifiable and proportionate job-related information and an analytical job evaluation scheme to determine the salaries of jobs and the Council's salary structures.

• Monitor existing and future pay practices and the impact or potential impact on men and women.

• Assess and review the findings of monitoring activities and take action where necessary.

• Provide development and guidance for managers and others directly involved in decisions about pay and benefits.

• Continue to work with the recognised Trade Unions on equal pay and equalities in employment.

• Inform employees of how our pay practices work and how their own pay is determined.

• Respond promptly and investigate where necessary grievances on equal pay.

10.0   Occupational Segregation

10.1   Horizontal and Vertical gender segregation.

Historically, women and men tend to be clustered into different occupations and sectors. There are many contributory factors to this segregation including stereotyping about men and women's capabilities and skills; the culture associated with different types of work; and access to training courses and apprenticeships.

Although job segregation can restrict choices for men and women, the jobs which are most likely to be done by women are also those that are associated with lower pay, part time hours and limited possibilities for progression. These are sometimes referred to as the '5 Cs' - cleaning, catering, cashiering, clerical work and caring.

Horizontal Segregation - Gender by Directorate & Service Area as at August 2022 (Headcount)

Directorate	Service	Female	Male	Total
Chief Executives Office	Chief Executives Office	1		1
	Internal Audit	2	3	5
	Policy & Scrutiny	5		5
Chief Executives Office Total		**8**	**3**	**11**
People and Partnerships - Children, Young People and Partnerships	Children's Services, Partnerships and Communities	172	59	231
	Education	2032	363	2395
	People and Partnerships - Children, Young People and Partnerships	2	2	4
People and Partnerships - Children, Young People and Partnerships Total		**2206**	**424**	**2630**
People and Partnerships - Health and Social Care and IJB	Adult Health and Social Care	161	100	261
	People and Partnerships - Health and Social Care and IJB	1		1
	Primary Care and Older People	421	52	473
People and Partnerships - Health and Social Care and IJB Total		**583**	**152**	**735**
Place Directorate	Corporate Solutions	259	103	362
	Members Support Services	4		4
	Place	692	604	1296

Directorate	Service	Female	Male	Total
	Place Directorate	2	1	3
Place Directorate Total		**957**	**708**	**1665**
Grand Total		**3754**	**1287**	**5041**

Vertical segregation allows for analysis of protected groups clustered in jobs that have been rated as equivalent. Jobs are rated as equivalent when they have been assigned the same grade following job evaluation. The Council operates a robust job evaluation process for Local Government Employees using the agreed Scottish Joint Council Job Evaluation Scheme and SNCT Job Sizing for Teaching Professionals with all other grades agreed and set nationally for local application.

Vertical Segregation - Gender by Grade as at August 2022 (Headcount)

Grade	Female	Male	Total
Chief Officer	4	4	8
Conserved Teachers	8	4	12
Principal Education Psychologist	1		1
Education Support Officer	4		4
Grade 1	576	73	649
Grade 10	13	26	39
Grade 11	20	12	32
Grade 12	8	5	13
Grade 13	7	6	13
Grade 14	1	1	2
Grade 2	279	218	497
Grade 2 - (39 hours)	1	23	24
Grade 3	547	93	640
Grade 4	379	101	480
Grade 5	463	192	655
Grade 6	111	84	195
Grade 7	133	56	189
Grade 8	155	77	232
Grade 9	51	37	88
Head Teacher/Depute Head Teacher	87	25	112
Main Teacher	703	171	874
Music Instructor	13	8	21
Educational Psychologist	7		7
Principal Teacher	166	65	231
Quality Improvement Officer	3	3	6
Trainee Educational Psychologist		1	1
Trainee Teacher	14	2	16
Grand Total	**3754**	**1287**	**5041**

11.0   Progress on Equality Outcomes set in the Midlothian Equality Plan 2021 - 2025

11.1   In the Council's Equality Plan 2021 – 2025 it was noted that: '*An equal society protects and promotes equal, real freedom and substantive opportunity to live in the ways people value and would choose so that everyone can flourish. An equal society recognises people's different needs, situations and goals and removes the barriers that limit what people can do and be.*' UK Equalities Review 2007. During the period 2021-2023 Midlothian Council has been working to achieve this fairness of opportunity and existence through the Equality Plan.

11.2   The Council has been doing this throughout the timeframe of the current equality plan and notes progress over the period of the plans as shown in 11.3.

