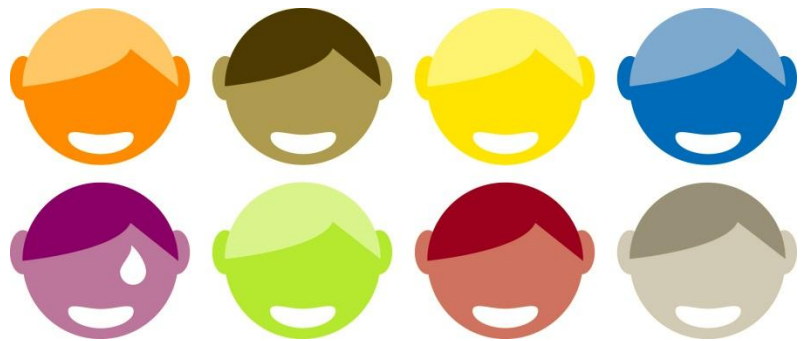


THE HIGHLAND COUNCIL



April 2013
Revised April 2015

Working towards a Fairer Highland: Equality Outcomes

This is the Highland Council's first set of Equality Outcomes as required by specific equality duties in Scotland. Over time, these outcomes aim to make a positive contribution to a fairer, more inclusive Highland.

The Highland Council

WORKING TOWARDS A FAIRER HIGHLAND: EQUALITY OUTCOMES

“An equal society recognises people’s different needs, situations and goals, and removes the barriers that limit what people can do and be.”

'The Equalities Review', Communities and Local Government, 2007

An equal society is one where people can live free from discrimination and their human rights are promoted and protected, and there is an understanding that:

- equality is an issue for us all
- we don't all start from the same place
- to create a fairer society we need to recognise different needs.

Much has already been achieved but we need to make sure that we continue to improve our work on equality matters.

Why work towards a Fairer Highland?

Sometimes different groups of people feel they do not get treated equally, and that:

- They do not get the same chances as everyone else.
- It can be hard to be a part of things that happen in their communities.
- It can be difficult to get work or don't get enough help to do their jobs
- They do not have the same access to information or services as other people.

Equality law (The Equality Act) protects people from unfair treatment and asks public bodies like the Council to show how they make a positive difference to different groups of people.

This document sets out the Council's equality outcomes. These are based on issues that local equality groups have told us are important and describe how we are working towards a Fairer Highland together with our employees, our partner agencies, and our local communities.

Background: The law and our duties

The Equality Act 2010 brings together more than forty years of equality legislation and aims to make Britain a more equal society. It protects many people from unlawful discrimination. It covers "protected characteristics" which include

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

We usually refer to people covered by the protected characteristics as "equality groups".

The Equality Act 2010 requires that all public bodies take account of the need to:

- Eliminate discrimination, harassment and victimisation
- Advance equality
- Foster good relations between different groups

The Act also asks key public bodies to publish a set of equality outcomes

Making a difference: Equality Outcomes

Equality outcomes are simply things that make a difference for equality groups. The difference could be a change in attitudes or how people behave, or it could be improvements to knowledge or skills that result from certain activities. Equality outcomes should be determined according to local need and context. They should lead to improvements in the lives of those who experience prejudice, discrimination and disadvantage in the delivery of services and employment.

Equality outcomes are defined by the Equality and Human Rights Commission as:

- results that you aim to achieve in order to further the 'needs' of the general equality duty
- changes in the lives of people affected by what you do as a consequence of the actions you have taken

The Commissions also stresses what equality outcomes are not; they are not:

- Outputs
- Performing the other specific duties
- Making your services accessible
- About your services or functions

Reasonable steps should be taken to involve people from equality groups in preparing outcomes, and consideration given to relevant evidence...

