

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%	Comments received specific to service areas will be discussed within the Equalities Operational Group and actions taken where necessary
	Option	Total	Percent	
	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> <tr> <th>Option</th><th>Total</th><th>Percent</th></tr> <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> </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> <tr> <th>Option</th><th>Total</th><th>Percent</th></tr> <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> </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> <tr> <th>Option</th><th>Total</th><th>Percent</th></tr> <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> </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> <tr> <th>Option</th><th>Total</th><th>Percent</th></tr> <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> </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	<table> <tr> <th>Option</th><th>Total</th><th>Percent</th></tr> <tr> <td>Strongly agree</td><td>15</td><td>23.81%</td></tr> <tr> <td>Agree</td><td>14</td><td>22.22%</td></tr> <tr> <td>Neither agree nor disagree</td><td>26</td><td>41.27%</td></tr> <tr> <td>Disagree</td><td>1</td><td>1.59%</td></tr> <tr> <td>Strongly disagree</td><td>2</td><td>3.17%</td></tr> <tr> <td>Not Answered</td><td>5</td><td>7.94%</td></tr> </table>	Option	Total	Percent	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%	<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	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	<table> <tr> <th>Option</th><th>Total</th><th>Percent</th></tr> <tr> <td>Strongly agree</td><td>17</td><td>26.98%</td></tr> <tr> <td>Agree</td><td>30</td><td>47.62%</td></tr> <tr> <td>Neither agree nor disagree</td><td>10</td><td>15.87%</td></tr> <tr> <td>Disagree</td><td>1</td><td>1.59%</td></tr> <tr> <td>Strongly disagree</td><td>1</td><td>1.59%</td></tr> <tr> <td>Not Answered</td><td>4</td><td>6.35%</td></tr> </table>	Option	Total	Percent	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%	<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	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	<table> <tr> <th>Option</th><th>Total</th><th>Percent</th></tr> <tr> <td>Strongly agree</td><td>26</td><td>41.27%</td></tr> <tr> <td>Agree</td><td>21</td><td>33.33%</td></tr> <tr> <td>Neither agree nor disagree</td><td>10</td><td>15.87%</td></tr> <tr> <td>Disagree</td><td>1</td><td>1.59%</td></tr> <tr> <td>Strongly disagree</td><td>1</td><td>1.59%</td></tr> <tr> <td>Not Answered</td><td>4</td><td>6.35%</td></tr> </table>	Option	Total	Percent	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%	<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	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	<table> <tr> <th>Option</th><th>Total</th><th>Percent</th></tr> <tr> <td>Strongly agree</td><td>23</td><td>36.51%</td></tr> <tr> <td>Agree</td><td>27</td><td>42.86%</td></tr> <tr> <td>Neither agree nor disagree</td><td>8</td><td>12.70%</td></tr> <tr> <td>Disagree</td><td>1</td><td>1.59%</td></tr> <tr> <td>Strongly disagree</td><td>0</td><td>0.00%</td></tr> <tr> <td>Not Answered</td><td>4</td><td>6.35%</td></tr> </table>	Option	Total	Percent	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%	<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	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%	