11.3   Progress on Equality Outcomes Table

1. Accessibility
Services will be more accessible for all with improved digital inclusion and communication and an inclusive physical environment

Measure of Success	Action	Action update
Channel Shift – greater flexibility and new ways to access services.	Channel shift is embedded as a core theme within the Customer Service and Digital Services strategies and delivery programme, and progress will we reported through annual updates over 2021 to 2025	The Customer Services Platform (CSP) and re-design of key services that will improve the end to end customer journey and increase accessibility with new ways to access services. A number of modules for CSP have been launched including FOIs and the request for replacement certificates for our Registrars service. Both of these modules allow our customers to request information online at a time that suits them.
Web Accessibility – ensuring our web sites comply with the Public Sector Bodies (Websites and Mobile Applications) Accessibilities Regulations (No. 2) 2018.	Provision of adapted communication methods for specific access requirements (BSL interpreters or Text Relay services for deaf customers Language translation services for customers for whom English is not their first or preferred language - Reach Deck).	The following Accessibility Statement is featured on the Midlothian Council Website: **Accessibility statement | Midlothian Council** and outlines all aspects to ensure that we are compliant with all relevant regulations. In addition, there is a plan of work looking to update the inaccessible aspects of the website such as older PDFs.
Digital Access and Skills/ Libraries - programme of activities to address the digital divide and ensure the benefits of the internet and digital technologies are available to all.	Provide and sign-post a wide range of digital support tools within libraries including providing access to computers, the Internet, digital content, and digital literacy programs	Library Services provide free access to computers, the internet and Wi-Fi. The staff also provide support to assist customers to access other Council services for example with the Assisted Garden Waste payment and also for any other digital assistance. We work closely with Communications, CLLE and other Council and TSI services to assist in providing access to digital skills classes and sessions whether using library PCs or their own device.

Measure of Success	Action	Action update
Digital Learning - improve access to digital technology for all learners though the provision of additional devices and connectivity to pupils to support home and blended learning.	Monitor the delivery of new devices e.g. iPads, chrome books, to assist educators, learners and parents to take advantage of digital technology opportunities.	Phase 2 of Equipped for Learning is progressing well with 14,000 devices allocated to all P1 – S6 Midlothian children. A robust programme of professional learning for staff combined with individual targets for schools is ensuring that devices are having a positive impact on learning, teaching and assessment Read & Write (literacy support) is one of a number of accessibility supports that children are benefitting from Digital safeguarding (Light speed)is ensuring that devices remain safe and healthy for our learners Seesaw app allows continuous communication with families about their child's learning Phase 3 planning has already started and will have a strong focus on hybrid learning to ensure all learners will have equal access to a rich curriculum offer.
Adult Health and Social Care	Adult Health and Social Care Service Plan includes actions and performance indicators supporting a range of priorities, including the use of Digital resources to improve the experience for clients.	Adult Health and Social Care Service Plan Adult Health and Social Care Service Quarterly Performance Reports
	Joint Physical Disability Planning Group Action Plan	The Joint Physical Disability Planning Group Action Plan is now very much limited by the fact there is currently a Planning Officer vacancy that is not likely to be filled due to our savings requirements
	Midlothian Health and Social Care Partnership Strategic Plan 2019-2022, identifies a key outcome - People who use health and social care services have positive	Midlothian Integrated Joint Board Strategic Plan 2022-25 has 6 strategic aims: 1. Increase people's support and opportunities to stay well, prevent ill or worsening health, and plan ahead.

Measure of Success	Action	Action update
	experiences of those services, and have their dignity respected.	2. Enable more people to get support, treatment and care in community and home-based settings. 3. Increase people's choice and control over their support and services. 4. Support more people with rehabilitation and recovery. 5. Improve our ability to promote and protect people's human rights, including social and economic rights and meet our duties under human rights law through our services and support. 6. Expand our joint working, integration of services, and partnership work with primary care, third sector organisations, providers, unpaid carers, and communities to better meet people's needs. The responsibilities and legal duties of Midlothian IJB are outlined in the Public Bodies (Joint Working) (Scotland) Act (2014). All integrated authorities are subject to the Public Sector Equality Duty. Midlothian IJB is therefore required to produce a Mainstreaming Equality report in line with the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012. Midlothian IJBs Mainstreaming Equality Report 2021-25 Midlothian IJB has produced a Mainstreaming Equality Report update (for 2021-23) and an Action Plan (for 2023-25). The main actions are as follows • Provide 'Equality and Diversity' training for Board members • Agree and implement a process for Midlothian IJB to identify, complete, publish, monitor, and review Integrated Impact Assessments (IIAs) • Complete Integrated Impact Assessments (IIAs) for to all new and revised strategies, policies and plans, provisions,

