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Council Building
2 High Street
Perth
PH1 5PH

15/04/2021

A virtual meeting of **Perth and Kinross Council** will be held on **Wednesday, 21 April 2021** at **09:30**.

If you have any queries please contact Committee Services on (01738) 475000 or email Committee@pkc.gov.uk.

BARBARA RENTON
Interim Chief Executive

Those attending the meeting are requested to ensure that all notifications are silent on their device and other devices are in silent mode.

Please note that the meeting will be broadcast online and recorded. The recording will be publicly available on the Council's website following the meeting.

Members:

Provost D Melloy
All Councillors

Perth and Kinross Council

Wednesday, 21 April 2021

AGENDA

MEMBERS ARE REMINDED OF THEIR OBLIGATION TO DECLARE ANY FINANCIAL OR NON-FINANCIAL INTEREST WHICH THEY MAY HAVE IN ANY ITEM ON THIS AGENDA IN ACCORDANCE WITH THE COUNCILLORS' CODE OF CONDUCT.

- 1 WELCOME AND APOLOGIES**
- 2 DECLARATIONS OF INTEREST**
- 3 MINUTES**
 - 3(i) MINUTE OF SPECIAL MEETING OF PERTH AND KINROSS COUNCIL OF 10 MARCH 2021**
(copy to follow)
 - 3(ii) MINUTE OF MEETING OF PERTH AND KINROSS COUNCIL OF 31 MARCH 2021**
(copy to follow)
- 4 PERTH AND KINROSS COUNCIL EQUALITY OUTCOMES AND MAINSTREAMING REPORT** **5 - 52**
Report by Head of Innovation (copy herewith 21/52)
- 5 TIMETABLE OF COMMITTEE MEETINGS FOR JULY - DECEMBER 2021**
Verbal Update
- 6 APPOINTMENTS TO COMMITTEES/OUTSIDE BODIES (REVISED)** **53 - 54**

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PERTH AND KINROSS COUNCIL

21 APRIL 2021

PERTH & KINROSS COUNCIL EQUALITY OUTCOMES AND MAINSTREAMING REPORT

**Report by the Head of Innovation
(Report No. 21/52)**

Perth & Kinross Council along with all other public authorities is required to publish our Equalities Mainstreaming Report and review our existing Equality Outcomes by 30 April 2021.

This report updates members of progress in this area and seeks formal approval of the revised Equality Outcomes and Mainstreaming Report 2021 - 2023.

1. BACKGROUND / MAIN ISSUES

- 1.1 Perth & Kinross Council is committed to equality of opportunity both as a service provider and as an employer. The Council values the diversity of all communities in its area and works towards providing services that are inclusive and accessible. The Council recognises that social inclusion and promoting equality of opportunity and good relations between different groups is best achieved by incorporating equalities into the planning, implementation and monitoring processes for all our Council Services and we have a proven track record of doing so.

By working in partnership to promote equality, we believe that we will make better use of all available resources, and in doing so, provide better services to the citizens and communities of Perth and Kinross. This also reflects the Council's overall approach through the Perth and Kinross Offer.

- 1.3 We are legally obliged by the Equality Act 2010 to pay 'due regard' to the need to eliminate unlawful discrimination, victimisation and harassment; to advance equality of opportunity and to foster good relations between those people who share a protected characteristic and those who do not.
- 1.4 We recognise that discrimination, victimisation and harassment are unlawful and unacceptable and we will take action to prevent this occurring. If this does occur, we will take agreed and appropriate action to deal with it.

We also recognise that, when used legally and appropriately, positive action strategies can support greater inclusion by addressing the adverse effects of past discrimination or other causes of inequality and disadvantage. We will therefore implement positive action strategies to make our services more inclusive when this is the right thing to do. Further to this, the Equality Act 2010 requires us to:

- remove or minimise disadvantage suffered by people due to their protected characteristics
- take steps to meet the needs of people with certain protected characteristics where these are different from the needs of other people
- encourage people with certain protected characteristics to participate in public life or in other activities where their participation is disproportionately low.

1.5 This report seeks to update members of progress over the past year in terms of equalities and set out our intentions and revised equality outcomes within our Mainstreaming Report 2021 – 2023 (Appendix 2).

2. PROPOSALS

2.1 Since 2018, we have been publishing an Annual Equalities Performance Report, including specific actions which have been progressed to meet the existing Equality Outcomes. The most recent Annual Equalities Performance Report for the period 2019/20 is included for information as Appendix 1.. This approach will continue to ensure that we are evidencing progress and action in relation to meeting our revised Equality Outcomes.

2.2 These outcomes must satisfy at least one aspect of the General Equality Duty

- eliminating discrimination, or
- advancing equality of opportunity, or
- fostering good relations between communities

2.3 Prior to formal consultation on the draft Equality Outcomes, updates were provided in advance about the process to our key Equality Governance Groups - the Equalities Strategic Forum; the Community Equalities Advisory Group (CEAG); the Equalities Operational Group (which has representation from all Council services and the Health and Social Care Partnership) as well as the Perth and Kinross LGBT+ Development Group.

2.4 The draft Equality Outcomes were placed on the Consultation Hub for the period 5-19 February 2021 and the link was shared widely with those groups listed above as well as Senior Managers; Elected Members and Staff Networks with onward sharing encouraged. The consultation was also made available in British Sign Language (BSL) and Easy Read. 63 responses were received and a summary is included (Appendix 3)

2.5. We believe that *'Equality is at the Heart of What We Do'* and our equality outcomes should demonstrate that they meet the following 4 aims:

- Perth and Kinross is a safe, welcoming and accessible area;
- Perth and Kinross visibly celebrates equality and diversity;
- Perth & Kinross Council will keep our community informed and engage with them about our services, opportunities and support available to them;
- Perth & Kinross Council will increase people's awareness of equality and diversity.

2.6 Our 16 new Equality Outcomes are linked to these 4 aims in the table below and are also cross referenced to the appropriate agreed Local Outcome Improvement Plan (LOIP) strategic priority areas.

| Equality Aim | Equality Outcome |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>Perth and Kinross is a Safe, Welcoming and Accessible Area</p> <p><i>(LOIP Strategic Priority Link – Mental and Physical Wellbeing)</i></p> | <ol style="list-style-type: none"> 1. People from equality protected groups will be made welcome and be respected in the area 2. Staff from equality protected groups will be made welcome and be respected in the Council workplace 3. Reduce and remove physical and social barriers for those with disabilities to access public spaces 4. People from equality protected groups have increased confidence to report hate crime and/or bullying incidents 5. Support is provided to those at risk of or who are survivors of gender-based violence 6. Pupils from equality protected groups will have a positive school experience and will feel safe and respected in school and when online |
| <p>Perth and Kinross visibly celebrates equality and diversity</p> <p><i>(LOIP Strategic Priority Link – Mental and Physical Wellbeing)</i></p> | <ol style="list-style-type: none"> 7. Multi-cultural and equality related events (including virtual ones) and key dates in the calendar will be visibly celebrated and promoted |
| <p>Perth & Kinross Council will keep our community informed and engage with them about our services, opportunities and support available to them</p> <p><i>(LOIP Strategic Priority Links – Poverty; Mental and physical wellbeing; Employability; Digital participation)</i></p> | <ol style="list-style-type: none"> 8. People from equality protected groups are provided with accessible information about the services provided by the Council including crisis support in the event of an emergency 9. People from equality protected groups will be supported to digitally participate 10. People from equality protected groups are supported to access employment opportunities 11. People from equality groups will be supported to participate in equality conversations around the Perth and Kinross Offer 12. People from equality protected groups with lived experience of inequalities will be involved in shaping our policies to tackle poverty and social exclusion |

| | |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Perth & Kinross Council will increase people's awareness of equality and diversity <i>(LOIP Strategic Priority Link- Skills, Learning and Development)</i> | <p>13. A staff learning and development programme for equality and diversity will be delivered and will be extended to partner organisations</p> <p>14. Our school curriculum will include equality and diversity topics</p> <p>15. Our employment policies will reflect that we are a fair and inclusive employer</p> <p>16. People providing externally commissioned, contracted or licensed services on behalf of the Council (including ALEOs) are aware of their responsibilities in relation to equality and diversity</p> |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

- 2.7 The Council's updated Mainstreaming Report is also attached as Appendix 2 which outlines how this work will be integrated into our day-to-day practice. This includes recognition of the distinct roles for the Council as an Education Authority and Licensing Board which are classed as separate public bodies under the Equality Act 2010.

3. CONCLUSION AND RECOMMENDATION(S)

- 3.1 This report provides members with an update in relation to the revised Equality Outcomes and Mainstreaming Report and seeks formal approval of them. When approved they will be made publicly available in similar formats to the consultation i.e. including Easy Read and British Sign Language (BSL) and can also be translated into other languages upon request.
- 3.2 It is recommended that the Council
- (i) notes the update in relation to the equalities outcomes performance (Appendix 1)
 - (ii) approves the revised equalities outcomes and mainstreaming report 2021-2023 (Appendix 2)

Author(s)

| Name | Designation | Contact Details |
|--------------|----------------------------------|------------------------------------------------------------------|
| David McPhee | Corporate Equalities Team Leader | equalities@pkc.gov.uk |

Approved

| Name | Designation | Date |
|----------------|-------------------------|--------------|
| Barbara Renton | Interim Chief Executive | 7 April 2021 |

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1. IMPLICATIONS, ASSESSMENTS, CONSULTATION AND COMMUNICATION

| Strategic Implications | Yes / None |
|-----------------------------------------------------|-------------------|
| Community Plan / Single Outcome Agreement | Yes |
| Corporate Plan | Yes |
| Resource Implications | |
| Financial | Yes |
| Workforce | Yes |
| Asset Management (land, property, IST) | Yes |
| Assessments | |
| Equality Impact Assessment | None |
| Strategic Environmental Assessment | None |
| Sustainability (community, economic, environmental) | None |
| Legal and Governance | Yes |
| Risk | Yes |
| Consultation | |
| Internal | Yes |
| External | Yes |
| Communication | |
| Communications Plan | Yes |

1. Strategic Implications

- Community Plan / Single Outcome Agreement

1.1 This report supports all outcomes in the Community Plan:

- (i) Giving every child the best start in life
- (ii) Developing educated, responsible and informed citizens
- (iii) Promoting a prosperous, inclusive and sustainable economy
- (iv) Supporting people to lead independent, healthy and active lives
- (v) Creating a safe and sustainable place for future generations

Corporate Plan

1.2 This report supports all outcomes in the Corporate Plan:

- (i) Giving every child the best start in life;
- (ii) Developing educated, responsible and informed citizens;
- (iii) Promoting a prosperous, inclusive and sustainable economy;
- (iv) Supporting people to lead independent, healthy and active lives; and
- (v) Creating a safe and sustainable place for future generations.

2. Resource Implications

Financial

2.1 There are no additional financial implications arising directly as a result of this report at this time. Ongoing work is managed within existing budgets and any

new developments which arise in the future will be subject to budget approval as appropriate.

Workforce

- 2.2 There are no additional workforce implications arising directly as a result of this report at this time. Ongoing work is managed within existing officer workloads.

Asset Management (land, property, IT)

- 2.3 There are no additional Asset Management implications arising as a result of this report at this time. Any new proposed developments which arise in the future will be subject to the relevant approval process at that time.

