

The Highland Council
Communities and Partnerships Committee
9 February 2017

Agenda Item	4
Report No	CP 02/17

Equalities Outcomes 2017 Progress Report

Report by the Acting Head of Policy

Summary

This report provides Members with information on the progress towards achieving our current equality outcomes 2013 – 2017. Members are invited to consider the report and to note progress.

1. Background

- 1.1 The Equality Act 2010 enforced a positive duty on public bodies to give due regard to equality of opportunity in all their activities. This was supported by a set of specific equality duties introduced by Regulation in 2012. The legal context to the Public Sector Equality Duty is contained in **Appendix 1**.
- 1.2 One of the specific duties requires public bodies to publish a set of equality outcomes, to report on progress every two years and review progress every four years. The Council's first set of equality outcomes was published in [2013](#). This report provides a progress report on the first set of equality outcomes. A previous report was presented to committee in [2015](#).
- 1.3 [A Fairer Highland](#), the Council's Equality Plan 2012-17, sets out the Council's commitment to meeting the equality duty through three overarching equality 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

2 Progress with Equality Outcomes

- 2.1 The Council published a set of 20 equality outcomes and other relevant information in March 2013. Over time, these outcomes aim to contribute to a fairer, more inclusive Highland. The outcomes and associated priorities were developed following engagement with local equality groups and national evidence. **Appendix 2** provides an overview of progress against each of the equality outcomes. Progress against a number of key priorities is outlined below:
 - Improving public attitudes and awareness: *The percentage of adults who feel there is sometimes good reason to be prejudiced against certain groups has reduced from 33% in 2011 to 18% in 2016.*
 - Awareness raising in schools: *A new Promoting Equality and Diversity Policy/Toolkit is being rolled out to all schools during 2017*

- Tackling discrimination, prejudice and safety: *the number of people reporting an understanding of the impact of hate crime has increased.*
- Access to employment and occupational segregation: *The combined gender pay gap has reduced 9.3% in 2013 to 7.2% in 2017.*
- Participation and representation: *a review of polling stations has been carried out to ensure the accessibility of polling stations.*

3 Conclusion

- 3.1 The Council makes a commitment through its [‘Highland First’](#) programme to treat people fairly, with dignity and respect, and to promote equality of opportunity in all its work
- 3.2 The attached report describes the progress to date against our equality outcomes for the period 2013-2017. As noted in the previous report presenting a set of revised and simplified equality outcomes, it is recognised that some ambitions have proved challenging to report on in a meaningful fashion. Where this is the case, the issues have been incorporated into the objectives of new/revised outcomes or will be picked up in our mainstreaming reports.
- 3.3 A number of lessons have been learnt from the first set of equality outcomes as summarised above. These will be taken into account going forward with a revised set of equality outcomes. We shall take opportunities to work in together with local partner agencies and community groups in any development and associated activity to advance equality.

4 Implications

- 4.1 Financial implications: There are no new financial implications arising from this report. Any new actions would require resources to be identified.
- 4.2 Legal and Risk implications: The Council, Education Authority and Licensing Board each has a legal duty to meet the requirements of the Equality Act 2010.
- 4.3 Equalities implications: Reporting on progress with Equality Outcomes is one element of the specific equality duties placed on listed bodies in Scotland. The progress report provides details of which parts of the PSED apply to each equality outcome and which protected characteristics are affected.
- 4.4 Climate change implications: There are no climate change implications arising from this report.
- 4.5 Rural implications: Equality activities covering Highland recognise that disadvantage faced by equality groups can be compounded by rurality.
- 4.6 Gaelic implications: There are no new Gaelic implications arising from this report. The final published reports will follow the Council’s policy on Gaelic translation.

5. Recommendation:

Members are invited to consider the report and note progress with the Equality Outcomes 2013-2017.

Designation: Acting Head of Policy

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Date: 30 January 2017

Background Papers:**Appendix 1: Legal context****Appendix 2: Progress Report, Equality Outcomes 2013-17**

EHRC

Technical guidance on the Public Sector Equality Duty in Scotland (2013)

<https://www.equalityhumanrights.com/en/node/658>

Equality outcomes and the Public Sector Equality Duty (2013)

<https://www.equalityhumanrights.com/en/node/849>

Measuring Up (2013 – 2016)

<https://www.equalityhumanrights.com/en/public-sector-equality-duty-scotland/scotland-public-sector-equality-duty-projects/measuring>

Improving Equality outcomes (2015)

<https://www.equalityhumanrights.com/en/advice-and-guidance/improving-equality-outcomes>

Is Britain Fairer? (2015)

<https://www.equalityhumanrights.com/en/britain-fairer>

Legal Context

Protection from unlawful discrimination is provided under the Equality Act 2010. We are all covered by at least one of the following protected characteristics defined in the Act:

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

The Public Sector Equality Duty

Section 149 of the Equality Act 2010 introduced a positive Public Sector Equality Duty (PSED) on public bodies to have due regard to the need to:

- Eliminate unlawful discrimination, harassment, and victimisation
- Advance equality of opportunity between those who have protected characteristics and those who do not. *This requires the Council to: remove or minimise disadvantage; take steps to meet the needs of individuals; encourage participation of under-represented groups*
- Foster good relations between those who have protected characteristics and those who do not. *This requires the Council to take steps to tackle prejudice and promote understanding*

Meeting different needs involves taking steps to take account of disabled people's disabilities. The Act states that compliance with the duty may involve treating some people more favourably than others. The three parts of the duty cover eight of the protected characteristics. It applies to marriage and civil partnership in relation to non-discrimination only.