Measure of Success	Action	Action update
		practices, and activities which fall under the Midlothian IJB remit • Assess the impact of Midlothian HSCP services through the HSCP governance and assurance • Review the information Midlothian IJB publishes and ensure it meets Scottish Government accessibility standards • Ensure the Midlothian IJB and Midlothian HSCP webpages hosted on the Midlothian Council website are distinct and hold the relevant information In response to a review conducted by the Equality and Human Rights Commission (EHRC) into the compliance of Integration Authorities with the Public Sector Equality Duty, the EHRC requested that all Integration Authorities agree and implement a system for the identification, completion, publication, monitoring, and review of equality impact assessments. Midlothian IJB has worked with the officers of the HSCP to develop and agree this process which must now be applied to all new and revised strategies, policies and plans, provisions, practices, and activities of Midlothian IJB. This includes receiving assurance from Midlothian HSCP that there is a similar process in place for the operational planning and delivery of services working towards the ambitions of the Strategic Commissioning Plan. Additionally, Midlothian IJB is asked to report annually on positive experience and dignity as part of the IJBs Annual Performance Report.

2. Housing

Increased supply and access to affordable housing via the Strategic Housing Investment Plan, and improved options to support independent living for those with complex needs via Housing First initiative. A reduction in homelessness as a result of a housing-led approach to provide settled housing options as quickly as possible. Approaches to prevent and address isolation are strengthened across communities.

Measure of Success	Action	Action update
Housing - People have access to a home that is warm, affordable, accessible and that meets their needs	Access to housing and the supply of new housing has increased across all tenures in Midlothian	Our aims are to increase the amount of social housing. Ensure our homes meet the Housing Quality Standard. Manage the properties as per the Housing (Scotland) Act. Meet the Scottish Housing Regulator Standards. Whilst consulting with our applicants and tenants on our services. Due to high demand of properties a shortfall of around 1:10 properties for social housing, we continue to look at our new build programme. Local Housing Strategy (LHS) 2021-2026 Strategic Housing Investment Plan 2021/22-2025/26 Allocation policy 2020 Tenant Participation and Customer Engagement Strategy (2020-23)
	Improve Place Making in Midlothian.	Strategic Housing Investment Plan 2021/22-2025/26
	Homeless households and those threatened with homelessness are able to access support and advice services and all unintentionally homeless households will be able to access settled accommodation.	Our visions is for everyone to have a safe, warm and affordable home that meets their needs. Working with our partners to prevent homelessness from happening in the first place. Rapid Rehousing Transition Plan 2020/21-2023/24 - Housing contribution statement (health and Social care development plan)

Measure of Success	Action	Action update
		These activities are crucial to reduce the time spent in temporary accommodation, improving the quality of temporary accommodation provided, continue to deliver Housing First and improve the health and wellbeing of those most vulnerable households.
	The needs of households with particular needs will be addressed and all households will have equal access to housing and housing services.	Allocation policy 2020 Local Housing Strategy (LHS) 2021-2026 Strategic Housing Investment Plan 2021/22-2025/26
	Housing in all tenures will be more energy efficient and fewer households will live in, or be at risk of, fuel poverty.	Local Housing Strategy (LHS) 2021-2026 Strategic Housing Investment Plan 2021/22-2025/26
	The condition of housing across all tenures is improved.	Local Housing Strategy (LHS) 2021-2026 Strategic Housing Investment Plan 2021/22-2025/26
	Integration of Housing, Health and Social Care in Midlothian is improved	Housing contribution statement (Health and Social Care Partnership Strategic Plan 2019-2022, Appendix)
	Community Justice Service - Pathways established to support transition at point of leaving prisons and hospitals into accommodation.	Housing contribution statement (Health and Social Care Partnership Strategic Plan 2019-2022, Appendix) Rapid Rehousing Transition Plan 2020/21-2023/24

3. Safer Communities and Gender Based Violence

Midlothian neighbourhoods are safe and welcoming and communities embrace equalities and mutual respect and reject all forms of discrimination.

Measure of Success	Action	Action update
Woman, girls and LGBTQ+ communities feel safer as a result of the implementation of programmes and policies to prevent and protect our citizens against domestic abuse and gender-based violence, strengthened by the direct response during and following the COVID-19 pandemic.	Midlothian People's Equality Group will continue to promote equality and challenge prejudice,	Further clarity of position required due to current vacancy of the Equalities Engagement Officer.
	Build relationships across Midlothian's communities of interest where people feel valued and trusted and provide a platform for people to learn, educate and communicate about local equality issues of concern and interest	Further clarity of position required due to current vacancy of the Equalities Engagement Officer.
	Staff Equalities Group will continue to inform and collaborate on equalities actions and working collectively towards improving policies and practice and implementing change.	Work on this project has stalled due to the sabbatical and subsequent resignation of the Equalities Engagement Officer who co-ordinated this group. However, with the arrival of the new HR Strategic Lead work is underway to refresh this group and to continue its work to inform and collaborate on equalities actions. The group will also work collectively towards improving policies and practice and implementing change.
	Adult Health and Social Care Service Plan includes a range of actions and performance indicators which support a range of priorities and includes a priority specific to the Justice Service.	Adult Health and Social Care Service Plan Adult Health and Social Care Service Quarterly Performance Reports
	Public Protection Unit and VAWG action and improvement plans.	**EMPPC, VAWG Delivery Plan** Midlothian Council Cabinet agreed to develop a Midlothian Equally Safe Strategy and Delivery Plan in November 2021, which was delayed with the impact of Covid. The leadership