3. Assessments

- 3.1 Under the Equality Act 2010, the Council is required to eliminate discrimination, advance equality of opportunity, and foster good relations between equality groups. Carrying out Equality Impact Assessments for plans and policies allows the Council to demonstrate that it is meeting these duties.
- 3.2 This section should reflect that the proposals have been considered under the Corporate Equalities and Fairness impact Assessment process (EFIA) with the following outcome:
- 3.3 A screening assessment using the Integrated Appraisal Toolkit has determined that the proposal is **not relevant** for the purposes of EFIA

n.b. Although this report relates to Equalities Outcomes it will be the individual work within the report on which is subject to assessment rather than this report itself.

Strategic Environmental Assessment

- 3.4 The Environmental Assessment (Scotland) Act 2005 places a duty on the Council to identify and assess the environmental consequences of its proposals.
- 3.5 The proposal recommended in this paper has been considered under the Act and the pre-screening has identified that the proposal will have no environmental effects, it is therefore exempt. The reason for concluding this is that the recommendation in this report will have no direct environmental effects.

Sustainability

- 3.6 Under the provisions of the Local Government in Scotland Act 2003, the Council has to discharge its duties in a way which contributes to the achievement of sustainable development. In terms of the Climate Change Act,

the Council has a general duty to demonstrate its commitment to sustainability and the community, environmental and economic impacts of its actions.

- 3.7 No steps are required to be taken in this area.

Legal and Governance

- 3.8 The Head of Legal and Governance has been consulted during the development of this Strategy.

Risk

- 3.9 Any risks associated will be mitigated by the monitoring and reporting procedures which have been put in place for the work concerned.

4. Consultation

Internal

- 4.1 This report has been open to consultation and developed across services within the Council.

External

- 4.2 The report contains reference to consultation and work with strategic partners and will be shared further with them when approved.

5. Communication

- 5.1 It is proposed that the report is made available internally and externally when approved.

2. BACKGROUND PAPERS

No other background papers were referred to in the preparation of this report.

3. APPENDICES

Appendix 1: Equalities Performance Report 2019/20

Appendix 2: Mainstreaming Equalities Report

Appendix 3: Equality Outcomes Consultation Responses



Perth & Kinross Council

Equalities Performance Report 2019/20

Conents

| | Page |
|-------------------------------------------------------|------|
| 1. Introduction | 3 |
| 2. Our Equalities Policy Statement | 4 |
| 3. The Equality Protected Characteristics in Our Area | 5 |
| 4. Assessing our Equalities Work | 6 |
| 5. Governance of our Equalities Work | 6 |
| 6. Performance Summary Highlights | 9 |
| 7. Outcomes: | |
| • Accessible Services | 11 |
| • Employee Opportunities | 14 |
| • Influence Council Decisions | 16 |
| • Inclusive Community Activities | 18 |

1. Introduction

This report sets out our progress, for the period April 2019 to March 2020, in delivering our agreed Equality Outcomes across Council services and where applicable as an Education Authority and Licensing Board. This is to ensure we are fulfilling our statutory obligations in relation to the services we provide and as an employer. This is the 3rd annual report in this format so where possible comparisons have been made to 2018/19 figures. Although the period covered in this report occurred in the main before the Coronavirus Crisis there is an additional section highlighting some of the work undertaken by the Equalities Team during the crisis.

As an employer, the Council continues to drive forward the Fair Work agenda to ensure that fairness is at the heart of all the Council's employment practices. We are committed to promoting equality and diversity across our workforce and our Annual Equality and Diversity in Employment Report is included on Page 13 of this report.

Workforce data for 2019/20 is published on the Council's website: [Human Resources Management Information](#).

We work in partnership with many organisations to ensure the best outcomes for people in Perth and Kinross for example, Perth & Kinross Association of Voluntary Services (PKAVS) Police Scotland, NHS Tayside, Scottish Fire and Rescue. This is called our Community Planning Partnership and we consider how the work we do impacts on different equality groups as below:

Relevant Principles of Partnership Working within the Local Outcomes Improvement Plan (Community Plan) 2017-2027:

Promoting Equalities – requires us to work to eliminate discrimination, advance equality of opportunity and foster good relations between communities through the delivery of our services and as an employer in relation to the equality-protected characteristics.

Tackling Inequalities – requires us to work collectively to support individuals and communities to reduce local inequalities. Issues such as health, income, gender identity, employment status or housing circumstance can impact on people's life chances and should be considered when tackling inequalities but will also crossover with the equality protected characteristics.

2. Our Equalities Policy Statement (revised in June 2020)

Perth & Kinross Council is committed to equality of opportunity both as a service provider and as an employer. The Council values the diversity of the communities in its area and works towards providing services which are inclusive and accessible. The Council recognises that social inclusion and promoting equality of opportunity and good relations between different groups can only be achieved by incorporating equalities into the planning, implementation and monitoring processes for all our Council Services. This Council, with all other Scottish public authorities, is legally obliged by the Equality Act 2010 to pay 'due regard' to the need to eliminate unlawful discrimination, victimisation and harassment; to advance equality of opportunity and to foster good relations between those people who share a protected characteristic and those who do not.

By working in partnership to promote equality this Council believes that we will make better use of all available resources. This in turn can lead to increased satisfaction by service users and service providers.

We recognise that discrimination, victimisation and harassment is unlawful and unacceptable and we will take action to prevent this occurring. If this does occur, we will take agreed and appropriate action to deal with it.

This Council also recognises that, when used legally and appropriately, positive action strategies can help to counteract the adverse impact of past discrimination or other causes of disadvantage. We will therefore implement positive action strategies to make our services more inclusive. This is required by the Equality Act 2010 which require the Council to have due regards to the need to:

- Remove or minimise disadvantage suffered by people due to their protected characteristics
- Take steps to meet the needs of people with certain protected characteristics where these are different from the needs of other people
- Encourage people with certain protected characteristics to participate in public life or in other activities where their participation is disproportionately low.

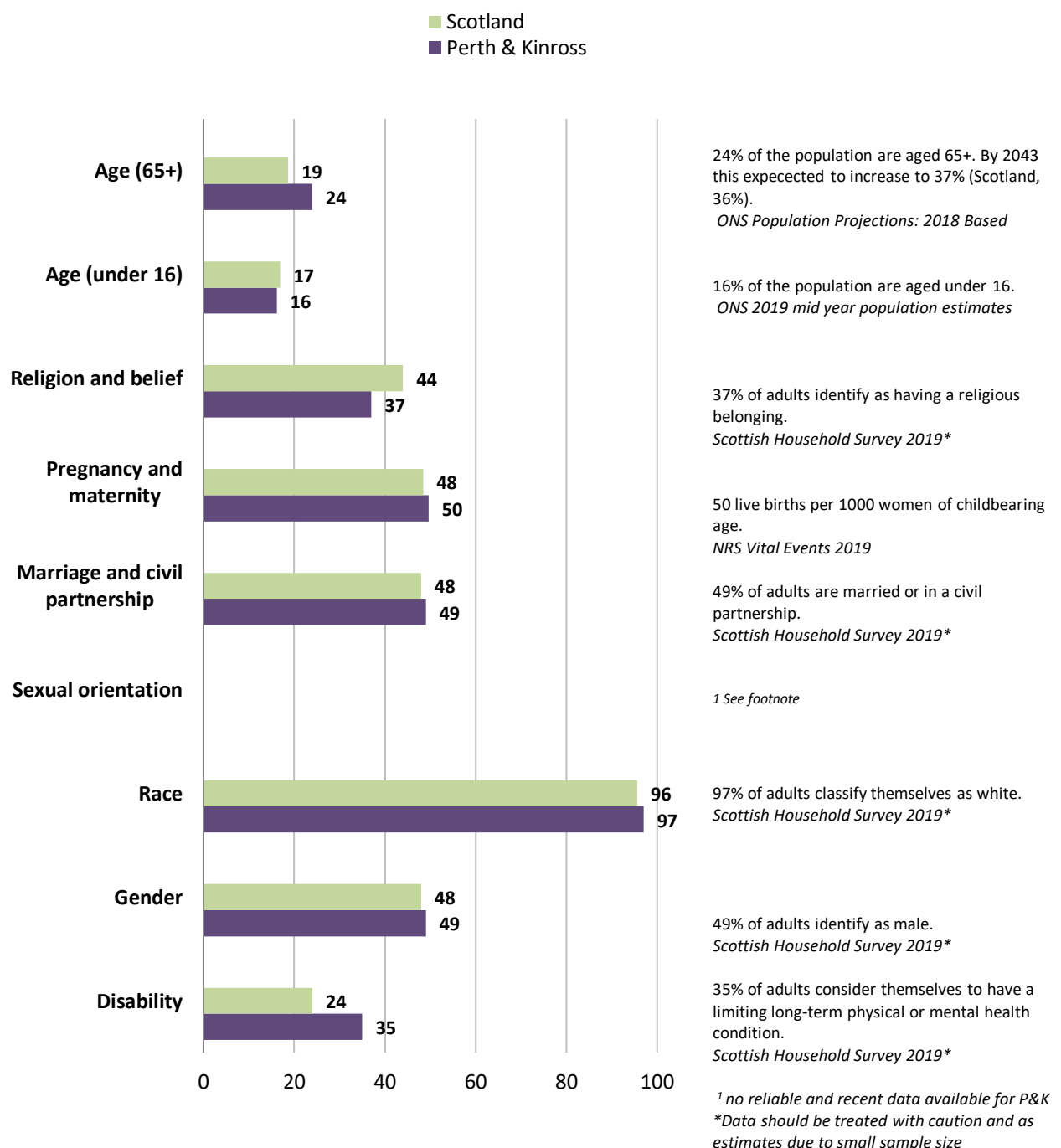
This policy was revised following the introduction of the Equality Act 2010 and the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012. It remains compliant with predecessor legislation as unamended and takes account of the Public Sector Equality Duty, stemming from the Act and the Human Rights Act 1998.

The policy should be considered alongside other relevant Council policies, guidance and codes of practice where appropriate but in particular those relating to our duties as an employer.

3. The Equality Protected Characteristics in Our Area

There are nine protected characteristics in the Equality Act and these are disability, sex, race, sexual orientation, gender reassignment, age, marriage and civil partnership, pregnancy and maternity and religion and belief.

The [Scottish Government Equality Evidence Finder](#) is updated twice a year with data surrounding equality evidence from a wide range of policy areas. Some notable local statistics associated with the protected characteristics include:



Gender reassignment - The Registrar General maintains a Gender Recognition Register where the birth of a transgender person whose acquired gender has been legally recognised is registered showing any new name(s) and the acquired gender, enabling the transgender person to apply for a new birth certificate. The Gender Recognition Register is not open to public scrutiny. Local information is not available. *(NRS Registration Division 2016)*

4. Assessing Our Equalities Work

Under the Equality Act 2010, the Council is required to eliminate discrimination, advance equality of opportunity, and foster good relations between equality groups. Under Part 1 of the Act 'The Fairer Scotland Duty', the Council is required to actively consider how it can reduce inequalities of outcome caused by socio-economic disadvantage, when making strategic decisions.

The [Integrated Appraisal Toolkit](#) (IAT) was developed within the Council to assess all proposals against criteria for reducing poverty and socio-economic disadvantage, eliminating discrimination, advancing equality of opportunity and fostering good relations between equality groups.

