Progress report on Equality Outcomes 2023

The equality outcomes for Moray Council were approved by the Education, Communities and Organisational Development Committee on 11 August 2021 and are published on the Council's website. The first progress report on these outcomes is to be published by April 2023 and every 2 years thereafter.

Progress on the equality outcomes is monitored through Pentana (see attached) and discussed at meetings of the Equality and Diversity Corporate Advisory Forum (EDCAF). The EDCAF is made up of officers representing all departments within the council and a wide range of services and meets once every 3 months.

A summary of progress against outcomes is provided below. They are presented against priorities from the Corporate Plan.

CREATING A SUSTAINABLE COUNCIL - DEVELOPING WORKFORCE: Increased diversitiy in the workforce - examining workforce data to identify any ethnicity pay gap is currently in draft form awaiting publication and work relating to bias against ethnic minorities in job application process, using the Scottish Government recruitment toolkit to improve recruitment practices, will start from April 2023. An article in Connect Magazine to encourage staff to update their demographic information through the employee portal, will be reinforced with further awareness raising. Engagement with minority groups to identify policies, practices and procedures that lead to poorer outcomes for ethnic minorities has been taken forward by a group set up to liaise with the Scottish Charity Regulator (OSCR) in order to get established formally. Thirty staff signed up to participate in Third Party Hate Crime Reporting training from Police Scotland with the first training taking place on 5 May. Additional training scheduled on 12 and 22 May. Publicity in Connect Magazine and other platforms will highlight this to further support a culture of trust among members of the workforce who belong to groups protected under the Equality Act 2010.

OUR FUTURE: Drive development to create a vibrant economy of the future - a collaborative approach to employability has been established, ways to evidence how this is making a difference to the various groups protected under the Equality Act is the next step.

OUR PEOPLE: Provide opportunities for people to be the best they can be throughout their lives with a strong and sustained focus on those individual and groups in our society who experience the most disadvantage and discrimination

Bullying – incidents are reported on SEEMIS. An annual survey across all the schools revealed that more than a third of pupils reported they had been bullied in

the last year with 86% saying this had happened in school. These results can be used as a baseline against which monitoring the effectiveness of our anti-bullying approach over the next few years can be based against. It also shows that not all incidents are reported, something which also became apparent in a recent complaint. Compared with the survey done in 2018, the number of online bullying incidents has gone up significantly.

Percentage of Children registered on the CPR as a result of Domestic Abuse - there has been a sharp increase from 11% in 2019/20 to almost 68% in 2021/22. Since the end of that period, the percentage has dropped to almost half of that. A closer look at the data revealed that the actual numbers are very small and, as a result, the figures are sensitive to fluctuations.

No new unauthorised encampments - there has been a significant reduction in the number of unauthorised encampments. This is probably a result of Covid restrictions. Monitoring will continue and comparison made once figures for 2022/23 are available.

2022-23 EQUALITY OUTCOMES - Actions

Action / PI Status	
❎	Cancelled
🔴	Overdue; Neglected / Alert
⚠️	Unassigned; Check Progress / Warning
▶️	Not Started; In Progress; Assigned
✅	Completed / OK
❓	Unknown
📈	Data Only

Short Term Trends	
⬆️	Improving
➖	No Change
⬇️	Getting Worse

CREATING A SUSTAINABLE COUNCIL - DEVELOPING WORKFORCE: Increased diverstiy in the workforce