Measure of Success	Action	Action update
		group and development plan are now in place and work will commence 28 April 2023 with support from the IS Protecting People Programme.
		A shared VAWG Prevention Plan was developed and approved in principle by EMPPC (December 2022). The Plan has since been split into three parts: Midlothian; East Lothian and EMPPC. Midlothian's part will inform the new Midlothian Equally Safe Strategy and Delivery Plan.
		Our Partnership 16 Days of Activism to End VAWG campaigns included 12 events in 2021 and 25 plus events in 2022, with more than 1,267 people attended. This was accompanied by extensive social media work.
		Operational work
		• The Domestic Abuse Service for high risk women victims was transferred from the Public Protection Office to Women's' Aid East and Midlothian in October 2022 along with the associated Scottish Government funding. This funding has enabled additional Women's Aid support worker hours to help reduce the waiting lists accumulated during Covid. • Domestic Abuse Referral Pathway following a Police Incident: There were 424 referrals to Midlothian services for specialist support (208 in 2021/22 with a slight rise to 216 in 2022/23): 334 to Women's Aid East and Midlothian; 65 to the Domestic Abuse Service; 5 to Shakti Women's Aid; 15 to Fearfree (for men and LGBT+ people); and 5 to the Caledonian Women's Service (Justice Service).

Measure of Success	Action	Action update
		• MARAC Midlothian: 249 cases were referred to Marac (115 in 2021/22 rising to 134 in 2022/23). 73% of cases involved a total of 449 children. Thirty-four Maracs were held: all 26 scheduled meetings and 8 additional meetings to meet demand. We completed our first Marac self-assessment in 2021 and have since completed most of the improvement actions identified. In particular, we have improved resilience by increasing the pool chairs to 7 (of 8 required) to cover both Midlothian and East Lothian Maracs. **VAWG training and briefings:** • Training resumed post Covid on-line and from October 2022 a mix of in-person and online delivery covering a range of VAWG topics to support practitioners. In 2021/22, there were 10 trainings with 220 participants. Of those who provided feedback 95% agreed their knowledge had increased. • In 2022/23, 6 trainings with 141 participants. Of those who provided feedback 85% agreed their knowledge had increased. • The Learning and Development subgroup introduced online briefings late 2021/22 which has enabled us to expand the VAWG offer and reach a broader audience. Topics have included: BAME women and Honour Based Abuse; Marac; Disclosure Scheme for Domestic Abuse Scotland (DSDAS); Animal abuse and public protection/domestic abuse (in 2023, we are including Cost of Living Crisis and Commercial Sexual Exploitation and Human Trafficking).

Measure of Success	Action	Action update
		• In 2021/22, we held one Briefing with 109 participants. In 2022/23 we expanded to 7 briefings and also our 16 Days launch (2.5 hours), with a total of 605 participants. • Safe & Together Core and Supervisor training has continued to be offered online supported by a local plan to embed Safe &Together in culture, systems and practice. Public communication: A quarterly Public Protection e-Newsletter was established in 2021 which always includes a VAWG section. These are circulated widely to the workforce and decision makers and are available on Supporting Safer Communities - Public Protection across East Lothian and Midlothian | Home (emppc.org.uk)

4. Workplaces
Midlothian Council is a positive and inclusive workplace for all employees.

Measure of Success	Action	Action update
New recruits will join an increasingly diverse workforce across all levels of the organisation, which accurately reflects the population we serve and commits to providing opportunities for all new and existing staff from groups	Creation of a draft Wellbeing Strategy	Existing Mental Health and Wellbeing Policy in place and Wellbeing Directory introduced Dec 2022. Previous NHS Wellbeing award has closed so the Council won't be retaining this as it is not applicable any more.
	Planned review of recruitment and selection processes and practices by using the Scottish Government's Minority Ethnic Recruitment Toolkit	Due to the HR lead position being vacant for a number of months this work has not progressed. This project has now