The IAT should first be used at the initial stages of proposal development to screen the proposal for any likely negative or adverse effects in relation to poverty and human rights. After completing the IAT, it should be evident if a proposal is likely (or not) to have significant implications for reducing poverty and socio-economic advantage; eliminating discrimination; advancing equality of opportunity; and fostering good relations between equality groups. If the screening process identifies that there are implications then a full Equality and Fairness Impact Assessment should be undertaken. The current Equality and Fairness Impact Assessment Process was revised in 2018/19 and will continue to be reviewed in light of the recent coronavirus crisis and planned changes to the Human Rights based approach.

5. Governance of Our Equalities Work

The content of this report was collated by the Council's **Equalities Operational Group** which is for officers and colleagues across council services to provide evidence to support the delivery of the Equality Outcomes, mainstream equalities work and measure performance. The Council's Equalities Team Leader leads the group.

This group is part of a formalised Equalities Governance structure that was put in place in 2017 and remains in place to ensure that the needs of all our local communities are understood by the Council and its key partners.

The other two main groups, which form part of this structure, are the Equalities Strategic Forum and the Community Equalities Advisory Group (CEAG). Both of these are chaired by our local Elected Member Equalities Lead.







The **Equalities Strategic Forum** - was established in January 2018 to provide a platform to ensure that some local equality protected communities of interest, such as minority ethnic communities, LGBT+ communities and disability groups, are still able to effectively influence discussions at a locality level despite not necessarily having a visible or large presence in specific localities. A facilitated discussion with regards to this group's membership and purpose relating to the Perth and Kinross Offer took place in October 2019. This group meets every two months.

The **Community Equalities Advisory Group (CEAG)** – although a long-standing group, the purpose of the CEAG was reviewed in 2017 to ensure that the agenda is driven by community organisations who work with local people from equality protected groups. This group meets three times per year and is for public, third sector and community groups to share their knowledge and experience in relation to equalities. Attendance at the group has increased following the review and has increased networking opportunities available.

A diagram illustrating this Equalities Governance structure is available to staff on the intranet

Although the main implications of the coronavirus crisis took place after the end of 2019/20 it is worth noting some of the activity that members of the Council's Equalities Team were initially involved in (outlined below from March to June 2020).

Equalities Coronavirus Support in Perth and Kinross

|  <p>Equality is at the heart of what we do</p> | Community Support | Keeping in Touch | Accessible Information | Calendar Dates | Impact Assessments |
|------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------|
| |  <p>7537 food parcels delivered by 16 community food organisations in 13 weeks (up to 22/06) - Equalities Team members re-tasked</p> |  <p>21 Golf Memories participants and volunteers receive weekly phone calls whilst group has been unable to meet</p> |  <p>Community languages:</p> <ul style="list-style-type: none"> • Staying safe • Social distancing • Visiting supermarkets • Public transport <p>In association with PKAVS Minority Communities Hub</p> |  <p>IDAHOBIT:</p> <ul style="list-style-type: none"> • Social media • Perth Bridge Lit Rainbow <p>Eid:</p> <ul style="list-style-type: none"> • Mithai sweet treats for families • Perth Bridge Lit Green • Pakistani TV coverage |  <p>Assessing the overall community response</p> |
| | <p>185 culturally appropriate food parcels delivered to 86 members of Chinese and Muslim families in association with Perthshire Chinese Community Association & Perthshire Welfare Association</p> | <p>2x monthly check-in emails with 21equality and community groups</p> | <p>BSL:</p> <ul style="list-style-type: none"> • National clips shared locally • Staying safe <p>In association with Deaf Links and BDA Scotland</p> | <p>Gypsy Roma Traveller History Month:</p> <ul style="list-style-type: none"> • Perth Bridge Lit Yellow • Social media • Virtual information and events by local community members | <p>Supporting the process for return to schools plan</p> |
| | <p>35 Health & Wellbeing packs for Gypsy/Travellers in association with MECOPP</p> | <p>Supporting Saints in the Community keeping in touch with participants whilst sessions can't take place e.g. Football Memories and Saints Mental Wellbeing</p> | <p>Physical distancing in town centres:</p> <ul style="list-style-type: none"> • Braille • BSL • Easy Read • Large Print | <p>World Refugee Day:</p> <ul style="list-style-type: none"> • Treats in food parcels for asylum seekers/refugee families • Social media | <p>Coordinating consultation with key user groups for physical distancing in town centres</p> |

6. Performance Summary ' Highlights'

Outcome - The Council will ensure its services are *accessible* to all individuals and community groups, with due regard to the breadth of circumstances which impact on people's experience of equality.

We have dedicated website pages with information in British Sign Language (BSL) and about Brexit

There continues to be a provision of a digital inclusion service for housing tenants and we comply with Gypsy/Traveller [Minimum Site Standards - Scottish Government](#).

In our schools, we have had the third full year of Pupil Equity Funding to support the Raising Attainment Strategy.

Outcome - Employees in Perth & Kinross Council will have opportunities to achieve their full potential in an equal opportunity workplace.

We have an established DisABILITY Staff Network and LGBTi+ Staff Network.

We produce an Equality and Diversity in Employment Report every year.

We offer a range of equalities learning opportunities to staff in the Council and partner organisations.

Outcome - All individuals and community groups in Perth and Kinross will have opportunities to be involved in inclusive community activities and events in the area, in a safe and welcoming environment.

Keep Safe (Safe Place) Scheme.

Multi-cultural events programme.

Show Racism the Red Card programme.

LGBT History month and Perthshire Pride

Annual Care Home Go 4 Gold event

Outcome - All individuals and community groups in Perth and Kinross regardless will experience inclusive opportunities to participate in, and influence Council decisions.

Our Equalities Strategic Forum and Community Equalities Advisory Group continue to provide a governance and engagement route for equalities in Perth and Kinross.

We provided opportunities for the public to respond to the annual budget consultation, issued Solheim Cup tickets to equality community groups and supported the second year of the Community Investment Fund.

7. Outcomes

Perth & Kinross Council are working towards four main outcomes to promote equalities and tackle inequalities across our area.

These four outcomes are:

1. The Council will ensure its services are *accessible* to all individuals and community groups, with due regard to the breadth of circumstances which impact on people's experience of equality.
2. Employees in Perth & Kinross Council will have opportunities to achieve their full potential in an *equal opportunity* workplace.
3. All individuals and community groups in Perth and Kinross regardless, will experience *inclusive opportunities* to participate in, and influence Council decisions.
4. All individuals and community groups in Perth and Kinross will have opportunities to be involved in *inclusive* community activities and events in the area, in a *safe and welcoming environment*.

These outcomes will be outlined on the next pages. Like all public authorities we have a statutory duty to review these outcomes by April 2021 and this will be reported on after due consultation with communities and other stakeholders.

Outcome

The Council will ensure its services are *accessible* to all individuals and community groups, with due regard to the breadth of circumstances which impact on people's experience of equality.

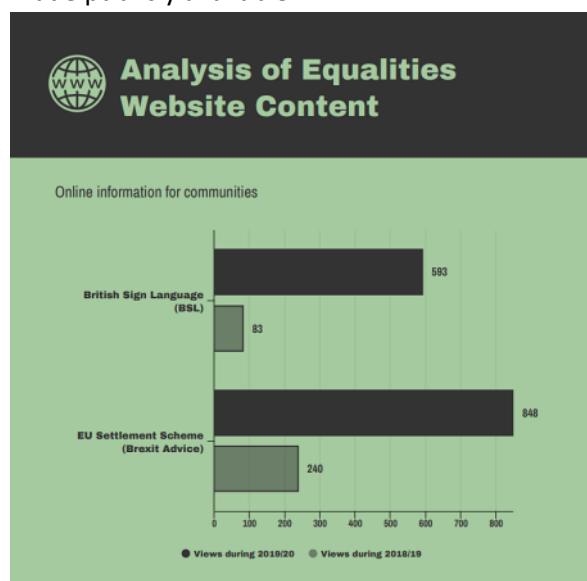
The critical aspect of this outcome is accessibility. We aim to make the customer experience as positive as possible for our diverse local population from their first point of contact with the Council whether that is face-to-face or through the use of technology.

Information for Communities

We continue to provide updated [equalities content on pkc website](#) which has had average monthly views of 52 for 2019/20 (64 in 2018/19).

Following the introduction of the British Sign Language (BSL) Plan in October 2018 we continue to have a dedicated [BSL](#) section on the Council's website containing the Plan itself and information about all Council services and the Perth and Kinross Offer translated into BSL with other key messages added to this as required. In preparation for the potential impact of Brexit locally, we continue to offer a dedicated [page](#) on our website offering signposting information and advice to EU citizens and local businesses, in particular around the EU Settlement Scheme.

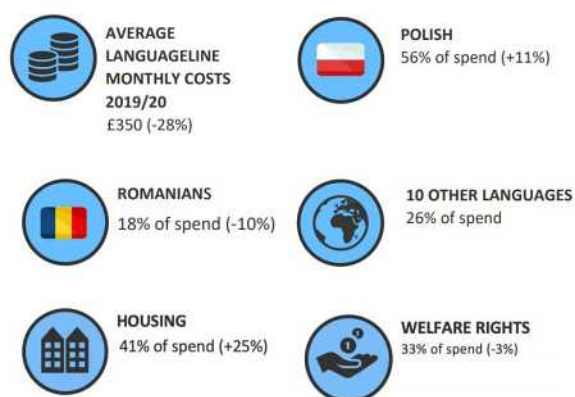
Council committee meetings are also filmed and made publicly available.



Interpreting and Translating

Some of our customers may require support from interpreters to access the services they need.

INTERPRETING AND TRANSLATION



We also continue to implement the Council's Gaelic Language Plan. The Adult Literacies Partnership, comprising of following organisations – CATH, Perth College, Murray Royal Hospital, PUSH and HMP Perth have delivered 1,295 sessions with 2,859 attendances thereby offering a range of informal and accredited learning, relevant to the needs of individuals.

As well as being the main users of interpreting and translation support within the Council, both Housing and Welfare Rights provide services which place equalities firmly at the heart of what they do. For example, within Housing there are specific equalities indicators within the Annual Scottish Social Housing Charter submission, evidenced by services such as:

- a continued digital inclusion service for housing tenants;

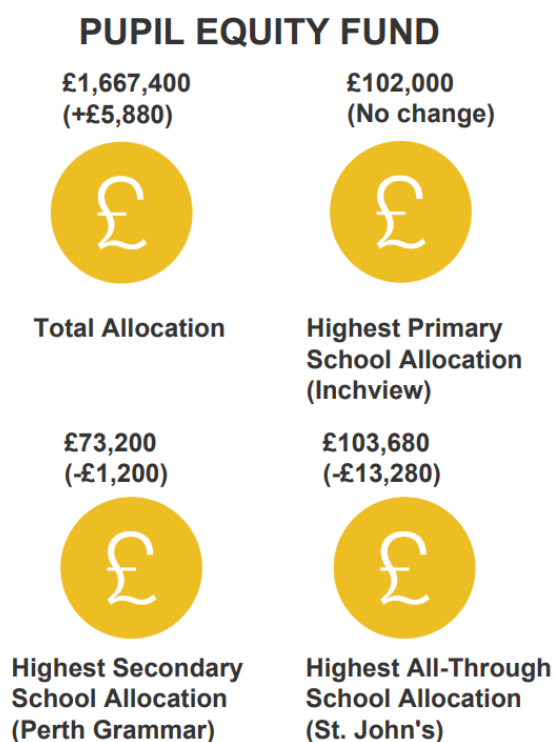
- self-assessment of the Gypsy Traveller [Minimum Site Standards - Scottish Government](#) with an Improvement Action Plan implemented and;
- continued overview of the Syrian Refugee Integration Programme (Home Office Resettlement Scheme), with contract now in place with Scottish Refugee Council for support.

