

## **1. Background**

- 1.1 Perth & Kinross Council and its Education Authority and Licensing Board continue to make progress in mainstreaming equality activities. The Council is required to publish progress in relation to our Mainstreaming Report and review our existing Equality Outcomes by 30 April 2017. The work undertaken is regularly reported to the Equality and Diversity Member Officer Working Group, comprising elected Councillors of Perth & Kinross Council. The contents of this Mainstreaming Report have also been issued to the Executive Officer Team of the Council.
- 1.2 We note the requirement to produce separate Mainstreaming Reports for Perth & Kinross Council and for the Perth & Kinross Education Authority and Licensing Board. However, on a practical basis, the work of each body is so significantly and interdependently linked that the reports are combined.
- 1.3 The Mainstreaming Report outlines significant work which has gone on within the Council, Education Authority and Licensing Board to ensure that work of all parts of the authorities reflect the requirements of the General Duty of the Equality Act 2010 i.e. they must:
  - *eliminate Discrimination, or*
  - *advance equality of opportunity, or*
  - *foster good relations between communities*
- 1.4 The requirement to publish statutory information relating to the Council's workforce is subject of separate reporting arrangements.
- 1.5 We continue to have 4 mainstreaming areas to report on and these are individually listed with links where appropriate to relevant areas of the General Duty requirements.

## **2. Our Population**

- 2.1 According to General Registers of Scotland 2010 data, the population is estimated to be 147,780. The population of Scotland is predicted to increase by 7.3% between 2008 and 2033. Over the same period, the population of Perth and Kinross is expected to grow by 26.8%.
- 2.2 The number of people aged 65 years and over will increase from approximately 28,000 to around 48,500 - an increase of 73%.
- 2.3 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%). Our Asian population in Perth and Kinross totalled 1,852 (1.26% of the total population below the national average of 2.66%) – this figure includes 585 Indian, 461 Chinese and 331 Pakistani. Similar figures at the 2001 Census were 135

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Indian, 310 Chinese and 135 Pakistani. Across all groups it is clear that there has been a significant increase between the 2 census periods and beyond.

- 2.4 We continue to respond to the significant changes which have affected Perth and Kinross in recent years due 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 and the care sector for example, and in many cases are self-employed businesses and employers themselves or they may be studying here.
- 2.5 Perth and Kinross is also home to the highest individual local authority Gypsy / Traveller population according to the 2001 Census with 415 people classifying themselves as Gypsy/Travellers.
- 2.6 The prevalence of disabilities and long-term health\* conditions within localities across the area, based on figures from Scottish Census 2011, are provided overleaf.

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<b>*Prevalence Of Long Term Health Conditions by Locality</b>				
<b>Locality</b>	<b>Learning Disability</b>	<b>Developmental Disorders</b>	<b>Physical Disabilities</b>	<b>Mental Health</b>
North Perthshire	314	456	5,664	2,722
Perth City	440	686	5,594	3,730
South Perthshire	276	462	4,664	2,194
Perth & Kinross Total	1,030	1,604	15,922	8,646

<b>Prevalence Of Long Term Health Conditions by Age-group</b>				
<b>Age-group</b>	<b>Learning Disability</b>	<b>Developmental Disorders</b>	<b>Physical Disabilities</b>	<b>Mental Health</b>
0 to 4	50	72	60	6
5 to 9	88	326	100	36
10 to 14	120	458	122	124
15 to 19	124	332	128	232
20 to 24	90	150	154	394
25 to 29	78	78	174	544
30 to 34	68	18	252	684
35 to 39	84	30	360	754
40 to 44	60	16	576	990
45 to 49	62	30	832	1,016
50 to 54	52	20	1,018	928
55 to 59	60	40	1,356	868
60 to 64	36	10	1,814	610
65 to 69	32	10	1,756	330
70 to 74	10	6	1,866	270
75 and over	16	8	5,354	860
Total	1,030	1,604	15,922	8,646

**3. Mainstreaming Area 1 – Mainstreaming Equalities**

3.1 A structured approach is in place to ensure that the Council promotes a culture of inclusion and delivers positive equality outcomes for the citizens and communities of Perth and Kinross, and Council staff. This approach to mainstreaming equalities has allowed us to ensure services see equality as a vital part of their day-to-day work.

3.2 The Council continues to report its progress in relation to equalities to an **Equality and Diversity Member Officer Working Group**, which has cross-party representation and senior representation from all Council services. This group meets 4 times per financial year.

