## **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	
People from equality protected groups will be made welcome and respected in the area and	Option	Total	Percent	Draft outcome amended in response to
	Strongly agree	17	26.98%	comment received
	Agree	33	52.38%	Additional comments received an acific to
in the Council workplace	Neither agree nor disagree	7	11.11%	Additional comments received specific to service areas will be discussed within the
	Disagree	4	6.35%	Equalities Operational Group and actions
	Strongly disagree	1	1.59%	taken where necessary
	Not Answered	1	1.59%	tanen miere necessary
Reduce and remove physical and social barriers for those with disabilities to access public spaces	Option	Total	Percent	Comments received specific to service
	Strongly agree	20	31.75%	areas will be discussed within the
	Agree	28	44.44%	Equalities Operational Group and actions
	Neither agree nor disagree	12	19.05%	taken where necessary
	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	Option	Total	Percent	Draft outcome reworded in response to
	Strongly agree	12	19.05%	comments received.
	Agree	18	28.57%	A Live I
	Neither agree nor disagree	26	41.27%	Additional comments received specific to service areas will be discussed within the
	Disagree	3	4.76%	Equalities Operational Group and actions
	Strongly disagree	3	4.76%	taken where necessary
	Not Answered	1	1.59%	taken where necessary
4. Support is provided to those at	Option	Total	Percent	Draft outcome reworded in response to
risk or who are survivors of	Strongly agree	15	23.81%	comments received.
gender-based violence in the	Agree	22	34.92%	Additional comments received as a sife to
community and in the Council workforce	Neither agree nor	23	36.51%	Additional comments received specific to service areas will be discussed within the
WOINIOICE	disagree			Equalities Operational Group and actions
	Disagree	2	3.17%	taken where necessary
	Strongly disagree	0	0.00%	tanon misro necessary
	Not Answered	1	1.59%	
5. Pupils from equality protected	0('	<b>T</b> ( )		
	Option	Total	Percent	Comments received specific to service
groups will have a positive	Strongly agree	1 <b>ota</b> l	25.40%	areas will be discussed within the
groups will have a positive school experience and will feel				areas will be discussed within the Equalities Operational Group and actions
groups will have a positive school experience and will feel safe and respected in school	Strongly agree Agree Neither agree nor	16	25.40%	areas will be discussed within the
groups will have a positive school experience and will feel	Strongly agree Agree Neither agree nor disagree	16 23 19	25.40% 36.51% 30.16%	areas will be discussed within the Equalities Operational Group and actions
groups will have a positive school experience and will feel safe and respected in school	Strongly agree Agree Neither agree nor disagree Disagree	16 23	25.40% 36.51% 30.16% 4.76%	areas will be discussed within the Equalities Operational Group and actions
groups will have a positive school experience and will feel safe and respected in school	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree	16 23 19	25.40% 36.51% 30.16%	areas will be discussed within the Equalities Operational Group and actions
groups will have a positive school experience and will feel safe and respected in school	Strongly agree Agree Neither agree nor disagree Disagree	16 23 19	25.40% 36.51% 30.16% 4.76%	areas will be discussed within the Equalities Operational Group and actions
groups will have a positive school experience and will feel safe and respected in school and when online  6. Multi-cultural and equality	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree	16 23 19 3 1	25.40% 36.51% 30.16% 4.76% 1.59%	areas will be discussed within the Equalities Operational Group and actions taken where necessary  Comments received specific to service
groups will have a positive school experience and will feel safe and respected in school and when online  6. Multi-cultural and equality related events (including	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree Not Answered	16 23 19 3 1	25.40% 36.51% 30.16% 4.76% 1.59% 1.59%	areas will be discussed within the Equalities Operational Group and actions taken where necessary  Comments received specific to service areas will be discussed within the
groups will have a positive school experience and will feel safe and respected in school and when online  6. Multi-cultural and equality related events (including virtual ones) and key dates in	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree Not Answered Option	16 23 19 3 1 1 Total	25.40% 36.51% 30.16% 4.76% 1.59% 1.59%	areas will be discussed within the Equalities Operational Group and actions taken where necessary  Comments received specific to service areas will be discussed within the Equalities Operational Group and actions
groups will have a positive school experience and will feel safe and respected in school and when online  6. Multi-cultural and equality related events (including virtual ones) and key dates in the calendar will be visibly	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree Not Answered Option Strongly agree	16 23 19 3 1 1 <b>Total</b>	25.40% 36.51% 30.16% 4.76% 1.59% 1.59% Percent 26.98%	areas will be discussed within the Equalities Operational Group and actions taken where necessary  Comments received specific to service areas will be discussed within the
groups will have a positive school experience and will feel safe and respected in school and when online  6. Multi-cultural and equality related events (including virtual ones) and key dates in	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree Not Answered Option Strongly agree Agree	16 23 19 3 1 1 <b>Total</b> 17 27	25.40% 36.51% 30.16% 4.76% 1.59% 1.59% Percent 26.98% 42.86%	areas will be discussed within the Equalities Operational Group and actions taken where necessary  Comments received specific to service areas will be discussed within the Equalities Operational Group and actions