Welfare Rights continue to make a range of their [information](#) publicly available.

Other parts of the Council also demonstrate through their Annual Service Performance Reports how their work on a daily basis contributes to this particular outcome.

Pupil Equity Fund

Within Education and Children's Services 2019/20 is the third year of the Pupil Equity Fund allocated directly to schools and targeted at closing the poverty related gap. Spending on resources continues to mainly target aspects of early vocabulary and language, literacy, numeracy and health and wellbeing including a focus on self-regulation and growth mindset.



Schools track improvements using a range of qualitative and quantitative data. Secondary schools have been working on interventions such as self-regulation and improving partnerships with parents. Primary schools have been developing effective early interventions for gaps in core areas spelling, vocabulary, writing, numeracy and reading. Also there is increased evidence of interventions to improve confidence and self-efficacy in pupils through outdoor learning, digital learning and self-regulation.

Specific resources directed at supporting identified pupils with their learning in these areas have been purchased. Additional support staff and teaching staff hours have been engaged with funding to support the interventions with small groups and individuals. This is the second year of the allocation of Pupil Equity Fund and impact will be measured on an ongoing basis alongside the Council's Raising Attainment Strategy 2019-2022, which will be rolled out next session.

Since 2018/19, Education and Children's Services has also led the support for the arrival of Unaccompanied Asylum Seeking young people through the DUBS, Vulnerable Children's Scheme and National Transfer Schemes. A dedicated social worker was appointed for Unaccompanied Asylum Seeking Children in November 2018 and a Senior Social Care Officer was appointed in May 2019. PKC are now supporting 17 young people from 9 countries. Plans are underway to offer care for a further 3 young people, which would total 20 young people; this equates to 0.7% of PKC's child population and the figure the Home Office use to suggest each Council's quota.

The Home Office have given positive feedback about the services offered by the Council and our good practice and expertise in this area has been shared with a number of smaller local

authorities, who are looking to begin supporting unaccompanied asylum seeking children and young people.

The young people are either looked after in supported housing or in Supported Lodgings/Host Families and together with the co-ordinator for the Supported Lodgings Scheme, families have been recruited and assessed for unaccompanied asylum seeking young people. The carers report great satisfaction and rewards in caring for this group of young people. We have held a number of successful recruitment initiatives however we are always looking to increase our pool of carers, so please get in touch if this is of interest to you.

Supporting Communities: A Partnership Approach

Teams across Housing and Environment have a key role in giving every child the best start in life and in helping to develop responsible and informed citizens. We continue to work with all partners to achieve positive outcomes and deliver the Fairer Futures ambition to give every child a strong start and equal footing in life in respect of chances, choice and confidence. Overcrowding, homelessness, dampness, fuel poverty, poor neighbourhood condition, and negative aspects of place and community can have a detrimental impact on our children and young people's developmental milestones, educational attainment, emotional wellbeing and wider outcomes in life. Our contribution includes preventing and responding to homelessness by ensuring that families have immediate access to good quality housing. We recognise that good quality affordable housing, of the right size and close to family networks, employment and education can positively impact on children and young people. Through our Common Housing Register and Housing Options approach, we aim to meet the housing needs of households in our communities. We recognise the significant challenge faced by all services and communities in tackling and mitigating the impact of child poverty. We are supporting the development of the Child

Poverty Action plan and have a key contribution to make in mitigating and addressing child poverty in the area through a focus on: ▪ maximising our tenants incomes, reducing households costs and maintaining rents at affordable levels ▪ minimising fuel poverty ▪ supporting the availability of affordable public transport ▪ supporting digital connectivity within rural areas ▪ investment in a range of activities to sustain and grow our economy. Open space allows children and young people to be physically active and challenge themselves so they sleep and eat well and form healthy habits. We know that children and young people who play outdoors often have better social networks, are more confident and are more involved in their local communities than those who are outside less often. We recognise that communities value opportunities that enable children to play outdoors including green space, parks and in their local streets. Our contribution is significant. Our Community Greenspace team ensures the provision and maintenance of 142 high quality play parks, paths and open spaces, along with a range of activity programmes and educational events that encourage family activity and sport. Our local spaces are well designed, maintained and free to use, so all children and young people can get involved – regardless of their background, gender, age, stage or ability.

A revised [Gypsy/Traveller Strategy 2018-21](#) is now in place and a 1st year progress report was submitted to [Housing and Health Committee](#) on 21 August 2019.

A range of work with partner organisations also takes place and, to this end, the Council budget setting process has mainstreamed funding for equality-related projects totalling £180,000 from the third sector. These organisations provide regular monitoring information and 'community intelligence', which help us plan our services accordingly. Specific [procurement equalities guidance](#) for prospective tenderers and suppliers remains in place.

Outcome

Employees in Perth & Kinross Council will have opportunities to achieve their full potential in an *equal opportunity* workplace.

The critical aspect of this outcome is that our employees and workforce should reflect the community we serve. We produce our Annual Equality and Diversity in Employment Report and will make it publically available



Equality and Diversity
in Employment 2019-

Employment Support

The Council also provides an employment support service (Employment Support Team) which assists people with learning disabilities, autism, acquired brain injury, or mental ill health to access employment opportunities. Nine people (11.8% of the total number in paid employment on their caseload) have either become or been supported to maintain paid Council employee status because of the actions of the service. 18 people (52.94% of the total number of people) supported in voluntary/work experience on their caseload are in a voluntary position within the Council including , 15 of whom are in a project directly supported by the service which is Green2Go.

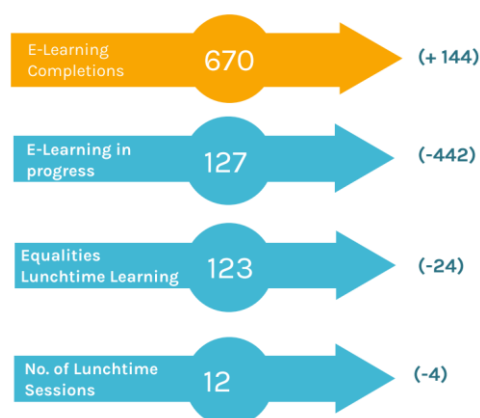
From June 2019 the Corporate Equalities Team provided a paid internship opportunity as part of the Inclusion Scotland 'We Can Work' programme for graduates with a disability.

Learning

We ensure that equality issues are a key element of our staff learning and development programme.

The infograms opposite highlight the amount of learning around equalities issues undertaken by staff as well as the range of learning topics made available.

LEARNING



LEARNING OPPORTUNITIES



Diversity and Wellbeing

We also continue to commit to important partnership workplace initiatives including the See Me in Work programme with a formal partnership agreement signed by the Chief Executive in February 2020 and the Stonewall Diversity Champions programme continued until April 2020. Two staff networks continue – the LGBTi Staff Network (established in 2017/18) and the Disability Staff Network established in 2018/19.

Brexit Impact

Like many other employers, we remain conscious of the potential impacts of Brexit on our workforce and to that end have established a Brexit advice page on the staff [intranet](#).

We also remain vigilant to the effect of Brexit on externally commissioned sectors, such as care sector recruitment and staff retention and this is monitored as part of the health and social care commissioning returns.

Outcome

All individuals and community groups in Perth and Kinross regardless, will experience *inclusive opportunities* to participate in, and influence Council decisions.

The critical aspect of this outcome is inclusion. We want people to be able to participate as fully as they wish in public life and in decisions, which may affect them.

Working Together on Equality

As outlined above the Equalities Governance Structure originally established in 2017/18 is now embedded. Both the Equalities Strategic Forum and the Community Equalities Advisory Group (CEAG), are chaired by the local Elected Member Equalities Lead. Membership reaches across partner organisations working with all equality protected characteristic groups.

Community Participation

We have also increased the opportunities for participation and engagement with equality protected characteristic groups for example, hosting a 2nd annual visit to the Norie-Miller Winter Lights Display by members of the BSL community; with further trips for with BSL interpreting support arranged at Solheim Cup; Jacobite Clans Exhibition at Perth Museum and Art Gallery; Open Doors Day with Perthshire Heritage Trust and Enchanted Forest at Pitlochry and being represented at a number of events during Perthshire Pride and LGBT History month.



Making Where We Live Better (Us and the Housing) continue to meet 11 times a year on the last Thursday of every month at St. Mathews Church in Perth. This is for anyone living in Perth and Kinross with learning disabilities.

The Youth Voice Gathering 2019 was held in September. This event was an ideal opportunity for organisations to meet with young people and consult directly with them, as well as for groups to showcase their achievements and promote the positive stories young people have to share in their communities.

In terms of Corporate Parenting, a new post was created in 2017 to support FYI (Fun Young Individuals) care experienced young people and an annual report is available on their work, including the fact that the Council offers a guaranteed employment interview for all care experienced young people. Current care group strategies for mental health and wellbeing, physical disabilities and sensory impairment, carers, older people and learning disabilities are in the process of developing into commissioning. The impact of Covid 19 has

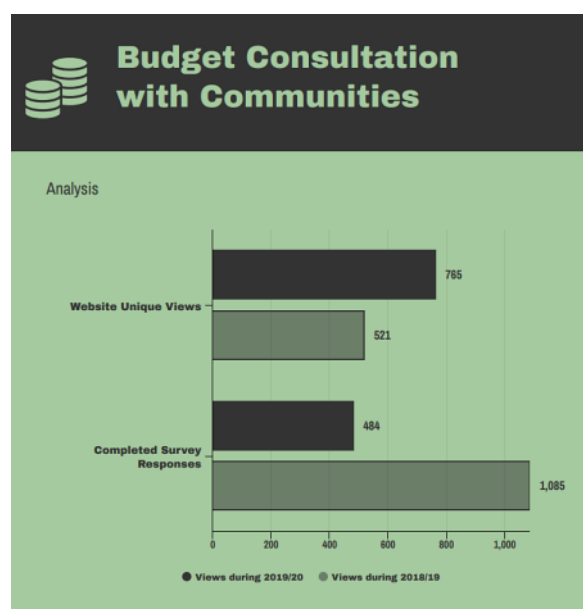
slowed down the development of local care group strategies and associated delivery plans. However, action to address several of the cross cutting themes previously identified have continued. This includes development and new build of supported accommodation for people living with multiple and complex disabilities and also engagement with ARC Scotland to embed the [Charter for Involvement](#) in future development across the Health and Social Care Partnership.

We continue to provide an adult learning service, which works with marginalised individuals providing them with confidence to participate in the community, enhance family relationships, improve employment prospects, widen social networks and reduce social isolation.