The Specific Equality Duties

Additionally, the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 Scottish Government introduced a set of specific equality duties to support the better performance of the PSED by listed public bodies in Scotland which includes Local Authorities, Local Education Authorities and Licensing Boards. The duties include requirements to:

- Publish a report on mainstreaming the equality duty every two years
- Publish equality outcomes and report on progress every two years
- Assess and review policies and practices
- Gather and use employee information
- Publish gender pay gap information
- Publish an equal pay statement
- Consider award criteria and conditions in relation to public procurement

Appendix 2: Equality outcomes progress report 2015-2017

Overarching outcome:	People are, and feel, free to live their lives without harassment and discrimination, and can take part in community life
Outcome 1: Involved Protected Characteristics: All Equality Duty: 1,2,3	People feel involved and are able to participate in public life and influence decision making <i>Council and Licensing Board</i>
<ul style="list-style-type: none"> • In key areas of consultation, in particular through the Councils Citizen's Panel, analysis of performance and other surveys continues to consider whether there were any particular differences in patterns of response depending upon gender, age, disability and ethnicity. Report of results of the Highland council performance and attitudes survey http://www.highland.gov.uk/download/meetings/id/71084/item_14_citizens_panel_2016_%E2%80%93_performance_and_attitudes_survey Survey 2016 http://www.highland.gov.uk/download/downloads/id/16851/annual_survey_of_performance_and_attitudes_2016.pdf • Equality groups have presented to the Council's Community and partnerships committee. This committee provides scrutiny on equality issues for the Council. http://www.highland.gov.uk/info/20003/committee_information/481/communities_and_partnerships_committee • Engagement with care Experienced Young People Highland Council has employed a number of young people who are Care Experienced, through an initiative called 'The Family Firm'. These young people have been employed to support the Council in developing policies and practices to better support children who are Looked After at Home and Looked After and Accommodated by the local authority. http://www.highland.gov.uk/download/meetings/id/68259/item_12_breakthrough_achievement_for_the_highland_cpp_201516_-_employment_of_care_leavers • A board has been established (C.H.A.M.P.S.), which includes various representatives from the wider Community Planning Partnership who are working with the Family Firm and other Care Experienced Young People on various topics eg Mental Health, Transitions, Housing etc. This work is ongoing and reports quarterly at Board Meetings. http://www.highland.gov.uk/download/meetings/id/68001/item_9_champions_board • Engagement with young People The Council continues to work with partners to engage with young people, including and supporting the role of the Highland Youth Convenor. The Youth Convenor post is unique in Scotland and is part of the area's commitment to better understanding and engaging with issues important to Highland's young people 	

Appendix 2: Equality outcomes progress report 2015-2017

http://www.highland.gov.uk/info/591/council_and_government/5/youth_participation/2

In addition, the Highland Youth Parliament is the youth voice for the Highlands and is a key way for young people in the Highlands to engage in decision-making processes that affect their lives

http://www.highland.gov.uk/info/591/council_and_government/5/youth_participation

- The Commission on Highland Democracy recognises the importance of gathering as wide a range of views as possible, especially from some groups that may feel more excluded from local democratic practices. Consideration is to be given to ensure that techniques for gathering evidence are suitable for all and also the support that certain groups may need in order to participate.

http://www.highland.gov.uk/download/meetings/id/71385/item_3_commission_on_highland_democracy_%E2%80%93_update

Ensure that the Customer Services Review proposals include methods to understand the impacts of proposed service changes on Particular groups in the community. Current evidence shows this is important for older people and people with disabilities in particular.

http://www.highland.gov.uk/news/article/8321/highland_council_begins_public_consultation_on_future_of_service_points

- We continue to improve our approach to accessible information through the availability of communication support (including interpretation and translation).
- A review of polling Stations is being undertaken with a focus on disabled access and inviting responses from groups representing disabled people. http://www.highland.gov.uk/download/downloads/id/17044/highland_pp_consultation_document.pdf

Outcome 2: Highland is a welcoming place

Protected

Characteristics: All

Equality Duty: 1,2,3

Highland continues to be viewed as a welcoming place to live and there is positive support for an equal society

Council

Responses to our annual attitudes and performance survey indicate tolerance levels for equality and diversity may be increasing. Our annual survey of performance and attitudes asks the local Citizen's Panel for feedback on attitudes to equality and diversity. The 2016 results show a slight increase in the proportion of respondents who agree with the statement that Highland should do everything it can to get rid of all types of prejudice. When we first asked this question in 2011, 33% of respondents to the Council survey felt there was sometimes good reason to be prejudiced against certain groups, this has reduced to 18% (Chart 1).