Measure of Success	Action	Action update
currently underrepresented such as promoting and facilitating staff forums for people in protected characteristic groups.		been picked up by the new HR Strategic Lead and is planned to be actioned in the latter half of 2023.
	Roll out refresher mandatory Equality and Diversity training for all employees	E-learning package procured and working with the Equality and Diversity Officer to deliver refreshed mandatory Equality and Diversity training for all employees.
	Staff Equalities group.	Work on this project has stalled due to the sabbatical and subsequent resignation of the Equalities Engagement Officer who co-ordinated this group. However, with the arrival of the new HR Strategic Lead work is underway to refresh this group and to continue its work to inform and collaborate on equalities actions. The group will also work collectively towards improving policies and practice and implementing change.
Success in achieving inclusive working culture might also be measured by rates of retention/leaving, recruitment, promotion etc.	Plans to create a Diversity and Inclusion Strategy during 2021/22	This is not on the radar as a priority but is something the new HR Strategic Lead thinks should be developed as part of a plan to develop/refresh the Council's current equalities strategy – staff focus. Plan to look at this in the latter half of 2023.
	Continuing to review people policies to ensure they fully support an inclusive workplace.	Flexible Working Policy, and our Hybrid Working Arrangements promote healthy work-life balance

Employee Assistance Programme and other supports available to staff

Provision of a variety of employee benefit schemes to improve physical, financial and mental wellbeing |
| A reduction in our pay gap percentages. | Reduction in our pay gap percentages | The Gender Pay Gap at 31 March 2022 is 2.52%, decreasing from 2.7% at 31 March 2021. |

5. Education

1. All of Midlothian's children and young people are successful learners and the educational attainment gap is reduced.
2. Midlothian schools are safe places where acts of discrimination, victimisation, and harassment are effectively addressed to avoid re-occurrence.

Measure of Success	Action	Action update
Children and young people have improved health and wellbeing (including mental health) because they receive an education directed towards realising their potential, with appropriate support and reasonable adjustments when required,	Education Service improvement plan aligns with the key priorities in the National Improvement Framework for Scottish Education and Delivering Excellence and Equity in Scottish Education.	The Education Service Improvement Plan is reaching the evaluation stage with attention now focusing on session 23/24. Draft priorities will be shared with stakeholders on 25 April for finalisation in May 2023. The learning estate strategy was revised to include ASN and was approved by full Council in December 2022. A Midlothian mental health strategy has been developed. A recent survey of therapeutic supports will help to ensure consistency of access as well as best value.
	Statutory duty to report on steps taken to close the attainment gap between the most and least disadvantaged children and improve children and young people's wellbeing.	The Education Scotland Attainment Advisor continues to work with schools and officers on PEF planning, PEF interventions and measurement of impact. The development of an analytical dashboard combined with data literacy training is helping to ensure interventions are closely tracked and monitored. The Build Back better team have continued to work with the 10 schools with lowest attainment levels. Pleasingly Literacy attainment has improved by 14% and numeracy by 4%.
	A nurturing authority- 3 year plan in place to embed nurture within our schools and services	The Nurture strategy group have developed a framework for relational practice and this will progressed by nurture leads based in schools and across services.

Measure of Success	Action	Action update
		Training for 200+ Learning assistants indicated a deeper knowledge of nurture and how they can support learners as a result of the engagement.
Children and young people's rights are respected, they enjoy an inclusive curriculum and they are confident that bullying and prejudice incidents are dealt with effectively and fairly.	Policy development and review- involve all key stakeholders in the review of policies to ensure they are compliant with statutory duties, including new duties associated with UNCRC	The Parent and Learner Liaison Officer (PLLO) has engaged with children, young people and families throughout this session. Consultations have included the National Discussion, Learning Estate, Study Leave and policy development such as family learning, exclusions. The annual report on Children's Rights is in progress.
	Included, Engaged and Involved/ Accessibility Policy and Strategy etc)	An attendance strategy has been developed in partnership with children's services. Attendance will be an outcome of the new Family Wellbeing Service moving forward. The Exclusion policy has been revised to reflect national legislation (IEI) and an accessibility strategy has been updated to reflect current context. New guidance has been created for schools to help with the identification, assessment and provision for children with ASN. The Education Resource group was established in 2022. It sis a multi-agency response to supporting the needs of children and young people with ASN. A Raising Attainment for All strategy is being created and will be a strong focus for session 23-24.
	Digital Learning Strategy – equity of access to technology to enhance learning	All P1-S6 children have a managed device, either an i-pad or a Chromebook. Accessibility tools promote literacy and numeracy supports for all, and bespoke packages for those children with an ASN need.