Support Local Outcomes and Partnerships



The Council ran the second year of the Community Investment Fund (CIF). CIF gave £50,000 to each electoral ward for local groups to bid into. Local residents and Councillors formed “ward panels” to recommend which applications to support and final approval was given by Committee in March 2019. In 2019/20 £600,000 of funding was distributed to community organisations, using the same process as 2018/19. The difference in 2019/20 was that the funding was split into two rounds – one in November and one in March. In total over 120 projects received support.

We also actively encourage contributions towards the Council’s budget setting process. We undertook a budget consultation exercise with local residents between 6 January 2020 and 16 February 2020.



There was also meeting of the Equalities Strategic Forum on 24 February 2020 to discuss the potential impact of revenue budget proposals. The output from this session was shared with Elected Members following the meeting.

It is also important, that we learn from any complaints which are made specifically relating to equalities matters and to this end, any such complaints are recorded separately within the Annual Complaints Report.

| The facts behind the headlines | |
|------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------|
| Perth & Kinross Council – Complaints Report – equalities extracts |  Equalities Complaints Extracts 201920.docx |
| Perth & Kinross Council – Care Experienced Young People End of Grant Report 019/20 |  LCTCBEndOfGrantReport.docx |

Outcome

All individuals and community groups in Perth and Kinross will have opportunities to be involved in *inclusive* community activities and events in the area, in a *safe and welcoming environment*.

The critical aspects of this outcome are inclusion and safety. We want anyone who lives, works or visits Perth and Kinross to feel safe, welcome and included.

Celebrating Diversity

We continue to arrange delivery of extensive and popular multi-cultural events and community lunch club programme with our communities and partner organisations in the third sector.

In addition, during the Solheim Cup in September 2019, 170 individuals from 13 different community organisations, working with equality protected groups received free tickets in order to be able to attend this event.

The Community Lunch club programme in partnership with Perthshire Chinese Community Association continues throughout the year. Chinese New Year celebrations continue to be a major part of the Winter Events Programme with 11,800 attending the weekend's events in 2020. During 2019/20 we also co-ordinated or supported a number of other events to recognise other equality dates in the calendar.

We worked with the Anne Frank Trust to host a Holocaust Memorial Day service and exhibition in the Civic Hall in January 2020 with an accompanying Holocaust Memorial Exhibition courtesy of the Rajpot Project hosted by PKAVS (recognising the sacrifice of Gypsy/Roma/Travellers). In addition, a programme of community events was held for LGBT History month in February. The Annual Gypsy/Traveller health and wellbeing event was held in October 2019 and was a community-led 'Gathering' with 120 people in attendance

building on successful partnership events with MECOPP, Culture PK and community groups during Gypsy/Roma/Traveller History month in June 2019.

The second stand alone Perthshire Pride Event was held in August 2019 with upwards of 7,000 in attendance and included the first ever Parade which was led by Sir Ian McKellen and the Depute Provost.

Providing Safety and Inclusion

We also continue to provide English as an Additional Language (EAL) service in schools, which supports EAL children, age 3 – 18 and sees community bilingual staff (Polish Community Link, Community Learning Assistant (Urdu) and Romanian-speaking pupil support assistant) offer support to families. There are over 1,400 EAL pupils in local schools and nurseries, with over 230 being supported by the EAL service.

Young people from the LGBT+ community continue to receive support through the G.L.O.W. group partnership with LGBT Youth Scotland which is held @Scott St. Both @Scott St and Wellbank have received the LGBT Youth Scotland Chartermark. Four Secondary schools have LGBT pupil groups.

Within ECS we have an Anti-bullying Strategy which informs our schools own strategy, which takes account of the equality-protected groups. A link to our full strategy can be found on Page 20.

Young people in schools have also continued to benefit from Show Racism the Red Card Educational Workshops. 2019/20 was the 12th year of our partnership agreement (the longest

running local authority agreement in Scotland). Between April 2019 and March 2020, Saints in the Community staff have delivered these workshops to 1198 pupils in 50 primary classes across the local area, representing a 66% increase in activity on the previous year.

People with disabilities have the opportunity to sign up to the Keep Safe Scheme, which also has our own local Safe Place branding. Within the wider community, we work with partner agencies to ensure that our Community Safety programme is delivered and reported on. 120 older care home residents /service users (+ 2 from 2018/19) also took part in the popular Annual Care Home Go 4 Gold Activity Event held

on 11 June 2019 formed into 40 Teams (same as 2018/19).

Our Licensing Board ensures that equality issues are given consideration in its decision-making process and Equality Impact Assessments are undertaken for all reports that go to Licensing Board. With an emphasis on processing and deciding applications this year, the Board has concentrated on implementing its Licensing Policy Statement (2018-2023) which references the adjustment duty. Disabled Access and Facilities Statements (DAFS) must be submitted with new premises licenced applications. The Board voluntarily requests them for major variation premises licence applications as well. DAFS' are published on the Board's webpages.

The facts behind the headlines

Perth and Kinross Council – Education and Children's Services
Anti-Bullying Strategy.



Antibullying_Strategy_1_.pdf



**For any other information, please contact
David McPhee, Corporate Equalities Team Leader –
DFMcPhee@pkc.gov.uk.**

Equality

Mainstreaming Report 2021-2025

Includes Perth & Kinross Education Authority and Licensing Board



everyone PKoffer
has something to offer

Contents



| | | |
|---|---------------------------------------------------------------|----|
| 1 | Introduction | 3 |
| 2 | The Perth and Kinross Offer - everyone has something to offer | 4 |
| 3 | Our Population | 5 |
| 4 | Equality Legislation and our Reporting Duties | 6 |
| 5 | Our Equality Aims and Outcomes | 7 |
| 6 | Mainstreaming Equalities | 8 |
| 7 | Partnership Working | 9 |
| 8 | Equalities Policy and Assessment of Impact | 10 |

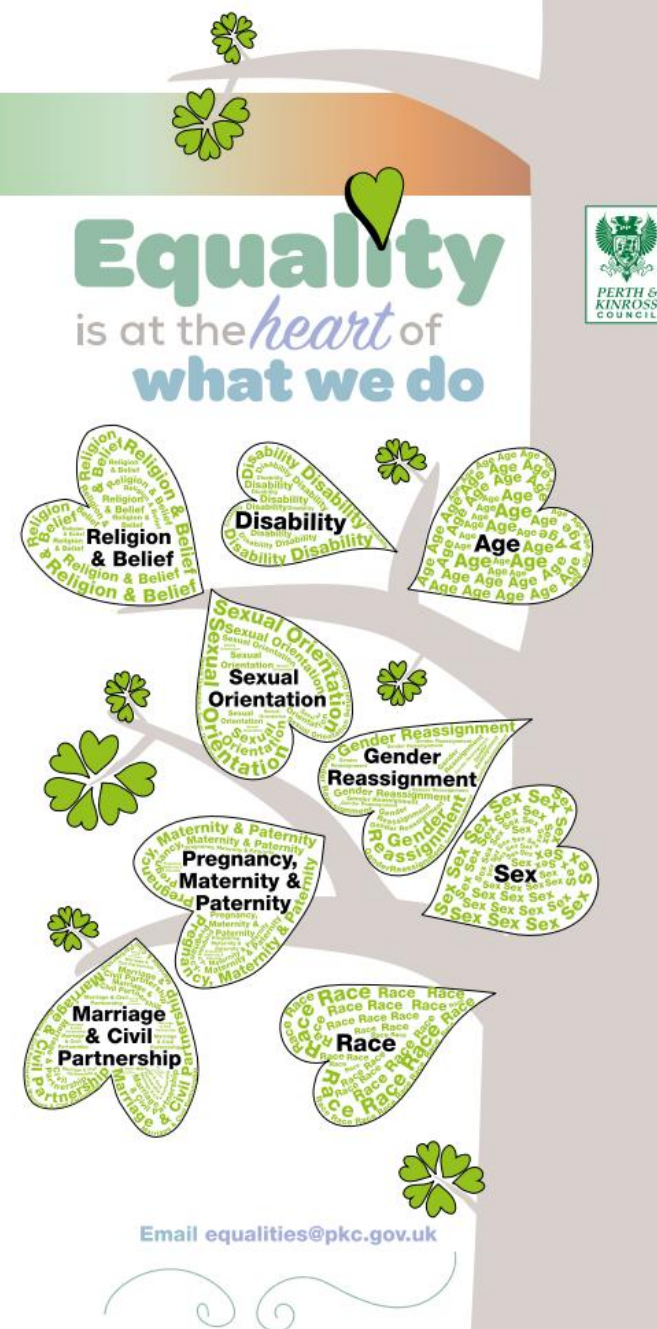
Introduction

We believe that *'equality is at the heart of what we do'* and our revised equality aims and outcomes for 2021-25 reflect this by making our intentions clear and setting measurable actions for meeting our commitments. We also want our aims and outcomes reflected in our everyday deeds and actions - how we work with our communities to consider equalities and equity of opportunity in all that we do.

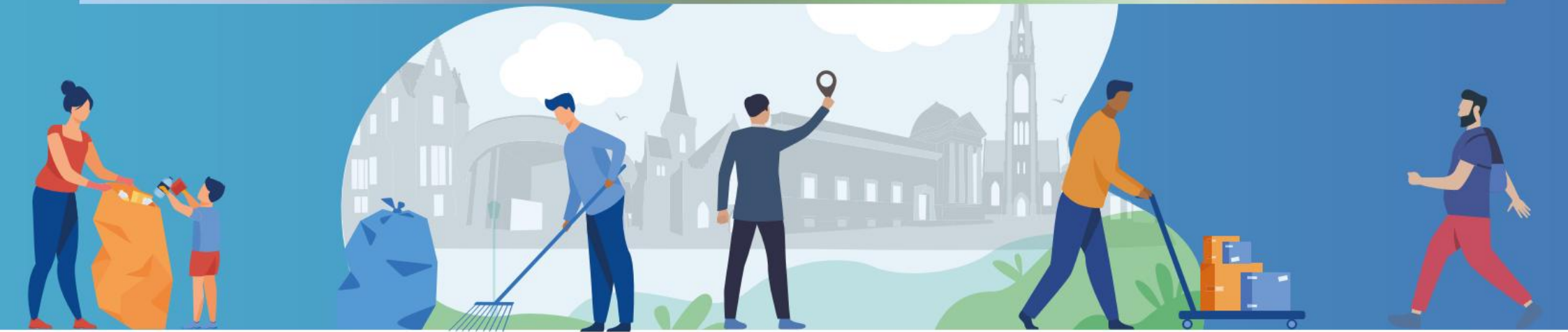
To ensure we are clear about how to meet the needs of our employees, communities, residents, businesses and visitors in relation to equality, we need to know what is important to them. We have undertaken extensive engagement and consultation over the past year to hear what matters to these groups and have committed to progressing these actions within Perth and Kinross. Our equality aims and outcomes, set for the next four years, reflect their lived experiences, ideas and suggestions.

As the work of Perth & Kinross Council, the Perth & Kinross Education Authority and Licensing Board is so significantly and interdependently linked, we have combined our mainstreaming reports. This will ensure consistency of purpose and a partnership approach in doing all we can to even the playing field across all of our areas of responsibility.

Perth & Kinross Council and its Education Authority and Licensing Board continue to make progress in mainstreaming equality activities.