groups will have a positive school experience and will feel safe and respected in school and when online  6. Multi-cultural and equality related events (including virtual ones) and key dates in the calendar will be visibly	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree Not Answered  Option Strongly agree Agree Neither agree nor disagree	16 23 19 3 1 1 <b>Total</b> 17 27 10	25.40% 36.51% 30.16% 4.76% 1.59% 1.59% Percent 26.98% 42.86% 15.87%	areas will be discussed within the Equalities Operational Group and actions taken where necessary  Comments received specific to service areas will be discussed within the Equalities Operational Group and actions

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	Option	Total	Percent	Comments received specific to service	
	Strongly agree	11	17.46%	areas will be discussed within the	
	Agree	32	50.79%	Equalities Operational Group and actions	
	Neither agree nor disagree	14	22.22%	taken where necessary	
	Disagree	1	1.59%		
emergency	• •	Strongly disagree	0	0.00%	
Cilicigonoy		Not Answered	5	7.94%	
8. People from eq	· · · · · · · · · · · · · · · · · · ·	Option	Total	Percent	Comments received specific to service
groups will be s	• •	Strongly agree	12	19.05%	areas will be discussed within the
digitally particip	pate	Agree	24	38.10%	Equalities Operational Group and actions
		Neither agree nor disagree	20	31.75%	taken where necessary
		Disagree	2	3.17%	
		Strongly disagree	0	0.00%	
		Not Answered	5	7.94%	
9. People from equality protected	Option	Total	Percent	Comments received specific to service	
·	<i>,</i> ,	Option	TOtal	Percent	l l
groups are supp	ported to	Strongly agree	14	22.22%	areas will be discussed within the
groups are suppaccess employr	ported to				areas will be discussed within the Equalities Operational Group and actions
groups are supp	ported to	Strongly agree	14	22.22%	areas will be discussed within the
groups are suppaccess employr	ported to	Strongly agree Agree	14 23	22.22% 36.51%	areas will be discussed within the Equalities Operational Group and actions
groups are suppaccess employr	ported to	Strongly agree Agree Neither agree nor disagree	14 23 18 3 0	22.22% 36.51% 28.57%	areas will be discussed within the Equalities Operational Group and actions
groups are suppaccess employr	ported to	Strongly agree Agree Neither agree nor disagree Disagree	14 23 18 3	22.22% 36.51% 28.57% 4.76%	areas will be discussed within the Equalities Operational Group and actions
groups are supply access employr opportunities  10. People from equal to the supply access employr opportunities	ported to ment	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree	14 23 18 3 0	22.22% 36.51% 28.57% 4.76% 0.00%	areas will be discussed within the Equalities Operational Group and actions taken where necessary  Comments received specific to service
groups are supply access employr opportunities  10. People from equivil be supporte	ported to ment uality groups ed to participate	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree Not Answered	14 23 18 3 0 5	22.22% 36.51% 28.57% 4.76% 0.00% 7.94%	areas will be discussed within the Equalities Operational Group and actions taken where necessary  Comments received specific to service areas will be discussed within the
groups are suppaccess employr opportunities  10. People from equivil be supporte in equality conv	ported to ment uality groups ed to participate versations	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree Not Answered Option	14 23 18 3 0 5 <b>Total</b>	22.22% 36.51% 28.57% 4.76% 0.00% 7.94% Percent	areas will be discussed within the Equalities Operational Group and actions taken where necessary  Comments received specific to service areas will be discussed within the Equalities Operational Group and actions
groups are supply access employr opportunities  10. People from equilibre supporte in equality convaround the Pert	ported to ment uality groups ed to participate versations	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree Not Answered Option Strongly agree	14 23 18 3 0 5 <b>Total</b>	22.22% 36.51% 28.57% 4.76% 0.00% 7.94% Percent 19.05%	areas will be discussed within the Equalities Operational Group and actions taken where necessary  Comments received specific to service areas will be discussed within the
groups are suppaccess employr opportunities  10. People from equivil be supporte in equality conv	ported to ment uality groups ed to participate versations	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree Not Answered Option Strongly agree Agree	14 23 18 3 0 5 <b>Total</b> 12 22	22.22% 36.51% 28.57% 4.76% 0.00% 7.94% Percent 19.05% 34.92%	areas will be discussed within the Equalities Operational Group and actions taken where necessary  Comments received specific to service areas will be discussed within the Equalities Operational Group and actions
groups are suppaccess employr opportunities  10. People from equilibre supporte in equality convaround the Pert	ported to ment uality groups ed to participate versations	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree Not Answered Option Strongly agree Agree Neither agree nor disagree	14 23 18 3 0 5 <b>Total</b> 12 22 22	22.22% 36.51% 28.57% 4.76% 0.00% 7.94% Percent 19.05% 34.92%	areas will be discussed within the Equalities Operational Group and actions taken where necessary  Comments received specific to service areas will be discussed within the Equalities Operational Group and actions

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
	Strongly agree	15	23.81%	comments received.