Measure of Success	Action	Action update
	Learning Estate Strategy – equity of learning experiences and designing inclusive spaces	The Learning Estate Strategy has been expanded to meet the increasing additional support needs of the children and young people in Midlothian. We are continuing to review the provision and supports for these children and young people through the education improvement plan. To date this includes the establishment of new complex needs classes within localities from August 2023. We are currently engaging with all stakeholders to gather their views on how the curriculum can be developed to ensure it supports all learners to achieve their full potential.
	Review of the health and wellbeing curriculum delivered in schools	All primary schools have curriculum frameworks that they have implemented this session

6. Licensing
1. Midlothian Licensing Board works with license holders, partners and other Council services to support positive behaviour on and around license premises, and to support community safety priorities.
2. Midlothian Licensing Board will work to ensure that its Board members more accurately reflect the community it serves.

Measure of Success	Action	Action update
Midlothian Licensing Board will work to ensure that its Board	Continue to work in partnership with Police Scotland and the local Licensing Forum, who each have a separate statutory role to play under the Licensing	The Licensing Forum has not met since 2020, the Board continues to work with Police Scotland and the Licensing Standards Officer in this regard.

Measure of Success	Action	Action update
members more accurately reflect the community it serves.	(Scotland) Act 2005, with equal regard to the interests of persons with protected characteristics	
	The Board will promote accessibility to all licensed premises in Midlothian for people with disabilities through its application of the relevant provisions of the Licensing (Scotland) Act 2005 and its statement of licensing policy.	The Board continues to promote accessibility to all licensed premises. The Board's Licensing will be reviewed in 2023 and this will be an important aspect of any policy going forward.
	Disability Access and Facilities Statements (DAFS) are required to be submitted along with all applications for premises licences.	It remains a requirement that Disability Access and Facilities Statements are submitted with all applications.
	Midlothian Licensing Board Policy 2018 - 2023 signposts licence holders to their duties under the Equality Act 2010.	The Policy continues to do so. The Board's Licensing will be reviewed in 2023 and this will be an important aspect of any policy going forward.

12.0   Next Steps

12.1   The outcomes are supported by an Equality Plan, which continues and develops further the commitment the Council has to equality, diversity and human rights with the aim of further:

- Embedding a culture where respect, choice and understanding is fostered and diversity positively valued;
- Creating an environment where unlawful discrimination, harassment, victimisation or bullying is not tolerated;
- Understanding and addressing the needs of different groups; and
- Embedding the equality agenda in all that we provide and do to ensure that all people, irrespective of their age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation or socio economic status have the same opportunity to live and flourish within our communities

13.0   Contact Details

13.1   Should you wish to get in touch regarding this report, please do so by post to:

Lesley Crozier
Equality, Diversity & Human Rights Officer
Continuous Improvement Team
Midlothian Council
Midlothian House
Buccleuch Street
DALKEITH
EH22 1DN

Email to: Lesley.crozier@midlothian.gov.uk or equalities@midlothian.gov.uk
Telephone to: 0131 271 3658

14.0   Alternative Formats

14.1   This document can be made available in different formats and in different languages. If you would like a copy in another language or format, please email equalities@midlothian.gov.uk or phone 0131 271 3658.

15.0   Appendix A: Employee Data Tables 31/03/17 – 31/03/22

SEX	@31/03/17	@31/03/18	@31/03/19	@31/03/20	@31/03/21	@31/03/22
Female %	71.78	70.53	71.84	72.18	73.04	72.59
Male %	28.22	29.47	28.16	27.82	26.96	27.41
Grand Total	100.00	100.00	100.00	100.00	100.00	100.00

AGE BANDS	@31/03/17	@31/03/18	@31/03/19	@31/03/20	@31/03/21	@31/03/22
16-24 %	9.22	9.44	8.21	8.23	7.05	8.63
25-39 %	27.86	27.16	27.39	28.12	29.21	28.97
40-55 %	40.36	40.07	39.84	38.59	37.99	36.86
56-59 %	9.07	8.97	9.40	9.77	10.01	9.75
60-64 %	6.75	7.53	7.97	7.73	8.00	8.04
65+ %	6.73	6.83	7.18	7.56	7.73	7.75
Grand Total	100.00	100.00	100.00	100.00	100.00	100.00

SEXUAL ORIENTATION	@31/03/17	@31/03/18	@31/03/19	@31/03/20	@31/03/21	@31/03/22
Bisexual %	0.07	0.07	0.04	0.04	0.04	0.07
Did Not Answer %	78.00	78.77	80.87	81.03	78.73	80.02
Gay %	0.14	0.16	0.17	0.15	0.21	0.23
Heterosexual/Straight %	17.32	16.83	16.22	15.37	16.55	15.27
Lesbian %	0.07	0.07	0.07	0.07	0.09	0.09
Prefer not to answer %	4.39	4.10	2.63	3.35	4.38	4.32
Grand Total	100.00	100.00	100.00	100.00	100.00	100.00