The Perth and Kinross Offer - everyone has something to offer



Our organisational vision is of a confident and ambitious Perth and Kinross, to which everyone can contribute and all can share. To achieve our vision we will shape relationships and community partnerships built on trust and mutual respect. We are leaders for change and continually challenge ourselves to deliver better outcomes for the people of Perth and Kinross. We support each other, welcome creativity and ideas and build confidence in each other to reach our potential.

The **Perth and Kinross Offer** aims to enable everyone in Perth and Kinross to play their part in making this a fairer place for all. It will mean different things to different people; a new way of working that will help individuals, communities and businesses to share their ideas, skills and connections. Everyone in our active and diverse communities, every person, every group and every organisation, from our independent retailers, our gyms, our Firefighters, to our Bloom Groups, our schools, our NHS, our cyclists, our amazing Third Sector groups.

This work had already started before the pandemic, but the response to it has proved that we can do things differently and introduce change quickly when necessary. It has also highlighted the talent within our communities with a real willingness to help and a wealth of local knowledge and community connections. In doing all of this, we need to remember that 'one size does not fit all': what is appropriate for one group of people may not be the right thing to do for another. So, we want to make sure that when we are designing our services, we listen carefully to our residents and businesses who use those services. Involving people in areas of service delivery that affect them will lead to making better decisions and getting better results will help to make Perth and Kinross an even better place to live and work for all.

everyone PKoffer
has something to offer

Considering the population of Perth and Kinross and identifying equality-related opportunities, challenges and barriers is key to our proactive approach to working with our communities and meeting our commitments.

There are some areas to note in particular in terms of the population of Perth and Kinross.

We have responded to the significant changes which have affected Perth and Kinross in recent years in relation to an increase in migration.

Migrant populations include a combination of seasonal migrant workers, new migrants, and settled communities from different minority ethnic communities. They are working in critical sectors of employment which for us locally is agriculture, tourism, hospitality, food processing and the care sector for example, and in many cases are self-employed businesses and employers themselves or they may be studying here. A number of these sectors of employment have been particularly affected by the coronavirus crisis.

97.97%
of the population of Perth and Kinross categorised themselves as 'White' (slightly above the national average of **96.02%**) in the 2011 census.

However, this figure included some **2,482** people categorised as 'White Polish' (**1.69%** of the total population above the national average of **1.16%** and the 4th highest local authority population in Scotland), **3,130** categorised as 'Other White' which would include other Eastern European countries of origin (**2.13%** of the total population above the national average of **1.93%**). More recently we are also aware from Home Office figures (up to 31 December 2020) relating to the EU Settlement Scheme applications from Perth and Kinross that there have been **9,280** applications from this area (the 8th highest local authority area in Scotland in terms of applications made and highest of the 3 Tayside authorities).

Our 3 main applicant countries of origin in this area are Poland (**3,220**), Romania (**1,980**) and Bulgaria (**1,240**).

Figures for our longer-established minority ethnic communities in Perth and Kinross totalled **1,852** at the 2011 census (**1.26%** of the total population below the national average of **2.66%**).

Although proportionately small this population has grown - this figure includes **585** Indian, **461** Chinese and **331** Pakistani. Similar figures at the 2001 Census were **135** Indian, **310** Chinese and **135** Pakistani.

Perth and Kinross is also home to the highest individual local authority Gypsy/Traveller population according to the 2011 Census with **415** people classifying themselves as Gypsy/Travellers. Locally, we have developed a Gypsy/Traveller Strategy which now links into the joint action plan by the Scottish Government and CoSLA on Improving the Lives of Scotland's Gypsy/Travellers.

The changing demographics within Perth and Kinross will also require to be considered. According to National Records of Scotland 2019 Mid-year Population Estimates data, the population is estimated to be **151,950**. The population of Scotland is predicted to increase by **2.5%** between 2018 and 2043. Over the same period, the population of Perth and Kinross is expected to decrease by **1%**. The number of people aged 65 years and over will increase from approximately **35,200** to around **48,300** an increase of **37%**. An increasing older age population places additional demand on services provided by the local health and social care partnership.



4

Equality Legislation and our Reporting Duties

As well as it being the right thing to do, as a local authority in Scotland, we have legislative requirements in relation to equality.

The Equality Act (2010) introduced a positive general duty on public bodies in Scotland which requires them to give due regard to the need to:



We are also responsible for meeting specific duties under the Equality Act which include reporting progress on how we mainstream the general duty in our work. Our latest Annual Equalities Performance Report 2019/20 can be found [here](#) along with the other Annual Equalities Performance Reports for the preceding 2 years. We are required to ensure equalities are fundamental in how we deliver our services and carry out our obligations as a local authority.

Our Mainstreaming Report 2021-25 and review of our existing Equality Outcomes will be published in line with our responsibilities, by 30 April 2021.

The work undertaken is regularly reported to the Perth and Kinross Equalities Strategic Forum, chaired by an Elected Member of Perth & Kinross Council.

The Mainstreaming Report reflects the requirements of the General Duty and sets out our aims and outcomes for the next four years.

5 Our Equality Aims and Outcomes



We will keep our community informed and engage with them about our services, opportunities and support available to them

Perth and Kinross is a safe, welcoming and accessible area

Our 4 equality aims 2021-2025

We will increase people's awareness of equality and diversity

Perth and Kinross visibly celebrates equality and diversity

As a result of our consultation and engagement exercise, we now have equality aims and outcomes that we will work towards. Our aims are intended to be aspirational for both ourselves and the wider area of Perth and Kinross. We will ensure that these aims are visible in all that we do and continue to meet the needs of our diverse individuals and communities.

Further to our aims, we have set 16 specific equality outcomes, set out later in this report. These are more specific and set actions for how we will meet our aims, what areas we will work on to demonstrate that we are making progress and how we will increase awareness of equality and diversity more generally.

Having specific outcomes will allow us to report annually in a more measured and efficient way. There are a number of workstreams and projects already in place that support the advancement of our equality aims and provide tangible evidence of our achievements within the Council, Education Authority and Licensing Board.

We report annually on the progress we make in relation to meeting our equalities aims and outcomes through our Annual Equality Performance Report (outlined in Section 4 previously). We also have a number of ways in which we evidence partnership working, ensure governance measures are in place and allow for reporting of our equalities workstreams on an ongoing basis as follows.

Equalities Team

Our dedicated Equalities Team ensure that the Council maintains progress in the fulfilment of its statutory equality responsibilities working closely with local communities, partner organisations and Council services to do so.

Equalities Strategic Forum

On an ongoing basis the equality governance arrangements are overseen by our Equalities Strategic Forum which has representation from partner organisations, equality community and Third Sector organisations. It is chaired by an Elected Member with lead responsibility for Equality and Diversity. This group meets every 2 months.

Service Equality Contacts

Individual Council services have their own equality contacts at an officer level whose day-to-day work links into our equalities workstreams and who are responsible for ensuring their team or service provides evidence of actions which meet our Equality Outcomes.

Equalities, Empowerment and Fairness Workstream

This group is being developed to take forward work in relation to our Perth and Kinross Offer and as part of the Council's recovery and renewal response to coronavirus.

Equalities Operational Group

The Equalities Operational Group is in place for Service Equality Contacts to meet bi-monthly to share good practice and raise awareness of key topics and learning and development opportunities. These innovative approaches work well in ensuring that services have access to staff who are able to advise on a wide range of Equalities issues and assist in ensuring the mainstreaming of an effective Equality approach across all Council services (including the Education Authority and Licensing Board). These staff also have access to an online equalities shared document site for sharing good practice information.

Community Equality Advisory Group (CEAG)

Relationships with the wider community continue to be positive and the local CEAG which comprises of a wide range of equality community interest groups, individuals drawn from the Community Planning Partnership and local and national organisations. It meets 3 times per annum and is chaired by the Elected Member with lead responsibility for Equality and Diversity. The group have been involved once again in contributing to the review of our Equality Outcomes for 2021 and has continued to meet 'virtually' during the coronavirus pandemic.

In addition, our equality aims and outcomes will be linked to the relevant Local Outcomes Improvement Plan (LOIP) priority areas to ensure a mainstreamed approach and considered by the Community Planning Partnership. When reviewing our Equality Outcomes in 2021 we have also taken account of the Perth and Kinross Offer and considered the impacts of coronavirus on equality protected groups.

We continue to update our information relating to Equality and Diversity on the Council's website www.pkc.gov.uk/equality and our intranet site for staff.

We continue to work with a range of different partner organisations and community groups to support the delivery of our equalities programme. Many of those organisations are experts in a specific area of equalities and it is vital that we are able to learn from their expertise to ensure our services remain inclusive and fair for all.

This partnership approach has helped us to continue to foster good relations between communities and ensured a cohesive approach for different groups wishing to access and find out about services appropriate to their needs. It has also helped the wider community learn more about our diverse communities and the contribution they make to our local community. We want everyone living here regardless of their background to feel safe, welcome, and included.



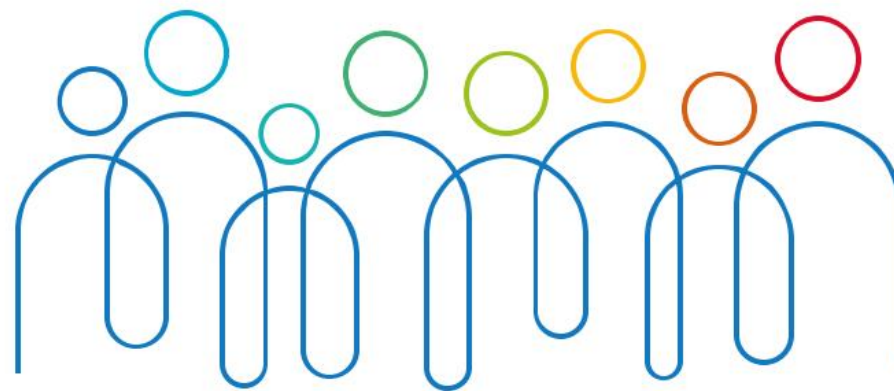
Prior to the review of Equality Outcomes we undertook a review of our existing **Corporate Equality Policy**. The review ensured that the policy remains readable, relevant and compliant with relevant regulations. All Council services (including the Education Authority and Licensing Board) participated in the review and the policy was widely discussed in all parts of the authority. This brought a range of information contained within the policy to the attention of a wide range of employees and further advanced mainstreaming in our organisation.

We also reviewed our learning and development opportunities for staff in relation to different areas of equality. This included our face-to-face and e-learning opportunities. A programme of staff learning sessions in relation to equality is in place with additional new opportunities available and our e-learning module has been updated. Specific awareness-raising sessions have also been undertaken with Elected Members as part of their Development sessions. Equalities learning and development sessions have continued to be provided virtually during the coronavirus restrictions.

Our **Integrated Appraisal Toolkit** continues to be used and has been constructed to allow all aspects of Impact Assessment to be readily considered using an online approach through the Intranet. This integrated approach has produced a more accessible, electronic tool which allows

an assessment of impact more widely from conception to implementation of policies, and allows the equality impact to be measured at the same time and in the same way as other areas being considered. This was updated in 2019 and we revised our Equality and Fairness Impact Assessment at the same time to ensure it incorporates the requirements of the Fairer Scotland Duty.

This approach to reviewing our Equalities Policy and Impact Assessment process has allowed us to advance equality of opportunity for all staff involved and effectively mainstream expertise across services.