	Agree	14	22.22%	
	Neither agree nor disagree	26	41.27%	Additional comments received specific to
	Disagree	1	1.59%	service areas will be discussed within the Equalities Operational Group and actions
	Strongly disagree	2	3.17%	taken where necessary
	Not Answered	5	7.94%	taken where necessary
12.A staff learning and	Option	Total	Percent	Comments received specific to service
development programme for	Strongly agree	17	26.98%	areas will be discussed within the
equality and diversity will be	Agree	30	47.62%	Equalities Operational Group and actions
delivered and will be extended	Neither agree nor disagree	10	15.87%	taken where necessary
to partner organisations	Disagree	1	1.59%	
	Strongly disagree	1	1.59%	
	Not Answered	4	6.35%	
13. Our school curriculum will				
	Option	Total	Percent	Comments received specific to service
include equality and diversity	Option Strongly agree	Total 26	Percent 41.27%	areas will be discussed within the
				areas will be discussed within the Equalities Operational Group and actions
include equality and diversity	Strongly agree	26	41.27%	areas will be discussed within the
include equality and diversity	Strongly agree Agree	26 21	41.27% 33.33%	areas will be discussed within the Equalities Operational Group and actions
include equality and diversity	Strongly agree Agree Neither agree nor disagree	26 21	41.27% 33.33% 15.87%	areas will be discussed within the Equalities Operational Group and actions
include equality and diversity	Strongly agree Agree Neither agree nor disagree Disagree	26 21 10 1	41.27% 33.33% 15.87% 1.59%	areas will be discussed within the Equalities Operational Group and actions
include equality and diversity topics  14. Our employment policies will	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree	26 21 10 1	41.27% 33.33% 15.87% 1.59% 1.59%	areas will be discussed within the Equalities Operational Group and actions taken where necessary  Comments received specific to service
include equality and diversity topics  14. Our employment policies will reflect that we are a fair and	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree Not Answered	26 21 10 1 1 4	41.27% 33.33% 15.87% 1.59% 1.59% 6.35%	areas will be discussed within the Equalities Operational Group and actions taken where necessary  Comments received specific to service areas will be discussed within the
include equality and diversity topics  14. Our employment policies will	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree Not Answered Option	26 21 10 1 1 4 <b>Total</b>	41.27% 33.33% 15.87% 1.59% 1.59% 6.35% Percent	areas will be discussed within the Equalities Operational Group and actions taken where necessary  Comments received specific to service areas will be discussed within the Equalities Operational Group and actions
include equality and diversity topics  14. Our employment policies will reflect that we are a fair and	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree Not Answered Option Strongly agree	26 21 10 1 1 4 <b>Total</b> 23	41.27% 33.33% 15.87% 1.59% 1.59% 6.35% Percent 36.51%	areas will be discussed within the Equalities Operational Group and actions taken where necessary  Comments received specific to service areas will be discussed within the
include equality and diversity topics  14. Our employment policies will reflect that we are a fair and	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree Not Answered Option Strongly agree Agree	26 21 10 1 1 4 <b>Total</b> 23 27	41.27% 33.33% 15.87% 1.59% 1.59% 6.35%  Percent 36.51% 42.86%	areas will be discussed within the Equalities Operational Group and actions taken where necessary  Comments received specific to service areas will be discussed within the Equalities Operational Group and actions
include equality and diversity topics  14. Our employment policies will reflect that we are a fair and	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree Not Answered Option Strongly agree Agree Neither agree nor disagree	26 21 10 1 1 4 <b>Total</b> 23 27	41.27% 33.33% 15.87% 1.59% 1.59% 6.35%  Percent 36.51% 42.86% 12.70%	areas will be discussed within the Equalities Operational Group and actions taken where necessary  Comments received specific to service areas will be discussed within the Equalities Operational Group and actions

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
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%

Comments received specific to service areas will be discussed within the Equalities Operational Group and actions taken where necessary