Appendix 2: Equality outcomes progress report 2015-2017

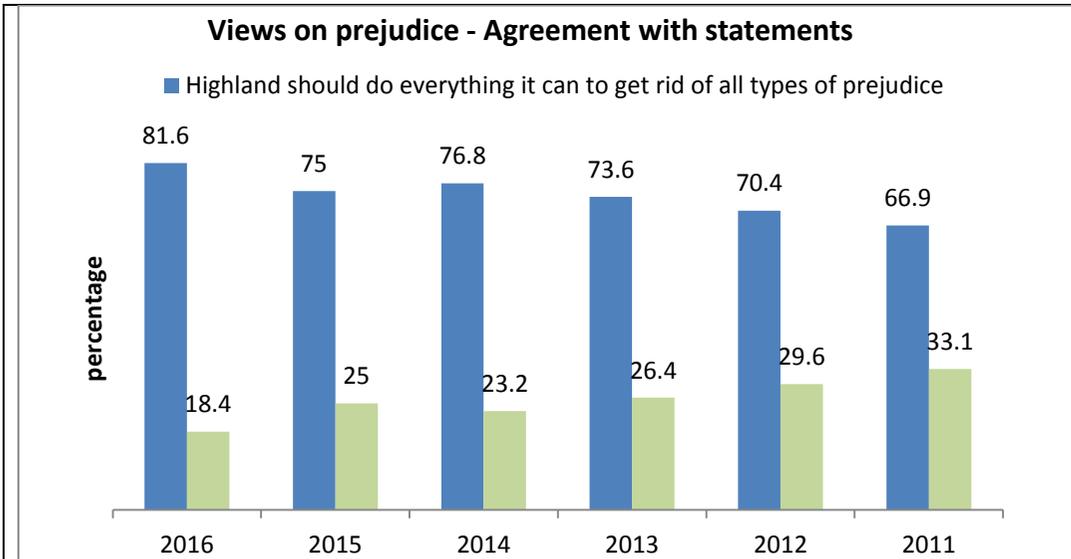


Chart 1

56%% of people prefer to live in an area with lots of different kinds of people, up from 47% in 2011 (Chart 2).

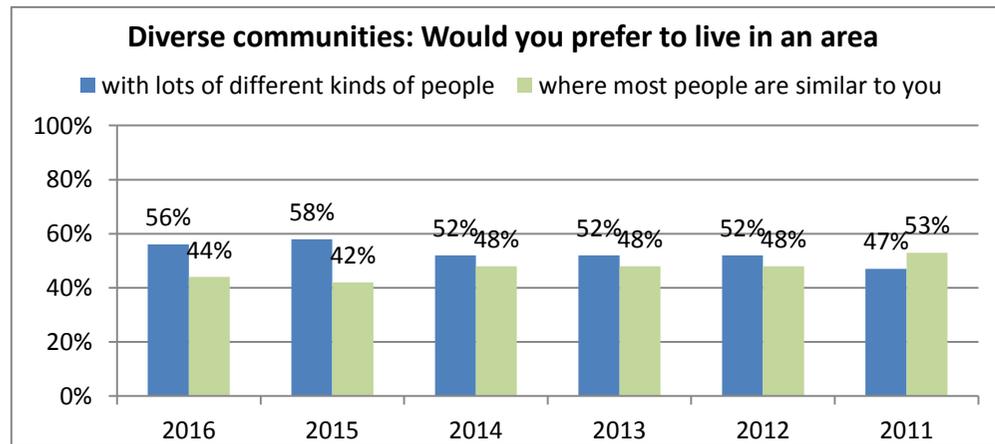


Chart 2

Appendix 2: Equality outcomes progress report 2015-2017

87% of Citizen's Panel respondents compared to 85% in 2011 believe their communities are accepting of people coming to live in the area from outside the Highlands (Chart 3).

