

**A Fairer Highland  
2012 – 2017**  
**Gàidhealtachd nas  
Cothromaiche  
2012 – 2017**

**Highland Council's Equality Plan**  
**Plana Co-ionannachd Chomhairle na Gàidhealtachd**

**Executive Summary**  
**Geàrr-chunntas Gnìomhach**

The Equality Act 2010 has provided the Council with a new focus on equality. A Fairer Highland outlines how we aim to promote a fairer, inclusive Highland where everyone can feel part of the Highland community, and plans to bring about improvements through developing key equality outcomes for our staff and customers.

A Fairer Highland builds on the progress made in our previous equality schemes and sets out arrangements for developing positive outcomes that impact on people on the basis of disability, race, gender reassignment, age, marriage and civil partnership, pregnancy and maternity, religion or belief, sex, and sexual orientation.

Actions in the plan are based on a range of information we have gathered to date, including the experiences and views that people have shared with us on equality and diversity issues. We have identified three initial high-level outcomes for the Highlands. These are 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**

The focus of the Equality Action Plan over the next year will be to develop and publish more specific equality outcomes which will aim to make real improvements to the life of those affected, or potentially affected, by discrimination and harassment. Our equality outcomes will be developed further with our services, partners and stakeholders and we will agree how we can measure progress against them.

This will help us to make progress against the Scottish Government's National Outcome 7: *'We have tackled the significant inequalities in Scottish society'*.

Despite over 30 year of equality legislation and some progress, certain groups of people still face significant levels of inequality, discrimination and harassment, and do not enjoy the same life opportunities as everybody else. For example, in the UK and Scotland, we know that:

- A third of senior managers in the Scottish civil service are women
- 47% of disabled people of working age are in work compared with 80% of non-disabled people
- 59% of ethnic minorities are employed, compared with 73% of the general population
- 62% of transgender people have experienced harassment in public places
- Gypsies'/Travellers' life expectancy is 10 years below the national average.
- 6 out of 10 lesbian and gay schoolchildren experience homophobic bullying.
- In Scotland women are paid 12% less than men in full time work
- 1 in 3 Scots believe Eastern Europeans are taking "Scots" jobs
- There is a projected 60% increase (13,200 people) of people aged between 65 – 73 in Highland between 2008 – 2033

Information on A Fairer Highland can be found on the [Equal Opportunities](#) section of the Highland Council website.

For further information, please contact:  
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