3.3 *Equalities within Services*

Individual Council services have **Service Equality Contacts** at an officer level who have a responsibility for equalities included within their remit and who are responsible for ensuring their respective service has a **Business Management and Improvement Plan (BMIP)** in place which contain evidence of actions which to meet Equality Outcomes, with progress reported annually. Services may also have **Equalities Working Groups** or **newsletters** to keep staff up-to-date with progress in their respective areas. An **Equalities Operational Group** has been established for these Service Equality Contacts to meet at least twice-yearly to share good practice and raise awareness of key topics. 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 can assist in the mainstreaming of an effective approach across to equalities all Council services (including the Education Authority and Licensing Board). This group of staff also have access to an Equalities Sharepoint Site for sharing good practice information.

3.4 *Equalities and Communities*

Relationships with the wider community continue to be positive and the local **Community Equality Advisory Group (CEAG)** which comprises a wide range of equality community interest groups and individuals drawn from the Community Planning Partnership and local and national organisations, continues to meet 3 times per year. The CEAG is chaired by the Chair of the Equality and Diversity Member Officer Working Group with input from Police Scotland. The group have been involved once again, in contributing to the review of our Equality Outcomes for 2017.

3.5 We continue to update our information relating to Equality and Diversity on the Council's website [www.pkc.gov.uk/equality](http://www.pkc.gov.uk/equality) (and also our intranet site for staff).

**3.6    *Strengthening our Equalities Focus***

The Council's **Equality Outcomes** were reviewed in 2014 as part of the Equality and Human Rights Commission's '*Improving Equality Outcomes*' project and these outcomes are linked to the relevant Corporate Plan priority area to ensure a mainstreamed approach – these equality outcomes have now been reviewed and updated for 2017.

**4.0    Mainstreaming Area 2 – Equalities Policy and Assessment of Impact**

- 4.1    A review of the existing Corporate Equalities Policy has been carried out alongside the review of our Equality Outcomes. The purpose is to ensure that the policy remains accessible, relevant and compliant with relevant regulations. All Council services (including the Education Authority and Licensing Board) participated in the review and therefore, the policy was widely discussed in all parts of the authority, bringing the range of information contained in the policy to the attention of a wide range of employees and further advancing mainstreaming.
- 4.2    As part of the review, we looked at increasing the 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 lunchtime learning sessions for equality groups has been introduced and branded as 'Knowing Your Customer'. Specific awareness raising sessions have also been undertaken with Elected Members as part of their Development Programme and this opportunity will continue for all newly Elected Members after the forthcoming Elections in May 2017.
- 4.3    Our **Integrated Impact Assessment** Tool 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 offers an accessible, digital tool which allows an assessment of impact at the point that policies are being considered for introduction, and encourages equality impact to be measured at the same time as other areas being considered. Consideration is being given as to how best to incorporate a Human Rights assessment to this process, in line with the introduction of a new socio-economic duty on public bodies. It is anticipated that this will be introduced later in 2017 – this emerged as a recommendation in the Fairer Scotland Action Plan published in October 2016.
- 4.4    This approach to reviewing our Equalities Policy and Impact Assessment process supports our aim to *advance equality of opportunity* for all staff, strengthen the approach to mainstreaming, and build capacity and expertise across all services.

**5. Mainstreaming Area 3 – Partnership Working**

- 5.1 We continue to work with a range of different partner organisations to deliver 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. Our **Community Equalities Advisory Group (CEAG)** also has a wide range of membership.
- 5.2 We have the longest running partnership agreement of any Scottish local authority with **Show Racism the Red Card** to deliver anti-racism educational workshops to our schools in conjunction with **St. Johnstone Community Trust** – an organisation we also work with to deliver an inclusive sports programme for adults with learning disabilities, autism and mental wellbeing issues; a Football Memories programme for those with experience of dementia or age-related memory problems and a Street Sports programme as a deterrent to anti-social behaviour.
- 5.3 We were the first local authority in Scotland to sign the **Stonewall Scotland** 'No Bystanders' pledge and remain committed to their Diversity Champions and Education Champions programme. We established a **LGBTI Strategic Group** in 2016, chaired by the Elected Member who also chairs the Equality and Diversity Member Officer Working Group and Community Equalities Advisory Group. This group provides a focal point for those organisations working with LGBTI communities to discuss key issues and develop specific actions. Membership of the group includes partner organisations **LGBT Youth Scotland, Perth College UHI, PKAVS, Culture PK and Horsecross Arts** in addition to Stonewall Scotland and St. Johnstone Community Trust.
- 5.4 We also fund 3 organisations to deliver specialist services to minority ethnic communities – **PKAVS Minority Communities Hub; MECOPP Gypsy/Traveller Carers Project** and **Ethnic Minorities Law Centre**. We work closely with those organisations on a number of initiatives to provide our diverse communities with the necessary support and advice to access the services they require. At the heart of this work to help those communities integrate and feel fully included has been our **Multi-cultural events** and **community lunch club** programme. Joint work has also taken place in relation to the **Bridging the Gap Project** (funded through the Integrated Care Fund in response to this research into the Ageing Minority Ethnic population in Perth and Kinross (<https://www.pkavs.org.uk/media/uploads/Minority%20Ethnic%20Older%20People's%20Research%20Project%20-Report.pdf>) and most recently in response to the integration of a number of Syrian Refugee families in the area under the **Home Office Re-settlement Programme**.
- 5.5 The Council has also been the pilot authority for the **Equality and Human Rights Innovation Forum** (in 2015) and this area of work offered useful insight for the work of the Fairness Commission.