Highland Council's Equality Outcomes

The Highland Council agreed a new equality plan in April 2012, A Fairer Highland, which includes three overarching outcomes that:

- People are, and feel, free to live their lives without harassment and discrimination, and can take part in community life
- People benefit from public services in a fairer way and are able to have their say about them
- Staff feel there is an organisational culture where everyone is treated with dignity and respect

This document presents the Council's first full set of equality outcomes in Appendix 1. These are linked to the three overarching outcomes, and to the current work in the Council's Programme and the local Single outcome Agreement.

The new outcome-based approach will build on previous equality work, but provides an opportunity to focus and prioritise key areas of inequality. Over time, these outcomes aim to contribute to a fairer, more inclusive Highland.

Evidence for our outcomes is based on a range of local and national data, for example we have taken account of national equality priorities including gender segregation in the workplace and strategies to tackle gender based violence. Involvement with equality groups includes focus group consultations, presentations from groups to elected members and staff and on-going contact with a range of groups. Areas of priority include:

- Improving public attitudes and awareness
- Education
- Tackling discrimination, prejudice and safety
- Access to employment and occupational segregation
- Participation and representation
- Income, health and rural inequalities

No single organisation can affect the life chances of all those affected by prejudice or discrimination. A number of partner agencies have agreed to some shared Highland outcomes and we demonstrate where there is joint working, for example, there are shared outcomes for Violence Against Women work and hate incidents.

Reporting progress and review of outcomes

Each proposed outcome will be accompanied by a detailed description of evidence and data gathered; possible measures and associated current or planned actions. The Council will make regular reports on progress towards meeting its equality outcomes. Under the equality duties a progress report must be published by 30 April 2015 and then at least every 2 years; the outcomes should be reviewed every 4 years.

APPENDIX 1

Highland Council, Highland Education Authority and Highland Licensing Board

Equality outcomes 2013 – 2017

High level outcome 1: People are, and feel, free to live their lives without harassment and discrimination, and can take part in community life		
	Intermediate outcomes:	Lead Service
1	<p>People feel involved and are able to participate in public life and influence decision making</p> <p><i>Protected characteristicsⁱ: All</i></p> <p>Council and Licensing Board</p>	Chief Executive's
2	<p>Highland continues to be viewed as a welcoming place to live and there is positive support for an equal society</p> <p><i>Protected characteristics: All</i></p> <p>Highland Council</p>	Chief Executive's
3	<p>a) Long term impact of Violence Against Women (VAW) on women and children is reduced</p> <ul style="list-style-type: none"> • Women affected by VAW receive services which meet their needs • Children and Young People affected by VAW receive services which meet their needs <p>b) Violence Against Women is Reduced</p> <ul style="list-style-type: none"> • Perpetrators are tackled about their behaviour • Reduced acceptance of VAW <p>This is a partnership outcome</p>	Health and Social Care

	<p><i>Protected characteristics: Gender</i></p> <p>Council and Licensing Board</p>	
4	<p>a) The population of Highland have an increased understanding of hate incidents and of their impact on individuals and communities.</p> <p>b) People feel more confident in reporting hate incidents that they have experienced or witnessed.</p> <p>c) People who report hate incidents feel satisfied with the response received from public agencies</p> <p>d) Individuals within protected groups feel safe and secure within their local community.</p> <p>This is a partnership outcome</p> <p><i>Protected characteristics: All</i></p> <p>Council and Licensing Board</p>	Chief Executive's
5	<p>Pupils and school staff have a greater understanding of prejudice based bullying and its impact.</p> <p><i>Protected characteristics: All</i></p> <p>Education Authority</p>	Education
6	<p>Pupils and school staff feel more confident in reporting prejudice based bullying incidents that they have experienced or witnessed</p> <p><i>Protected characteristics: All</i></p> <p>Education Authority</p>	Education
<p>High level outcomes 2: People benefit from public services in a fairer way, and are able to have their say about them</p>		