Action Code	Action Title	Due Date	Latest Status Update	Status Progress	Status Icon
EO ETHNICITY 1	Examine workforce data to identify any ethnicity pay gap	31-Mar-2023	an article was published in Connect Magazine of February 2023 to encourage staff to update their equality data on the employee portal. Draft equal pay audit has been completed.	50%	🔴
EO ETHNICITY 2	Examine workforce data for bias against ethnic minorities in job application process	31-Mar-2023	an article has been drafted for Connect Magazine of February 2023 to encourage staff to update their equality data on the employee portal. A draft equal pay audit has been completed.	100%	✅
EO ETHNICITY 3	Use the Scottish Government recruitment toolkit to improve recruitment practices	31-Mar-2025	An article has been drafted for Connect Magazine of February 2023 to encourage staff to update their equality data on the employee portal. This will commence after publication of the Equal Pay Audit in May 2023	0%	▶
EO ETHNICITY 4	Engage with minority groups in Moray to identify policies, practices and procedures that lead to poorer outcomes for ethnic minorities	31-Mar-2025	An organisation representing ethnic minorities in Moray has been set up. Further engagement is taking place with support from Interfaith Scotland and Scottish Faiths Action for Refugees. Various language cafes have been set up in Moray and there will be an event on 17 June in Elgin during Scottish Refugee Week.	25%	▶
EO ETHNICITY 5	Moray Licensing Board to explore and mitigate the language barriers that exist for licence applicants whose first language is not English.	31-Mar-2023	To date there have not had any particular language barriers at the Moray Licencing Board. However, should this arise at any given point there would be the option to bring someone with them or for the council to get an interpreter for them.	100%	✅

Code	Code	Short Name	Current Target	2019/20	2020/21	2021/22	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value			
		Ethnicity Pay Gap	Reduce	N/A	N/A	N/A		❓	❓

OUR FUTURE: Drive development to create a vibrant economy of the future

Action Code	Action Title	Due Date	Latest Status Update	Status Progress	Status Icon
EO IEG 1	Develop a collaborative approach to employability including approaches targeted at those furthest from the workplace	31-Mar-2023	2021-22 Q4 A collaborative approach to employability is now in place via the Local Employability Partnership. Funding for this partnership has also been confirmed for the forthcoming period. Outcomes of this approach will be presented in the next progress report through case studies.	100%	✅
EO IEG 2	Pursue the Cultural Quarter and other Moray Growth Deal projects led by the Council	31-Mar-2023	Moray Growth Deal Annual Report was submitted to Full Council on 8th March 2023 (item 8 refers) with risks such as inflation, management of closely aligned projects and engagement that have the potential to affect delivery being managed by the Programme Management Office.	100%	✅

Code	Code	Short Name	Current Target	2020/21	2021/22	2022/23	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value			
		Gender Pay Gap (median) (ONS from ASHE)	Reduce	22.1%	17.3% (provisional)	N/A	National average 12.0% (provisional)	⬆️	✅

OUR PEOPLE: Provide opportunities for people to be best they can be throughout their lives with a strong and sustained focus on those individuals and groups in our society who experience the most disadvantage and discrimination

Action Code	Action Title	Due Date	Latest Status Update	Status Progress	Status Icon
EO B1	Educational Services to implement an anti-bullying policy	31-Mar-2022	The anti-bullying policy is completed. It has been to LNCT, where Unions have requested a further meeting with representations form their side. Attempts to complete this have been ongoing since November 2021. The policy will now go to the Equalities and Diversity group in April, where union LNCT reps are present to be launch in August with all appropriate links and documentation to all schools.	100%	✅
EO B2	Carry out annual surveys in schools to monitor effectiveness of anti-bullying approach over next 4 years	31-Mar-2023	The first survey has been undertaken by secondary schools. They have collated their own data to inform their action plans. Over all collation is still be completed. Anti-bullying survey for primaries to take place in term 4. With an annual roll out of the survey during Anti-bulling week commencing November 2023	25%	🔴
EO DV1	Children and Families intervene at the earliest opportunity to minimise the impact of domestic abuse on children, young people and parents	31-Mar-2023	**Q4 2022/23** – The proportion of children registered due to concerns of domestic abuse have continued to rise during the quarter. At the end of Q4 11 children (47.8%) registered for this concern, however the proportion has only increased due to the decrease in overall numbers registered. At the end of Q3 17 children were registered for this concern (42.5%). In comparison to 2021/22 the proportions and numbers of children registered for this concern have reduced significantly. There remains little control over the nature of or volume of referrals that come into the department but work continues to ensure that children and young people are protected and supported with the impact of this. The Safe and Together approach is used to assess risk when children are living in environments where gender based violence is a risk. **Safe and Together** Core sessions of this training were delivered in both November & February. There are now 75 trained staff across the partnership. A further three sessions are scheduled for April, May and September which will bring totalled staff up to approx. 190. For those that have completed the core sessions in time, they will be invited to the Supervisor training taking place in June.	66%	🔴