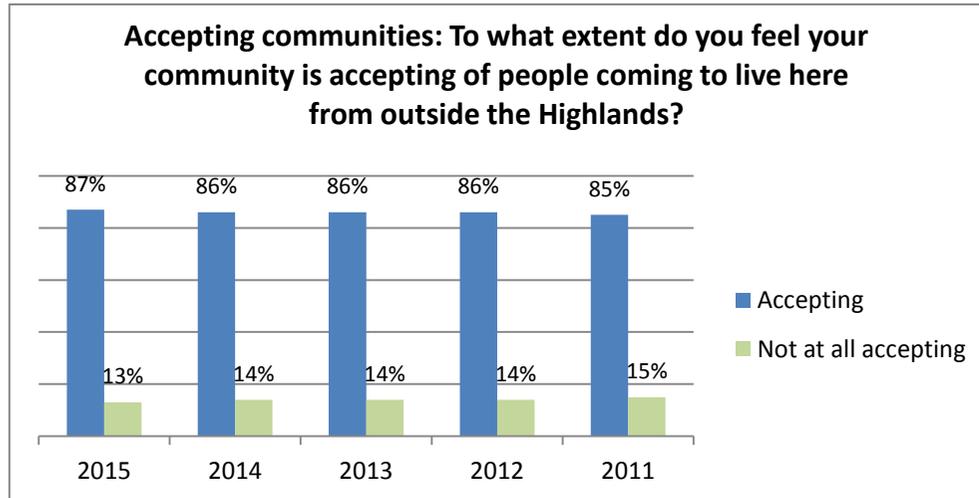


Chart 3

- In April 2014, Disabled Go launched an online access guide supported by Inverness Common Good Fund which covers 1000 venues across Inverness and the surrounding area. All venues have been visited and assessed by a Disabled Go surveyor who has looked at a whole range of accessibility features from parking to accessible toilets. Access audits are then available online 800 venues were included initially and a further 25 are added to each year. Reviews are carried out annually and information on venues updated, for example in 2015:
 - Arnold Clark Mercedes-Benz– A new outside access section was added for the alternative entrance now available. The reception section was updated with new information & a new photo.
 - Highland Archive and Registration Centre– Sections for the lift, other floors & library were added to the guide.
 - Nairn Library – Guide was completely redone.
 - Ness Handmade Toiletries- Guide was completely redone.
- Highland council has made a commitment towards being a Dementia Friendly organisation and awareness raising sessions are starting to be delivered to staff
http://www.highland.gov.uk/download/meetings/id/70342/item_8_dementia_friendly_highland_working_group

Appendix 2: Equality outcomes progress report 2015-2017

<p>Outcome 3: Violence Against Women</p>	<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 • There are healthier gender relationships <p><i>Council and Licensing Board</i></p>
<p>The Council continues to work with partner agencies to tackle Violence Against women. Regular reports on Violence Against Women are presented to the Council's Communities and Partnerships committee along with copies of minutes of the Violence Against Women strategy group.</p> <p>http://www.highland.gov.uk/download/meetings/id/69429/item_11_violence_against_women_update</p> <p>Priority areas for the partnership in 2015- 16 have included</p> <ul style="list-style-type: none"> • Two new training programmes: Children and Adult Experiences of Domestic Abuse and White Ribbon Speaker training (Men Working to End Violence Against Women), and a review of training. • Developing an exit strategy for women involved in prostitution. • Supporting the progression of Cedar (Working with children, young people and their mothers recovering from domestic abuse) • Developing a 'Safe Contact' approach in Highland (for children who have lived with domestic abuse) • Development of a forces marriage protocol • Revised Female Genital Mutilation (FGM) Guidance for Highland • A new policy for staff on responding to sexual violence will be distributed • Coercive Control & Child Protection - Seminar <p>In Education, actions include:</p> <ul style="list-style-type: none"> • Roll out of a prevention education pack within primary and secondary schools since Autumn 2014 • Delivery of prevention education in early years settings • An aim to decrease the gap between formal agency recording and self-reporting rates from children and young people affected by domestic abuse. A baseline of 36.2% was established in 2015/16 which will be reviewed in in 2017 when the next lifestyle survey is undertaken. 	

Appendix 2: Equality outcomes progress report 2015-2017

<p>Outcome 4: Hate Incidents Protected Characteristics: All Equality Duty: 1,2,3</p>	<p>a) The population of Highland have an increased understanding of hate incidents and of their impact on individuals and communities. b) People feel more confident in reporting hate incidents that they have experienced or witnessed. c) People who report hate incidents feel satisfied with the response received from public agencies d) Individuals within protected groups feel safe and secure within their local community.</p> <p><i>Council and Licensing Board</i></p>
<p>The council continues to work with partners to encourage the reporting of hate crimes, and domestic abuse. The local hate incident and crime partnership (Hate Free Highland) works with partners from the public and voluntary sector to raise awareness of and encouraging the reporting of hate crimes and incidents.</p> <p>While most reports continue to be made directly to the Police, in Highland partners have worked to encourage the reporting of hate incidents and crimes through a range of options including online and through local third party reporting organisations, Police Scotland with input from partners report annually to the Council's CPE committee.</p> <p>http://www.highland.gov.uk/download/meetings/id/69428/item_10_highland_area_-_hate_incidents_and_hate_crimes</p> <p>Annual figures from Police Scotland show an increase in the number of reported incidents and in hate crimes during 2015-16. However, year-to-date figures for 2016-17 show a reduction in reports and an increase in levels of detection. A breakdown of Crown Office and Procurator Fiscal charges by type of aggravated offence in Highland show an increase in the number of offences linked to sexual orientation in particular.</p> <p>Partnership activities during 2015-16 included:</p> <ul style="list-style-type: none"> • Partner agencies continue to share information and to address issues. • A refreshed website to host the Hate Free Highland Campaign • Activities to support local third party reporting organisations • Continue to monitor trends in reported incidents and community attitudes • Undertake a survey of all victims of hate crimes • Identify new opportunities to encourage reporting raise awareness. <p>The Council's Public Performance survey shows an increased awareness of the impact of hate crime. In 2016, 71% of respondents said they were</p>	

Appendix 2: Equality outcomes progress report 2015-2017

aware of negative impact of hate crime; this is an increase from 60% of respondents in 2011 (Chart 4).