Our Equalities Action Plan 2021-2025

| Equality Aim | Equality Outcome | What Will We Use to Evidence Progress on These Outcomes and Who Will Contribute to This Process? | Equality Protected Characteristic | Lead Service |
|-----------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Perth and Kinross is a Safe, Welcoming and Accessible Area <i>(LOIP Strategic Priority Link – Mental and Physical Wellbeing)</i> | 1. People from equality protected groups will be made welcome and respected in the area | <ul style="list-style-type: none"> - Equality Calendar (campaigns) - Keep Safe Scheme - Staff Networks | All | - All |
| | 2. Staff from equality-protected groups will be made welcome and respected in the Council workplace | <ul style="list-style-type: none"> - Brexit Working Group - CEAG /Equality Strategic Forum | | |
| | 3. Reduce and remove physical and social barriers for those with disabilities to access public spaces | <ul style="list-style-type: none"> - Equality and Fairness Impact Assessments (EFIA) - Care Group strategies | Disability | - Communities |
| | 4. People from equality-protected groups have increased confidence to report hate crime and/or bullying incidents | <ul style="list-style-type: none"> - Local statistics - Campaigns - Third Party Reporting Sites | All | <ul style="list-style-type: none"> - Communities - Education & Children's Services - Corporate & Democratic Services |
| | 5. Support is provided to those at risk of or who are survivors of gender-based violence | <ul style="list-style-type: none"> - Equally Safe Programme - Violence Against Women Partnership | Sex | - All |
| | 6. Pupils from equality-protected groups will have a positive school experience and will feel safe and respected in school and when online | <ul style="list-style-type: none"> - Campaigns - Show Racism the Red Card - Anne Frank Trust - EAL Support - ASN Support - Online Safety | All | - Education & Children's Services |

(Continued)

| Equality Aim | Equality Outcome | What Will We Use to Evidence Progress on These Outcomes and Who Will Contribute to This Process? | Equality Protected Characteristic | Lead Service |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------|
| Perth and Kinross visibly celebrates equality and diversity <i>(LOIP Strategic Priority Link – Mental and Physical Wellbeing)</i> | 7. Multi-cultural and equality-related events (including virtual ones) and key dates in the calendar will be visibly celebrated and promoted | <ul style="list-style-type: none"> - Equality Calendar (events) - Perth Bridge Lighting Programme | All | - Communities |
| Perth & Kinross Council will keep our community informed and engage with them about our services, opportunities and support available to them <i>(LOIP Strategic Priority Links - Poverty; Mental and Physical Wellbeing; Employability; Digital Participation)</i> | <p>8. People from equality-protected groups are provided with accessible information about the services provided by the Council including crisis support in the event of an emergency</p> <p>9. People from equality-protected groups will be supported to digitally participate</p> <p>10. People from equality-protected groups are supported to access employment opportunities</p> <p>11. People from equality groups will be supported to participate in equality conversations around the Perth and Kinross Offer</p> <p>12. People from equality protected groups with lived experience of inequalities will be involved in shaping our policies to tackle poverty and social exclusion</p> | <ul style="list-style-type: none"> - Equality and Fairness Impact Assessments (EFIAs) - BSL Plan - Digital Participation Working Group - Employment Support Team - Employability initiatives - Recruitment options, eg MA scheme - Employment Monitoring Data - Conversation results - Child Poverty Working Group - Homeless Voice - CEAG - Food Share Network | <p>All</p> <p>All</p> <p>All</p> <p>All</p> <p>All</p> <p>All</p> | <p>All</p> <p>- Corporate & Democratic Services</p> <p>- Communities</p> <p>- Communities</p> <p>- All</p> |

(Continued)

| Equality Aim | Equality Outcome | What Will We Use to Evidence Progress on These Outcomes and Who Will Contribute to This Process? | Equality Protected Characteristic | Lead Service |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------|-----------------------------------|-----------------------------------|
| Perth & Kinross Council will increase people's awareness of equality and diversity <i>(LOIP Strategic Priority Link - Skills, Learning and Development)</i> | 13. A staff learning and development programme for equality and diversity will be delivered and will be extended to partner organisations | - Annual equalities learning and development programme | All | - Communities |
| | 14. Our school curriculum will include equality and diversity topics | - School Curriculum | All | - Education & Children's Services |
| | 15. Our employment policies will reflect that we are a fair and inclusive employer | - Employment Policies - Staff Networks - Trade Union (JCC) | All | - Corporate & Democratic Services |
| | 16. People providing externally commissioned, contracted or licensed services on behalf of the Council (including ALEOs) are aware of their responsibilities in relation to equality and diversity | - Equalities Strategic Forum - Contracts/Service Level Agreements - Licensing Board - Community Planning Partnership | All | - All |

EAL - English as an Additional Language
 ASN - Additional Support Needs
 MA - Modern Apprenticeships
 JCC - Joint Consultative Committee
 ALEOs - Arms Length External Organisations
 CEAG - Community Equalities Advisory Group
 EFIA - Equality and Fairness Impact Assessment
 BSL - British Sign Language

If you or someone you know would like a copy of this document in another language or format, (on occasion only a summary of the document will be provided in translation), this can be arranged by contacting the Customer Service Centre on 01738 475000

إن كنت أنت أو أي شخص تعرفه نسخة من هذه الوثيقة بلغة أخرى أو تصميم آخر فيمكن الحصول عليها (أو على نسخة معدلة لمثلخص هذه الوثيقة مترجمة بلغة أخرى) بالاتصال ب:
الاسم: Customer Service Centre
رقم هاتف للاتصال المباشر: 01738 475000

اگر آپ کو آپ کے کسی جاننے والے کو اس دستاویز کی نقل دوسری زبان یا فارمیٹ (بعض دعوای دستاویز کے خلاصہ کا ترجمہ فراہم کیا جاسکتا ہے) میں درکار ہے تو اس کا اندوہ استروں (ایچ ٹی سی) Customer Service Centre سے فون نمبر 01738 475000 پر رابطہ کر کے کیا جاسکتا ہے۔

如果你或你的朋友希望得到這文件的其他語言版本或形式 (某些時候，這些文件只會是概要式的翻譯)，請聯絡 Customer Service Centre 01738 475000 來替你安排。

Jeżeli chciałbyś lub ktoś chciałby uzyskać kopię owego dokumentu w innym języku niż język angielski lub w innym formacie (istnieje możliwość uzyskania streszczenia owego dokumentu w innym języku niż język angielski), Proszę kontaktować się z Customer Service Centre 01738 475000

P ežete-li si Vy, alebo n kdo, koho znáte, kopii této listiny v jiném jazyce alebo jiném formátu (v n kterých p ípadech bude p cložen pouze stru ný obsah listiny) Kontaktujte prosím Customer Service Centre 01738 475000 na vy ízení této požadavky.

Если вам или кому либо кого вы знаете необходима копия этого документа на другом языке или в другом формате, вы можете запросить сокращенную копию документа обратившись Customer Service Centre 01738 475000

Nam bu mhath leat fhéin nó neach eile as aithne dhut leithbhreac den pháipear seo ann an cànán nó ann an cruth eile (usaireannan cha bhí ach gearr-iomradh den pháipear ri thaobainn ann an eadar-theangachadh), gabhaidh seo a dhéanamh le fios a dhur gu Ionad Sheirbheis Theachdaichean air 01738 475000.

You can also send us a text message on 07824 498145.

All Council Services can offer a telephone translation facility.

www.pkc.gov.uk

(PKC Design Team - 2021007)

Equality Outcomes Consultation Responses – Summary

Prior to formal consultation on the draft Equality Outcomes updates were provided in advance about the process to our key Equality Governance Groups i.e. the Equalities Strategic Forum; the Community Equalities Advisory Group (CEAG); the Equalities Operational Group (which has representation from all Council services and the Health and Social Care Partnership) as well as the Perth and Kinross LGBT+ Development Group.

The draft Equality Outcomes were placed publicly on the Consultation Hub for the period 5-19 February and the link was shared widely with those groups listed above as well as Senior Managers; Elected Members and Staff Networks with onward sharing encouraged. The consultation was also made available in British Sign Language (BSL) and Easy Read. 63 responses were received and are summarised below.

| Draft Equality Outcome | Consultation Hub Responses | | | Comments |
|----------------------------------------------------------------------------------------------------------------------|-----------------------------------|--------------|----------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1. People from equality protected groups will be made welcome and respected in the area and in the Council workplace | Option | Total | Percent | Draft outcome amended in response to comment received Additional comments received specific to service areas will be discussed within the Equalities Operational Group and actions taken where necessary |
| | Strongly agree | 17 | 26.98% | |
| | Agree | 33 | 52.38% | |
| | Neither agree nor disagree | 7 | 11.11% | |
| | Disagree | 4 | 6.35% | |
| | Strongly disagree | 1 | 1.59% | |
| 2. Reduce and remove physical and social barriers for those with disabilities to access public spaces | Not Answered | 1 | 1.59% | |
| | Option | Total | Percent | Comments received specific to service areas will be discussed within the Equalities Operational Group and actions taken where necessary |
| | Strongly agree | 20 | 31.75% | |
| | Agree | 28 | 44.44% | |
| | Neither agree nor disagree | 12 | 19.05% | |
| | Disagree | 1 | 1.59% | |
| | Strongly disagree | 1 | 1.59% | |
| | Not Answered | 1 | 1.59% | |