EO DV2	Moray Council to liaise with Police Scotland through the Moray Violence Against Women and Girls (VAWG) to identify what lessons can be learned	31-Mar-2023		0%	🔴
EO DV3	Liaise with Education to explore ways to support pupils who experience domestic violence	31-Mar-2023	The Mentoring Violence Programme (MVP) for secondary schools is commencing in May 2022, with cohort 1 being Buckie High, Elgin Academy and Keith Grammar. Cohort 2 will be 3 further schools and cohort 3 will be the remaining two schools. All school to be trained and linked to a network by May 2024. Third sector partners – Health, Social Work and Police have been approached to be part of the training. Additional support across all schools is undertaken through Women's aid, and individual families/pupils are identified through MARAC and Child's Planning.	100%	✅
EO DV4	Moray Licensing Board to continue promoting social responsibility among its license holders	31-Mar-2023	In 2019 we hosted a social responsibility workshop and all licence holders and the general public including police etc. were invited to come along to this. Gathered thoughts and any concerns that licence holders had. The police also gave a presentation at this workshop. As well as Best Bar None who are pioneers in promoting social responsibility. Unfortunately this is not something that can be offered every year. With it being out with our budget and now with the pandemic etc. we will have to rely on emails or other forms of communication. However we do have two licencing standard officers who do respond to any complaints alcohol related. We have a licencing standards specifically for licences premises. The general public are encouraged to call the police if they are concerned about anything at licenced premises. The Police licencing team then make note and inform us of concerns. At which point we investigate and on some occasions visit the premises.	100%	✅
EO HOUSING 1	Increase supply of ambulant disabled housing - Local Housing Strategy (LHS)	31-Mar-2023	Housing and Community Safety Ctte 21 June 2022 – **Local Housing Strategy 2019-2024 Mid Term Review Appendix Status Update** - See Housing Supply Target. 30-40% of funding is allocated to development of amenity housing, although this varies from site to site.	75%	🔴

				2020/21	2021/22	2022/23			

	EO HOUSING 2	Adequate supply of appropriate housing for people with learning disabilities (LHS)	31-Mar-2023	Housing and Community Safety Ctte 21 June 2022 – **Local Housing Strategy 2019-2024 Mid Term Review Appendix Status Update** - See Housing Supply Target. 30-40% of funding is allocated to development of amenity housing, although this varies from site to site.	75%	🔴
EO HOUSING 3	Gypsies / travellers have access to appropriate short and long terms accommodation to meet their needs (LHS)	31-Mar-2023	Following the Report to PLANNING AND REGULATORY SERVICES COMMITTEE ON 1 MARCH 2022 on Local Place Plans, Planning Officer has liaised with EEO and Unauthorised Encampment Officer to explore ways of engaging Gypsy/Travellers in preparing local place plans.	0%	🔴

Code	Code	Short Name	Current Target	2020/21 Value	2021/22 Value	2022/23 Value	Latest Note	Short Term Trend Arrow	Status
		No of incidents of bullying reported	Reduce	N/A	N/A	N/A		❓	❓
CMS021f1	Local	Percentage of Children registered on the CPR as a result of Domestic Abuse	Reduce	26.92%	67.57%	47.83%	Local Target of 16.9%	⬆️	✅
CP006	Local	Percentage of affordable houses delivered to amenity standard	30%	N/A	36.2%	N/A	Out of 102 projected completions, 37 will be delivered as specialist housing	➖	✅
H6.1a	Local	No of new unauthorised encampments within period	Reduce	17	12	12		➖	🔴
H6.1c	Local	Average duration of encampments ended within period (days)	Reduce	35	37	41.3		⬇️	🔴