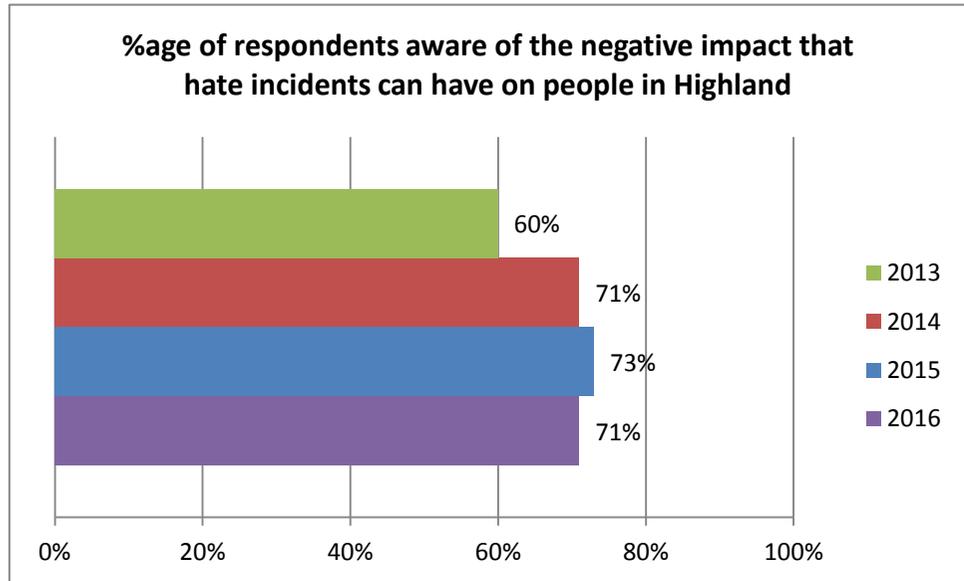


Chart 4

Outcomes 5 & 6: Prejudice based bullying (schools)
Protected Characteristics: All
Equality Duty: 1,2,3

5 Pupils and school staff have a greater understanding of prejudice based bullying and its impact.
and,
6 Pupils and school staff feel more confident in reporting prejudice based bullying incidents that they have experienced or witnessed

Education

- During 2017, a new Equality and Diversity Policy and Positive Relationships and Bullying Policy are being rolled out across Highland schools along with associated training. The implementation of these policies will be monitored.
- Highland was ranked 29 out of 50 entrants across GB in Stonewall’s Education Equality Index in its first entry, and 2nd in Scotland. Details of the Equality Index and other interventions to address homophobic bullying
- Education services will monitor understanding of prejudice-based bullying through the following:

Appendix 2: Equality outcomes progress report 2015-2017

- Measuring that the gap between formal and self-reporting of bullying decreases is a biannual indicator next due to be reported in 2016/17, the current figure is 36% and this will be used to assess progress when new data is available.
- Our aim is for more young people to say they know where to get help with bullying and in 2015 there were 88.2% of young people who said they did, slightly lower than the 91% reported in 2013.
- Our aim is for more young people to say that they would tell someone if they were being bullied and 76.7% said they would tell someone when surveyed in 2015 compared to 61.1% went last reported in 2013.

Overarching outcome:	People benefit from public services in a fairer way and are able to have their say about them
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Outcome 7: Customer Satisfaction Protected Characteristics: All, in particular disability Equality Duty: 1,2	We will improve customer satisfaction rates, in particular from disabled people and people who have protected characteristics feel confident about accessing our services and functions.
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Council and Licensing Board

Highland Council's website www.highland.gov.uk has been awarded a gold standard certificate of accreditation from the Digital Accessibility Centre (DAC). This is the highest level of accreditation possible and The Highland Council is the only council in the UK that currently holds this accolade. This award means the authority's website is tested to work with assistive technologies such as screen readers for partially sighted and blind users, and can be navigated using only a keyboard, helping those who cannot operate a mouse. It also means the text is easily visible by users with a range of sight problems and that the wording on the site is simple and easy to understand

http://www.highland.gov.uk/news/article/9846/highland_council_website_achieves_gold_standard_for_digital_accessibility

The council has been working with partners to address issues around digital inclusion. We have been working in partnership with Citizen's Online on the Digital Highland project. Digital Highland has 15 partners from across the Highlands working together to look at issues around digital inclusion. A digital signposting tool has been developed to help staff to direct customers to the nearest internet access points and digital skills courses and support. 80 volunteer digital champions have been recruited and trained to support members of their communities to go online.

http://www.highland.gov.uk/download/meetings/id/69418/item_4_partnership_approach_to_digital_inclusion

The council continues to provide interpretation and translation support to assist Council staff to communicate with customers whose first

Appendix 2: Equality outcomes progress report 2015-2017

language is not English, including BSL/English interpretation. This information is monitored and use of foreign language interpretation is as follows:

Foreign language interpretation appointments by year:				
Year	2015-16	2014-15	2013-14	2012-13
No.	806	866	960	898

During 2016, the Council updated BSL video clips on its website to describe its services

http://www.highland.gov.uk/info/751/equality_diversity_and_citizenship/315/british_sign_language_videos_about_our_services.