DISABILITY TYPE	@31/03/17	@31/03/18	@31/03/19	@31/03/20	@31/03/21	@31/03/22
Did Not Answer %	53.37	49.79	48.27	47.09	45.31	42.49
No %	42.38	46.20	47.75	49.02	50.31	53.05
Prefer not to answer %	2.96	2.73	2.84	2.85	3.01	3.22
Yes - Learning Disability %	0.23	0.19	0.13	0.13	0.21	0.16
Yes - Longstanding Illness %	0.36	0.37	0.34	0.28	0.28	0.31
Yes - Mental Health Condition %	0.18	0.14	0.15	0.15	0.25	0.25
Yes - Other, such as disfigurement %	0.07	0.09	0.11	0.13	0.21	0.14
Yes - Physical Impairment %	0.30	0.35	0.24	0.18	0.23	0.22
Yes - Sensory Impairment %	0.14	0.14	0.17	0.17	0.19	0.16
Grand Total	100.00	100.00	100.00	100.00	100.00	100.00

GENDER RE-ASSIGNMENT	@31/03/17	@31/03/18	@31/03/19	@31/03/20	@31/03/21	@31/03/22
Did Not Answer %	83.09	83.73	84.38	85.54	84.08	85.29
No %	16.49	15.88	15.23	14.11	15.55	14.39
Prefer not to answer %	0.39	0.37	0.37	0.33	0.36	0.31
Yes %	0.04	0.02	0.02	0.02	0.02	0.02
Grand Total	100.00	100.00	100.00	100.00	100.00	100.00

MARITAL STATUS	@31/03/17	@31/03/18	@31/03/19	@31/03/20	@31/03/21	@31/03/22
Did Not Answer %	16.02	15.25	14.70	14.43	13.48	13.67
Divorced/Separated %	3.59	4.19	4.11	4.21	4.27	4.53
Living with partner %	3.52	3.78	4.03	4.18	4.45	4.42
Married/Civil Partnership %	48.08	47.30	48.42	47.29	47.07	44.63
Prefer not to answer %	6.82	6.04	5.60	5.56	5.61	5.34
Single %	20.99	22.40	22.13	23.33	24.13	26.38
Widowed %	0.98	1.03	1.01	0.99	0.99	1.02
Grand Total	100.00	100.00	100.00	100.00	100.00	100.00

ETHNIC ORIGIN	@31/03/17	@31/03/18	@31/03/19	@31/03/20	@31/03/21	@31/03/22
African (inc Scottish/British) %	0.05	0.04	0.06	0.07	0.08	0.07
African Other %	0.07	0.07	0.07	0.11	0.13	0.11
Any other Asian background %	-	0.02	-	-	-	-
Any other White background %	0.02	0.04	-	-	-	-
Asian Bangladeshi (inc Scottish/British) %	0.02	0.02	0.02	-	-	-
Arab (inc Scottish/British) %	-	-	-	-	-	0.02
Asian British %	0.05	0.05	0.07	0.07	0.06	0.07
Asian Chinese (inc Scottish/British) %	0.02	0.02	0.02	0.07	0.13	0.20
Asian Indian (inc Scottish/British) %	0.05	0.04	0.06	0.06	0.04	0.07
Asian Other (inc Scottish/British) %	0.04	0.05	0.09	0.11	0.09	0.11
Asian Pakistani (inc Scottish/British) %	0.11	0.12	0.15	0.17	0.19	0.23
Bangladeshi %	0.02	0.02	-	-	-	-
Black (inc Scottish/British) %	0.04	0.09	0.09	0.11	0.08	0.07

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ETHNIC ORIGIN	@31/03/17	@31/03/18	@31/03/19	@31/03/20	@31/03/21	@31/03/22
Caribbean or Black (other) %	0.02	0.02	0.02	0.02	0.02	0.02
Did Not Answer %	52.10	48.06	47.42	45.51	43.85	40.89
Ethnicity, if Other please specify %	0.02	0.02	0.02	0.04	0.04	0.02
Irish %	0.02	0.02	-	-	-	-
Mixed - any other mixed background %	0.25	0.28	0.22	0.20	0.19	0.23
Pakistani %	0.02	0.02	-	-	-	-
Prefer not to answer %	0.66	0.54	0.63	0.92	1.16	1.31
White - Eastern European (eg Polish) %	0.13	0.11	0.09	0.15	0.17	0.16
White and Asian %	-	0.02	-	-	-	-
White and Black African %	0.04	0.05	-	-	-	-
White and Black Caribbean %	0.02	0.02	-	-	-	-
White Gypsy/Traveller %	0.02	0.02	0.02	0.02	-	-
White Irish %	0.57	0.67	0.65	0.66	0.74	0.72
White Other %	1.41	1.56	1.62	1.80	1.88	2.10
White Other British %	4.29	4.68	4.80	5.30	5.23	5.36
White Scottish %	39.97	43.38	43.87	44.61	45.93	48.23
Grand Total	**100.00**	**100.00**	**100.00**	**100.00**	**100.00**	**100.00**