7	<p>We will improve customer satisfaction rates, in particular from disabled people.</p> <p><i>Protected characteristics: disability</i></p> <p>Highland Council</p>	Chief Executive's - corporate
8	<p>Employability: Subject to agreement as part of the Highland SOA</p> <p>Widen participation in the labour market across all client groups and across all Highland geographies:</p> <ul style="list-style-type: none"> • To enable those who are currently removed from the labour market, to move towards and into sustained work. • Improve equality of access to the labour market for all client groups, including disabled people. <p>Ensure that young people can enter the labour market with aspiration, skills and experience:</p> <ul style="list-style-type: none"> • Ensure that our young people and looked after children progress to further/higher education, training or employment. • Partners address significant inequalities in Highland through a coherent and individualised approach to post school transition for young people experiencing significant barriers to employment. <p>These will be partnership outcomes</p> <ul style="list-style-type: none"> • <i>Protected characteristics: Disability, age, gender</i> <p>Highland Council</p>	Planning and Development
9	Improvements to the life chances and experiences of Gypsy/Travellers living in Highland	Housing and Property

	<p><i>Protected characteristics: Race</i></p> <p>Highland Council</p>	
10	<p>Disabled people, older/younger people and women experience have improved access to public transport (through the provision of more accessible information on transport and better information about accessible services).</p> <p><i>Protected characteristics: Disability, age, gender</i></p> <p>Highland Council</p>	Transport Environment and Community
11	<p>Increase the number of young people leaving school moving into positive and sustained destinations</p> <p><i>Protected characteristics: All</i></p> <p>Education Authority</p>	Education
12	<p>Reduce gender segregation in positive and sustained destinations for young people leaving school.</p> <p><i>Protected characteristics: Gender</i></p> <p>Education Authority</p>	Education
13	<p>Fulfil the potential achievements of pupils with ASN.</p> <p><i>Protected characteristics: Disability, race</i></p> <p>Education Authority</p>	Education
14	<p>Reduce attainment and achievement gaps between boys and girls.</p> <p><i>Protected characteristics: Gender</i></p> <p>Education Authority</p>	Education
15	<p>Staff and pupils have a greater awareness of how</p>	Education

	<p>they can support equality through delivery of curriculum for excellence and wider school approaches following the principles of the Highland Practice Model and SHANNARI.</p> <p><i>Protected characteristics: All</i></p> <p>Education Authority</p>	
16	<p>We will meet the needs of children and Families who have experienced interrupted learning. This includes Gypsy/Traveller and Roma Children, and young carers.</p> <p>Children with ASN <i>Protected characteristics: Race</i></p> <p>Education Authority</p>	Education
17	<p>Increased attainment for children and young people from deprived areas.</p> <p><i>Socio-economic impact</i></p> <p>Education Authority</p>	Education
<p>High level outcome 3: Staff feel there is an organisational culture where everyone is treated with dignity and respect</p>		
18	<p>Increase the proportion of staff who feel they are treated fairly, both in terms of employment and development opportunities, and more generally, feelings of fair treatment in the workplace, (as measured through the Employee Survey).</p> <p><i>Protected characteristics: All</i></p> <p>Council, Education Authority and Licensing Board</p>	Chief Executive's
19	<p>Reduce the gender pay gap where actions appropriate to an employer can be identified.</p>	Chief Executive's

	<p><i>Protected characteristics: Gender</i></p> <p>Council, Education Authority and Licensing Board</p>	
20	<p>Eliminate barriers to recruitment and development that contribute to pay inequalities.</p> <p><i>Protected characteristics: All</i></p> <p>Council, Education Authority and Licensing Board</p>	Chief Executive's

For further information or to request this document in an alternative format e.g. large print, Braille, audio or suitable language, please contact contact:
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ⁱ *Protected characteristics: "All" means that the outcome is intended to have a positive impact on people across all the protected characteristics in the Equality Act: age, disability, gender re-assignment, marriage and civil partnership, pregnancy and marriage, race, religion and belief, sex, sexual orientation.*