Council report on Citizen's Panel Feedback 2016: Annual survey of performance and attitudes 2016

Some key points from the analysis of the annual survey in relation to disability:

- Disabled people are less likely to agree with the statement that the Council *'is aware of people's needs'* than people who do not identify as disabled
- Pavement maintenance - People who are disabled return a negative net satisfaction rate (-17%) notably lower than the rate for people who do not have a disability (9%)
- Rangers - Net satisfaction rates are notably higher amongst females (76%) than they are amongst males (57%). They are also higher amongst people who do not have a disability (70%) than those respondents who do have a disability (48%).
- Care at home: The net satisfaction rating given by respondents who are aged 65+ (39%) is notably higher than that given by the sample as a whole (23%). Amongst people who do have a disability the net rate is 33%.
- Service points: There is a net satisfaction rate of 70%. The highest net satisfaction rating is found amongst people who are disabled (82%) and those aged 65+ (81%).
- Street cleaning: there is a net satisfaction rate of 43%. The highest net satisfaction rate is found amongst people with school aged children (50%) and the lowest amongst people who are disabled (27%).
- When asked *'have you used any online service at www.highland.gov.uk (e.g. making a payment, requesting a service, reporting a fault)?'* The greatest level of use is found amongst: respondents who have school aged children (40%); and people aged 25- 44 (38%). The lowest level of use is found amongst: those aged 65+ (20%); people who are disabled (20%); and those who are retired (21%).

http://www.highland.gov.uk/downloads/file/16851/annual_survey_of_performance_and_attitudes_2016

In the 2015 annual survey report, the results show that the net satisfaction rate overall for 2015 is 52% - a little lower than it has been in recent surveys. However, net satisfaction rates are at their lowest amongst disabled people (41%).

Appendix 2: Equality outcomes progress report 2015-2017

http://www.highland.gov.uk/downloads/file/15460/council_report_on_citizens_panel_feedback_2015

**Outcome 8: Employability
Protected Characteristics:**
Age, disability, gender, race
Equality Duty: 1,2

Widen participation in the labour market across all client groups and across all Highland geographies:

a) To enable those who are currently removed from the labour market, to move towards and into sustained work.

b) Improve equality of access to the labour market for all client groups, including disabled people.

Ensure that young people can enter the labour market with aspiration, skills and experience:

c) Ensure that our young people and looked after children progress to further/higher education, training or employment.

d) Partners address significant inequalities in Highland through a coherent and individualised approach to post school transition for young people experiencing significant barriers to employment.

Council

During 2016, the council's Employability Team supported

- 1:1 detailed advisory support to 203 clients as they prepare for and progress towards work;
- support 23 workclubs across Highland, 9 of which with advisor support;
- third sector partners, either through Council funding or external funds sourced for them by the Council, providing a range of services to 2200 clients to enable them prepare for and access work;
- 97 unemployed individuals have secured jobs which have been directly supported by the Employability team; this includes 25 young people securing fixed term employment with the Council, 8 of whom are care leavers;
- 193 businesses securing HR advisory support when employing staff;
- approval secured for up to £5.65m ERDF/ESF support for Council and partner employability related activity over a three year period; and
- City Region Deal commitment to pilot a Highland approach to Employability and Skills

http://www.highland.gov.uk/download/meetings/id/71520/item_7_employability_service

The Employability service seeks to tackle socio-economic inequalities by supporting young people and adults not in work to progress

Appendix 2: Equality outcomes progress report 2015-2017

towards and into sustained employment, thereby helping clients exit poverty to improve health and wellbeing. Funding support to third sector providers such as Calman Trust, New Start, Merkinch Enterprise and the Shirlie Project provides a supported employment packages to clients and employers including offering on the job training to individuals with support issues such as learning, physical, and mental health issues.

http://www.highland.gov.uk/download/meetings/id/69757/item_8_employability_update

**Outcome 9: Gypsy/Traveller
Protected Characteristics:**
Race
Equality Duty: 1,2,3

Improvements to the life chances and experiences of Gypsy/Travellers living in Highland

Council

Housing need and demand assessment 2015 identified:

- 50-65 Gypsy/Traveller households are expected to have a need for permanent site accommodation over the 5 year period 2014 - 2019. This is expected to be focused on Inverness and Spean Bridge, but also includes accommodation needs at Newtonmore and Skye.
- Projected supply at existing Council sites over this period is 65 – 70 pitches which equates to capacity to meet additional demand of around 0 to 20 pitches (0-4 per annum) over this period. This suggests that across the Highland area as a whole current levels of site provision are likely to be sufficient to meet needs.
- However the balance of need is likely to be quite different at a local level, such that some areas may see more substantial surplus or shortfall in Gypsy/Traveller provision. In particular there is a larger projected surplus in Inverness, and an estimated shortfall of 5-6 places in Skye – where there is currently no permanent

http://www.highland.gov.uk/download/meetings/id/68295/item_16_highland_housing_need_and_demand_assessment

http://www.highland.gov.uk/downloads/file/13602/highland_gypsy_traveller_accommodation_needs_16k

**Outcome 10: Transport
Protected Characteristics:**
Age, disability, gender
Equality Duty: 1,2,3

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).