NATIONALITY	@31/03/17	@31/03/18	@31/03/19	@31/03/20	@31/03/21	@31/03/22
American %	-	-	-	-	-	0.11
Australian %	-	-	-	-	-	0.02
Belarussian %	-	-	-	-	-	0.02
Brazilian	-	-	-	-	-	0.05
British %	23.13	25.41	27.04	27.57	28.19	28.11
British – Hungarian %	-	-	-	-	-	0.05
British & Swedish %	-	-	-	-	-	0.05
Bulgarian %	-	-	-	-	-	0.09
Canadian %	-	-	-	-	-	0.05
Chinese %	-	-	-	-	-	0.05
Cypriot %	-	-	-	-	-	0.05
Did Not Answer %	44.97	40.60	38.53	36.84	34.62	32.85
English %	0.54	0.54	0.49	0.44	0.40	0.31
European %	-	-	-	-	-	0.02
German %	-	-	-	-	-	0.05
Ghanaian %	-	-	-	-	-	0.07
Irish %	-	-	-	-	-	0.20
Italian %	-	-	-	-	-	0.07
Lithuanian %	-	-	-	-	-	0.05

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NATIONALITY	@31/03/17	@31/03/18	@31/03/19	@31/03/20	@31/03/21	@31/03/22
Macedonian %	-	-	-	-	-	0.05
Maltese %	-	-	-	-	-	0.05
Nepali %	-	-	-	-	-	0.05
New Zealand %	-	-	-	-	-	0.05
Nigerian %	-	-	-	-	-	0.05
Northern Irish %	0.27	0.32	0.37	0.33	0.40	0.52
Norwegian %	-	-	-	-	-	0.05
Polish %	-	-	-	-	-	0.41
Portugese %	-	-	-	-	-	0.05
Portuguese %	-	-	-	-	-	0.02
Other, please specify %	1.84	2.00	2.07	2.41	2.54	-
Prefer not to answer %	0.55	0.47	0.50	0.66	0.72	0.72
Republic of Ireland %	-	-	-	-	-	0.05
Romanian %	-	-	-	-	-	0.11
Scottish %	28.65	30.61	30.96	31.71	33.06	35.23
Spanish %	-	-	-	-	-	0.16
Swedish %	-	-	-	-	-	0.05
Welsh %	0.05	0.05	0.04	0.04	0.08	0.05
Grand Total	**100.00**	**100.00**	**100.00**	**100.00**	**100.00**	**100.00**

RELIGION	@31/03/17	@31/03/18	@31/03/19	@31/03/20	@31/03/21	@31/03/22
Atheist %	-	-	-	-	0.06	0.05
Buddhist %	0.13	0.14	0.15	0.17	0.13	0.09
Christian %	-	-	-	-	0.02	0.02
Church of England	-	-	-	-	0.02	0.02
Church of Scotland %	6.98	6.55	6.25	5.69	5.78	5
Did Not Answer %	79.32	79.75	81.15	80.71	78.60	79.70
Hindu %	0.02	0.02	0.04	0.04	0.06	0.05
Humanist %	-	-	-	-	0.02	0.02
Jewish %	-	-	-	-	-	0.02
Muslim %	0.11	0.11	0.11	0.07	0.08	0.07
No religious views %						0.02
None %	7.29	7.50	7.33	8.50	9.76	9.53
Other Christian %	1.13	1.14	1.10	0.99	1.08	0.94
Other Religion or Belief %	0.13	0.14	0.15	0.13	0.11	0.09
Prefer not to answer %	2.80	2.54	1.59	1.77	2.31	2.59
Roman Catholic %	2.11	2.12	2.13	1.91	1.97	1.78
Sikh %	-	-	-	-	-	0.02
Grand Total	**100.00**	**100.00**	**100.00**	**100.00**	**100.00**	**100.00**

CARING RESPONSIBILITIES	@31/03/17	@31/03/18	@31/03/19	@31/03/20	@31/03/21	@31/03/22
Did Not Answer	82.62	83.19	83.80	84.95	83.53	84.89
No	10.36	9.89	9.27	8.30	9.10	8.33
Prefer not to answer	0.23	0.25	0.22	0.18	0.17	0.13
Yes - Over 18	1.55	1.63	1.60	1.56	1.86	1.73
Yes - Under 18	4.86	4.66	4.67	4.58	4.82	4.42
Yes - Under and Over 18	0.38	0.39	0.43	0.42	0.53	0.50
Grand Total	**100.00**	**100.00**	**100.00**	**100.00**	**100.00**	**100.00**