| 3. People from equality protected groups have increased confidence to report hate crime and/or bullying incidents at school or in the Council workplace | <table border="1"> <thead> <tr> <th>Option</th><th>Total</th><th>Percent</th></tr> </thead> <tbody> <tr> <td>Strongly agree</td><td>12</td><td>19.05%</td></tr> <tr> <td>Agree</td><td>18</td><td>28.57%</td></tr> <tr> <td>Neither agree nor disagree</td><td>26</td><td>41.27%</td></tr> <tr> <td>Disagree</td><td>3</td><td>4.76%</td></tr> <tr> <td>Strongly disagree</td><td>3</td><td>4.76%</td></tr> <tr> <td>Not Answered</td><td>1</td><td>1.59%</td></tr> </tbody> </table> | Option | Total | Percent | Strongly agree | 12 | 19.05% | Agree | 18 | 28.57% | Neither agree nor disagree | 26 | 41.27% | Disagree | 3 | 4.76% | Strongly disagree | 3 | 4.76% | Not Answered | 1 | 1.59% | <p>Draft outcome reworded in response to comments received.</p> <p>Additional comments received specific to service areas will be discussed within the Equalities Operational Group and actions taken where necessary</p> |
|---------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|-------|---------|----------------|----|--------|-------|----|--------|----------------------------|----|--------|----------|---|-------|-------------------|---|-------|--------------|---|-------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Option | Total | Percent | | | | | | | | | | | | | | | | | | | | | |
| Strongly agree | 12 | 19.05% | | | | | | | | | | | | | | | | | | | | | |
| Agree | 18 | 28.57% | | | | | | | | | | | | | | | | | | | | | |
| Neither agree nor disagree | 26 | 41.27% | | | | | | | | | | | | | | | | | | | | | |
| Disagree | 3 | 4.76% | | | | | | | | | | | | | | | | | | | | | |
| Strongly disagree | 3 | 4.76% | | | | | | | | | | | | | | | | | | | | | |
| Not Answered | 1 | 1.59% | | | | | | | | | | | | | | | | | | | | | |
| 4. Support is provided to those at risk or who are survivors of gender-based violence in the community and in the Council workforce | <table border="1"> <thead> <tr> <th>Option</th><th>Total</th><th>Percent</th></tr> </thead> <tbody> <tr> <td>Strongly agree</td><td>15</td><td>23.81%</td></tr> <tr> <td>Agree</td><td>22</td><td>34.92%</td></tr> <tr> <td>Neither agree nor disagree</td><td>23</td><td>36.51%</td></tr> <tr> <td>Disagree</td><td>2</td><td>3.17%</td></tr> <tr> <td>Strongly disagree</td><td>0</td><td>0.00%</td></tr> <tr> <td>Not Answered</td><td>1</td><td>1.59%</td></tr> </tbody> </table> | Option | Total | Percent | Strongly agree | 15 | 23.81% | Agree | 22 | 34.92% | Neither agree nor disagree | 23 | 36.51% | Disagree | 2 | 3.17% | Strongly disagree | 0 | 0.00% | Not Answered | 1 | 1.59% | <p>Draft outcome reworded in response to comments received.</p> <p>Additional comments received specific to service areas will be discussed within the Equalities Operational Group and actions taken where necessary</p> |
| Option | Total | Percent | | | | | | | | | | | | | | | | | | | | | |
| Strongly agree | 15 | 23.81% | | | | | | | | | | | | | | | | | | | | | |
| Agree | 22 | 34.92% | | | | | | | | | | | | | | | | | | | | | |
| Neither agree nor disagree | 23 | 36.51% | | | | | | | | | | | | | | | | | | | | | |
| Disagree | 2 | 3.17% | | | | | | | | | | | | | | | | | | | | | |
| Strongly disagree | 0 | 0.00% | | | | | | | | | | | | | | | | | | | | | |
| Not Answered | 1 | 1.59% | | | | | | | | | | | | | | | | | | | | | |
| 5. Pupils from equality protected groups will have a positive school experience and will feel safe and respected in school and when online | <table border="1"> <thead> <tr> <th>Option</th><th>Total</th><th>Percent</th></tr> </thead> <tbody> <tr> <td>Strongly agree</td><td>16</td><td>25.40%</td></tr> <tr> <td>Agree</td><td>23</td><td>36.51%</td></tr> <tr> <td>Neither agree nor disagree</td><td>19</td><td>30.16%</td></tr> <tr> <td>Disagree</td><td>3</td><td>4.76%</td></tr> <tr> <td>Strongly disagree</td><td>1</td><td>1.59%</td></tr> <tr> <td>Not Answered</td><td>1</td><td>1.59%</td></tr> </tbody> </table> | Option | Total | Percent | Strongly agree | 16 | 25.40% | Agree | 23 | 36.51% | Neither agree nor disagree | 19 | 30.16% | Disagree | 3 | 4.76% | Strongly disagree | 1 | 1.59% | Not Answered | 1 | 1.59% | <p>Comments received specific to service areas will be discussed within the Equalities Operational Group and actions taken where necessary</p> |
| Option | Total | Percent | | | | | | | | | | | | | | | | | | | | | |
| Strongly agree | 16 | 25.40% | | | | | | | | | | | | | | | | | | | | | |
| Agree | 23 | 36.51% | | | | | | | | | | | | | | | | | | | | | |
| Neither agree nor disagree | 19 | 30.16% | | | | | | | | | | | | | | | | | | | | | |
| Disagree | 3 | 4.76% | | | | | | | | | | | | | | | | | | | | | |
| Strongly disagree | 1 | 1.59% | | | | | | | | | | | | | | | | | | | | | |
| Not Answered | 1 | 1.59% | | | | | | | | | | | | | | | | | | | | | |
| 6. Multi-cultural and equality related events (including virtual ones) and key dates in the calendar will be visibly celebrated and promoted | <table border="1"> <thead> <tr> <th>Option</th><th>Total</th><th>Percent</th></tr> </thead> <tbody> <tr> <td>Strongly agree</td><td>17</td><td>26.98%</td></tr> <tr> <td>Agree</td><td>27</td><td>42.86%</td></tr> <tr> <td>Neither agree nor disagree</td><td>10</td><td>15.87%</td></tr> <tr> <td>Disagree</td><td>3</td><td>4.76%</td></tr> <tr> <td>Strongly disagree</td><td>1</td><td>1.59%</td></tr> <tr> <td>Not Answered</td><td>5</td><td>7.94%</td></tr> </tbody> </table> | Option | Total | Percent | Strongly agree | 17 | 26.98% | Agree | 27 | 42.86% | Neither agree nor disagree | 10 | 15.87% | Disagree | 3 | 4.76% | Strongly disagree | 1 | 1.59% | Not Answered | 5 | 7.94% | <p>Comments received specific to service areas will be discussed within the Equalities Operational Group and actions taken where necessary</p> |
| Option | Total | Percent | | | | | | | | | | | | | | | | | | | | | |
| Strongly agree | 17 | 26.98% | | | | | | | | | | | | | | | | | | | | | |
| Agree | 27 | 42.86% | | | | | | | | | | | | | | | | | | | | | |
| Neither agree nor disagree | 10 | 15.87% | | | | | | | | | | | | | | | | | | | | | |
| Disagree | 3 | 4.76% | | | | | | | | | | | | | | | | | | | | | |
| Strongly disagree | 1 | 1.59% | | | | | | | | | | | | | | | | | | | | | |
| Not Answered | 5 | 7.94% | | | | | | | | | | | | | | | | | | | | | |

| | | | | |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------|--------------|----------------|-----------------------------------------------------------------------------------------------------------------------------------------|
| 7. People from equality protected groups are provided with accessible information about the services provided by the Council including crisis support in the event of an emergency | Option | Total | Percent | Comments received specific to service areas will be discussed within the Equalities Operational Group and actions taken where necessary |
| | Strongly agree | 11 | 17.46% | |
| | Agree | 32 | 50.79% | |
| | Neither agree nor disagree | 14 | 22.22% | |
| | Disagree | 1 | 1.59% | |
| | Strongly disagree | 0 | 0.00% | |
| | Not Answered | 5 | 7.94% | |
| 8. People from equality protected groups will be supported to digitally participate | Option | Total | Percent | Comments received specific to service areas will be discussed within the Equalities Operational Group and actions taken where necessary |
| | Strongly agree | 12 | 19.05% | |
| | Agree | 24 | 38.10% | |
| | Neither agree nor disagree | 20 | 31.75% | |
| | Disagree | 2 | 3.17% | |
| | Strongly disagree | 0 | 0.00% | |
| | Not Answered | 5 | 7.94% | |
| 9. People from equality protected groups are supported to access employment opportunities | Option | Total | Percent | Comments received specific to service areas will be discussed within the Equalities Operational Group and actions taken where necessary |
| | Strongly agree | 14 | 22.22% | |
| | Agree | 23 | 36.51% | |
| | Neither agree nor disagree | 18 | 28.57% | |
| | Disagree | 3 | 4.76% | |
| | Strongly disagree | 0 | 0.00% | |
| | Not Answered | 5 | 7.94% | |
| 10. People from equality groups will be supported to participate in equality conversations around the Perth and Kinross Offer | Option | Total | Percent | Comments received specific to service areas will be discussed within the Equalities Operational Group and actions taken where necessary |
| | Strongly agree | 12 | 19.05% | |
| | Agree | 22 | 34.92% | |
| | Neither agree nor disagree | 22 | 34.92% | |
| | Disagree | 1 | 1.59% | |
| | Strongly disagree | 1 | 1.59% | |
| | Not Answered | 5 | 7.94% | |

| | | | | |
|---------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------|--------------|----------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 11. People with lived experience of inequalities have a voice in the process of shaping our policies to tackle poverty and social exclusion | Option | Total | Percent | Draft outcome reworded in response to comments received. Additional comments received specific to service areas will be discussed within the Equalities Operational Group and actions taken where necessary |
| | Strongly agree | 15 | 23.81% | |
| | Agree | 14 | 22.22% | |
| | Neither agree nor disagree | 26 | 41.27% | |
| | Disagree | 1 | 1.59% | |
| | Strongly disagree | 2 | 3.17% | |
| | Not Answered | 5 | 7.94% | |
| 12. A staff learning and development programme for equality and diversity will be delivered and will be extended to partner organisations | Option | Total | Percent | Comments received specific to service areas will be discussed within the Equalities Operational Group and actions taken where necessary |
| | Strongly agree | 17 | 26.98% | |
| | Agree | 30 | 47.62% | |
| | Neither agree nor disagree | 10 | 15.87% | |
| | Disagree | 1 | 1.59% | |
| | Strongly disagree | 1 | 1.59% | |
| | Not Answered | 4 | 6.35% | |
| 13. Our school curriculum will include equality and diversity topics | Option | Total | Percent | Comments received specific to service areas will be discussed within the Equalities Operational Group and actions taken where necessary |
| | Strongly agree | 26 | 41.27% | |
| | Agree | 21 | 33.33% | |
| | Neither agree nor disagree | 10 | 15.87% | |
| | Disagree | 1 | 1.59% | |
| | Strongly disagree | 1 | 1.59% | |
| | Not Answered | 4 | 6.35% | |
| 14. Our employment policies will reflect that we are a fair and inclusive employer | Option | Total | Percent | Comments received specific to service areas will be discussed within the Equalities Operational Group and actions taken where necessary |
| | Strongly agree | 23 | 36.51% | |
| | Agree | 27 | 42.86% | |
| | Neither agree nor disagree | 8 | 12.70% | |
| | Disagree | 1 | 1.59% | |
| | Strongly disagree | 0 | 0.00% | |
| | Not Answered | 4 | 6.35% | |

| | | | | |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------|--------------|----------------|-----------------------------------------------------------------------------------------------------------------------------------------|
| 15. People providing externally commissioned, contracted or licensed services on behalf of the Council (including ALEOs) are aware of their responsibilities in relation to equality and diversity | Option | Total | Percent | Comments received specific to service areas will be discussed within the Equalities Operational Group and actions taken where necessary |
| | Strongly agree | 14 | 22.22% | |
| | Agree | 26 | 41.27% | |
| | Neither agree nor disagree | 17 | 26.98% | |
| | Disagree | 2 | 3.17% | |
| | Strongly disagree | 0 | 0.00% | |
| | Not Answered | 4 | 6.35% | |

PERTH AND KINROSS COUNCIL**21 APRIL 2021****Appointments to Committees/Outside Bodies****(i) Environment and Infrastructure Committee**

Council is asked to agree that Councillor F Smith replace Councillor C Reid

(ii) Scrutiny Committee

Council is asked to agree that Councillor F Smith replace Councillor C Ahern

(iii) Licensing Board

Council is asked to agree that Councillor C Reid replace Councillor A Jarvis

(iv) Corporate Health, Safety and Wellbeing Consultative Committee

Council is asked to agree that Councillor F Smith replace Councillor C Ahern

(v) Horsecross Arts Ltd Board

Council is asked to agree that Councillor A Jarvis replace Councillor M Lyle

(vi) Alexander Hay McLagan Trust

Council is asked to agree that Councillor F Smith be appointed to the vacant position