Council

- In partnership with HITRANS, the regional transport partnership for the Highlands and Islands, the Council has promoted The

Appendix 2: Equality outcomes progress report 2015-2017

<p>Thistle Card to support disabled people to get help when using public transport, particularly buses http://www.highland.gov.uk/news/article/9941/making_journeys_easier_for_those_in_most_need</p> <ul style="list-style-type: none"> We provide grants for community transport activities and grant awards were agreed by Committee on 4 February 2016 for the next 3 financial years. Community Transport provides an important service for many older and disabled people in Highland, This round of grants included an award to the Scottish Highland Islands and Moray Chinese Association. Transport programme Highland Council's Transport Programme has emerged from the process of identifying ways to reduce expenditure over 2015-19. Consultation to understand community requirements and priorities, and supplier development events with commercial and community transport organisations, will inform proposals. The Council also continues to support both Community Transport and Dial-a-bus schemes throughout the Highlands. A key aspect of the Transport Programme will be engaging with the transport and community sectors to aid the process of determining future provision within the budget limit. Feedback from local equality groups, particularly those representing disability and older people, has highlighted the importance of an accessible and integrated transport system. http://www.highland.gov.uk/downloads/file/16004/transport_programme_highland_impact_assessment_rural_impact_report 	
<p>Outcome 11: Young people leaving school Protected Characteristics: Age (young people) Equality Duty: 1,2</p>	<p>Increase the number of young people leaving school moving into positive and sustained destinations Item 12 Developing Young Workforce Update Education</p>
<p>Family Firm - Highland Community Planning Partnership, and agreed a proposal that every care experienced young person in Highland should have at least one job offer from a CPP partner or an organisation within partners' network. http://www.highland.gov.uk/download/meetings/id/68259/item_12_breakthrough_achievement_for_the_highland_cpp_201516_-_employment_of_care_leavers</p> <p>The Youth Employment strategy has now become the Developing Young Workforce strategy. A revised strategic plan has been put in place to deliver the recommendations set out by the Scottish Government. Highland Works is regularly updated on the implementation of this plan. <i>Highland Works</i>, the multi-agency overarching planning group, continues to monitor updates from the different work streams of the strategy plan set out in the last update. There has been increased joint working between the Care and Learning Developing Young Workforce Team and the Development and Infrastructure Employability Team, with a recent plan to transfer the</p>	

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<p>two Activity Agreement Co-ordinators to the Employability Team and with the Opportunities for All Co-ordinator providing the essential link between these two teams. This report provides an update to the education workstream sitting within that plan. http://www.highland.gov.uk/download/meetings/id/71504/item_12_developing_young_workforce_update</p>	
<p>Outcome 12: Gender segregation (schools) Protected Characteristics: Sex Equality Duty: 1,2</p>	<p>Reduce gender segregation in positive and sustained destinations for young people leaving school Education</p>
<p>Refer to response to outcome 11.</p>	
<p>Outcome 13: Potential achievements (ASN) Protected Characteristics: Disability, race Equality Duty: 1,2</p>	<p>Fulfil the potential achievements of pupils with ASN. These activities will be incorporated into FHC4 Education</p>
<p>A detailed process of consultation and review of Additional Support Needs in Highland was completed during 2013-14. The review made 26 recommendations for improvements to structures and practices, with the aim of achieving better outcomes for children and young people that were remitted to the ASN Improvement. The aim of the review was: <i>“to identify the range of needs and then identify principles and structures that make the most effective and efficient use of resources to meet these needs and in doing so, achieve the best outcome for children and young people”</i>. 99% of children are able to sustain full time timetables, however, work is on-going to address the issues experienced by the small number of children who have significant needs, such that their timetables are reduced. This is a major focus for the ASN Improvement Group. The second annual update of the work following this review can be found here: http://www.highland.gov.uk/download/meetings/id/70216/item_7_additional_support_needs_review_update</p>	

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<p>Outcome 14: Attainment Gender Protected Characteristics: Sex Equality Duty: 1,2</p>	<p>Reduce attainment gaps between boys and girls</p> <p><i>Education</i></p>
<p>The work ongoing across Scottish schools to close the attainment gap is a core feature of the joint work across various teams within the Care and Learning Service. Some of this work is being undertaken across the 7 Northern Alliance local authorities in order that best practice and resources can be shared. There is a focus on early years, Looked After Children and others with ASN, including children where English is an Additional Language and Gypsy Travellers. This joint work is reported through various improvement groups, including Schools, ASN, Early Years and LAC, all of which report every two months to the CPP Leadership Group. http://www.highland.gov.uk/download/meetings/id/71505/item_13_closing_the_attainment_gap</p>	
<p>Outcome 15: Equality and CfE Protected Characteristics: All Equality Duty: 1,2,3</p>	<p>Staff and pupils have a greater awareness of how 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>Education</i></p>
<p>For Highland's Children 4 contains an Improvement Plan for children's services, built upon self-evaluation and consultation. Its implementation structure has 13 Improvement Groups. All of these groups tackle inequalities: Mental Health; Additional Support Needs; Looked after Children; Transitions; Youth Justice; Early Years; Schools; Play; Supporting Parents; Practice Model; Public Health and Wellbeing; and Child Protection. The Improvement Plan includes measures around bullying, inclusion and that children & young people know their rights and are confident in exercising these. For example,</p> <ul style="list-style-type: none"> • The percentage of children responding positively to the question "Staff and children treat me fairly and with respect" is maintained - 85% last 3 years from 2016 • The percentage of parent and carer responses to the question, "my child is treated fairly at school" has increased from 87% to 93% 2015-16 <p>http://www.highland.gov.uk/download/meetings/id/71046/item_9_performance_report_-_childrens_services</p>	