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- 5.6 We also established a **Minority Ethnic Strategic Group** in 2016 chaired by the Elected Member who also chairs the Equality and Diversity Member Officer Working Group and Community Equalities Advisory Group. This group provides a focal point for those organisations working with our minority ethnic and Gypsy/Traveller communities to discuss key issues and develop specific actions. As well as those organisations mentioned above membership includes Perth College UHI. We are also working closely with **Perth Islamic Society** to support a smooth transition as they plan to relocate to a new Mosque.
- 5.7 At a national level we were one of the participating pilot areas within the **CoSLA Migration Matters** project  
[http://www.migrationscotland.org.uk/uploads/15-08-25%20MMS\\_FINAL%20REPORT%20FOR%20COUNCIL.pdf](http://www.migrationscotland.org.uk/uploads/15-08-25%20MMS_FINAL%20REPORT%20FOR%20COUNCIL.pdf).
- 5.8 We have specific care group strategies for our different disability groups including **Mental Health and Wellbeing; Physical Disability** (including a **See Hear** sub-group) and **Learning Disabilities** (Keys to Life). Each of those strategies are joint with **NHS Tayside** and involve range of other partner organisations as appropriate. We have also established a **Safe Place Group** in the past year in partnership with the **Centre for Inclusive Living in Perth and Kinross** which was established to look at issues surrounding safety/access for people with disabilities and to bring key partner organisations/agencies face-to-face with service users. Meetings have looked at Safety in the Community, Safety in the Home and Safety/Accessibility of Public Transport. We have also just approved a draft **Health Inequalities Strategy**.
- 5.9 Age related initiatives are taken forward by the **Health and Social Care Partnership** for older people and by our Education and Children's Services (incorporating the Education Authority) for younger people.
- 5.10 Gender specific initiatives have seen over 240 young women from across Perth and Kinross attended the '**Challenge to Make a Change**' Conference in Perth Concert Hall on Thursday 24 March 2016. Delegates attended from every secondary school in the area and were deliberately chosen from a diverse variety of socio-economic groups. Pupils from a local special school, Fairview School, Modern Apprentices, Young Graduates, Young Mums Groups, Young Carers, Youth Services and other third sector partnership organisations all participated. It was a vehicle for young women in Perth & Kinross to come together, to discuss, examine and consider gender equality and stereotyping. In supporting this event the Council demonstrated their commitment to its youth and the promotion of the voice of young people.
- 5.11 Various events with partners continue to be held to celebrate **International Women's Day** and during the 16 days of action with the **Perth and Kinross Violence Against Women Partnership**.

- 5.12 A recent significant initiative for the Council was the establishment of a **Fairness Commission** – an independent Commission of 11 individuals, with a broad range of experience, expertise and influence at both national and local levels. Appointed by **Perth & Kinross Community Planning Partnership (CPP)** specifically to learn more about how people living in Perth and Kinross experience poverty and inequality in their everyday lives. The Fairness Commission published their Fairer Futures Report in April 2017 and where appropriate recommendations will be taken forward within our wider equalities work.
- 5.13 Another important piece of partnership work has been our bid to become **City of Culture 2021** - this bid seeks to celebrate the diversity of our local community, and use culture and creativity to address the wicked social issues which characterise the quiet crisis we face across the area.
- 5.14 This partnership approach has helped us to continue to foster good relations between communities and encourage a cohesive and inclusive approach for different groups wishing to access and find out about services appropriate to their needs.

The approach also seeks to enable the wider community to learn more about our shared diversity. All equality activity aims to promote Perth and Kinross as an area where people feel safe, welcome, and included.

## **6. Mainstreaming Area 4 – Advancing Equality in Employment**

- 6.1 In accordance with the specific duties, listed authorities, including Perth & Kinross Council and Education Authority are each required to publish a report on the progress made in integrating the general equality duty to the exercise of our respective functions with regard to employees, so as to better perform that duty.
- 6.2 These reports are required to include:
- An annual breakdown of information it has gathered under its duty to gather and use employee information; and
  - Details of the progress that it has made in gathering and using that information to enable it to better perform the general equality duty.
- 6.3 In terms of Perth & Kinross Council Employee Management Information for the periods 2013/14, 2014/15 and 2015/16 is published on the Council's website at <http://www.pkc.gov.uk/equality>
- 6.4 For Perth & Kinross Education Authority annual school staffing census data is published on <http://www.pkc.gov.uk/equality> . This uses data published on the Scottish Government website at <http://www.gov.scot/Topics/Statistics/Browse/School-Education/teachcenssuppdata> and is presented to enable comparisons to be made in future years.