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<p>There is a commitment that all schools will have had training in equalities legislation and have an active equality policy in place by end of 2017. Associated training is under development.</p>	
<p>Outcome 16: Interrupted learning Protected Characteristics: Disability, race Equality Duty: 1,2,3</p>	<p>We will meet the needs of children and Families who have experienced interrupted learning. This includes Gypsy/Traveller and Roma Children, young carers and Children with ASN</p> <p><i>Education</i></p>
<p>The Highland Practice Model continues to effectively develop positive relationships and increased engagement. An annual report is prepared by the interrupted Learning development Officer.</p> <ul style="list-style-type: none"> • During 2015/16 there were 126 Gypsy & Traveller children & young people in total (83%) on a mainstream school roll in Highland with 15 children in nursery (12%), 91 children in primary (72%) and 20 children in secondary (16%). This compares to 2014/15 with 131 children in total (87%) on a mainstream school roll in Highland 11 children in nursery (8%); 102 children in primary (78%) and 18 children in secondary (14%). • The Development Officer for Interrupted Learning provides a report on the number of Gypsy Traveller Families who engage with education on an annual basis. In 2015-16, the same number of children were accessing education as there had been in the previous school, session (average of 102 in any given week). <p>There is a revised Young Carer's Strategy; its implementation is overseen by the FHC4 Young Carers Improvement Group. A progress report can be found at http://www.highland.gov.uk/download/meetings/id/68771/item_12_progress_on_young_carers_strategy</p>	
<p>Outcome 17: Children deprived areas Protected Characteristics: All Equality Duty: 1,2,3</p>	<p>Increased attainment for children and young people from deprived areas</p> <p><i>Education</i></p>
<p>Closing the Attainment Gap The work ongoing across Scottish schools to close the attainment gap is a core feature of the joint work across various teams within</p>	

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the Care and Learning Service. Some of this work is being undertaken across the 7 Northern Alliance local authorities in order that best practice and resources can be shared. There is a focus on early years, Looked After Children and others with ASN, including children where English is an Additional Language and Gypsy Travellers. This joint work is reported through various improvement groups, including Schools, ASN, Early Years and LAC, all of which report every two months to the CPP Leadership Group. Current data for 2014/15 shows that 12.8% of pupils from Deprived Areas Gaining 5+ Awards at Level 6 SIMD were achieving 5+ awards at Level 6 and we are ranked 11th nationally.

http://www.highland.gov.uk/download/meetings/id/71505/item_13_closing_the_attainment_gap

Overarching outcome:

Staff feel there is an organisational culture where everyone is treated with dignity and respect

Outcome 18: Staff are treated fairly

Outcome 19: Gender Pay Gap

Outcome 20: Eliminate barriers for staff

Protected Characteristics:
All

Equality Duty: 1,2

18 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).

19 Reduce the gender pay gap where actions appropriate to an employer can be identified.

20 Eliminate barriers to recruitment and development that contribute to pay inequalities

Council, Education and Licensing Board

- Gender pay gap: We monitor the percentage difference between men's average hourly pay (excluding overtime) and women's average hourly pay (excluding overtime). Data is available on a biennial basis. Current trends between 2013 -2017 show a further reduction in the Gender Pay Gap from 9.3% to 7.2% of a difference. Details are provided in the accompanying Equal Pay Statement and pay gap Report 2017.
- We aim to increase the percentage of women in management in the Council top 5% of earners. This has been a national benchmark indicator, and data shows that 47.2% of our top 5% of earners were women during 2015/16 compared to 48.2% the previous year. We continue to take positive action to encourage women into management posts including our Women in Management Programme and the options for flexible working.
- A number of actions have supported work to address gender segregation, reduce the gender pay gap and increase the number of women in management posts, including:
 - Female role models in male dominated job groups have been identified and achievements publicised in corporate

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communications.

- Where service delivery allows vacancies will be advertised as "*suitable for flexible working hours up to 35 per week*" to encourage applications from candidates who wish to work on a part time basis part time applications.
- Job Descriptions and Person Specifications have been reviewed to ensure that they contain no gender bias.
- Services have reviewed workplace facilities to ensure that both genders are adequately catered for
- Significant areas of gender segregation have been reviewed to identify and address any barriers to employment.
- Flexible working arrangements have been developed to support women to progress their careers.
- Creating and supporting an on-line learning resource for female employees interested in preparing for supervisory and management roles.
- Improving the Women into Management programme

Other activities include

- Ensuring reasonable adjustments are made for disabled candidates and employees.
- Actions to support youth employment in the Highlands.
- The Council signs up to the “double tick” scheme to promote employment opportunities for disabled people. This commitment is moving to the new Disability Confident scheme during 2017.
- Adoption of the Scottish Living Wage
- Work is ongoing to improve returns of equality monitoring data
- Participation in the Stonewall Workplace Equality Index programme which promotes LGBT inclusion in the workplace. The Council improved its ranking in the Stonewall Workplace index in 2016, to 324, compared to 355 the previous year.
- The Council’s Employee Survey has previously measured the extent to which staff feel there is a culture in the Council where they are treated with dignity and respect. In 2015, 57% of respondents agreed with this statement compared to 44% in 2012.