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- 6.5 The Equal Pay Policy and Equal Pay Statement (Feb 2017) apply equally to both Perth & Kinross Council and Education Authority and can be accessed on the Council's website at <http://www.pkc.gov.uk/equality>
- 6.6 The Council's Equality and Diversity in Employment Report is submitted on an annual basis to the Equality and Diversity Member Officer Working Group and contains information on the gender pay gap within the Council.
- 6.7 The Council is also committed to employee wellbeing our **Employee Health & Wellbeing Strategy** progressed several projects which all positively contribute to the health and wellbeing of the Council's employees of all protected characteristics. These are briefly summarised below:

6.8 *Healthy Working Lives - Silver Award*

The Council is committed to safeguarding and promoting the health and wellbeing of employees. This was recognised by NHS Tayside through our attainment of Healthy Working Lives Silver Accreditation in June 2016.

6.9 *Mental Health*

Our priority remains mental wellbeing and supporting mental health in the workplace. Examples include the annual Wellbeing Fair, the 'See Me at Work' Campaign, introduction of a Mental Wellbeing Early Intervention Service and a specific Learning Lunch on "Let's talk about Employee Mental Wellbeing".

6.10 *Building Resilience*

The Council has developed a corporate building resilience workshop and this is currently being rolled out to target teams undergoing change. There are nine corporate trainers with representatives from corporate and front line Services who have been trained in the skills and techniques. The workshop aims to build both individual and team resilience and to develop a resilience team action plan.

6.11 *Carers Kitemark*

Carer Positive is a Scottish Government Initiative that aims to encourage employers to create a supportive working environment for carers in the workplace. The Council was awarded 'engaged' status with Carer Positive on 15 February 2016 and is currently working towards achieving 'established' status. This demonstrates the Council's commitment to supporting employees who provide care and support elderly and disabled relatives.

6.12 *Winter Flu Vaccination Programme*

For the past few years the Council has run a Winter Flu Vaccination Programme for employees who work with vulnerable groups and who occupy front line roles. In 2015/16 the Winter Flu Vaccination Programme became available for all employees and the Council works in partnership with NHS Tayside to enable employees to attend a number of pharmacies within Perth and Kinross to receive their flu vaccination, in 2016/17 407 employees took up this option.

**6.13 Health Promotion**

Health promotion events are regularly held and are extremely well attended by employees. The checks offer employees the opportunity to have a life style assessment; which includes blood pressure check, cholesterol and body mass index.

**6.14 Workplace Chaplaincy Service**

The Workplace Chaplaincy Service is an independent and confidential service which was introduced to support employees. Trained chaplains provide employees (of any faith or none) with a listening ear and a supportive presence. The service offers pastoral and spiritual support to employees regardless of race, creed, gender, age or sexual orientation.

The Workplace Chaplains carry out regular visits to various Council locations meeting employees, explaining what the service is about and building relationships.

**7. What has been delivered over the last year**

*Highlights include:*

- Continued delivery of the multi-cultural events programme and minority ethnic community lunch club programme
- Continued partnership work with St. Johnstone Community Trust to deliver a range of projects including Show Racism the Red Card; SAINTS (inclusion through sport) Project; Street Sports and Football Memories
- Establishment of a Golf Memories group for adults with dementia which has involved them being able to meet weekly at a Golf Driving Range to hit a golf ball and reminisce
- Establishment of a Safe Place programme of meetings for adults with disabilities in partnership with Centre for Inclusive Living which focussed on Safety in the community; Safety in the home and Safety and Accessibility on public transport
- Establishment of a Minority Ethnic Strategic Group to give a focal point for those organisations working with minority ethnic communities (including Gypsy/Travellers) to discuss key issues
- Establishment of a LGBTI Strategic Group to give a focal point for those organisations working with LGBTI communities to discuss key issues
- Continued participation in the Multi-Agency Working Group (and associated sub-groups) in relation to migrant workers

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- Continued monitoring of actions in relation to the Gypsy/Traveller Strategy 2013-18
- Monitoring of those voluntary organisations which have a Service Level Agreement that work specifically with an equality protected characteristic group
- Engagement with Perth Islamic Society regarding relocation to new Mosque
- Delivery of the Fairer Futures Perth and Kinross report