



# Equality

is at the *heart* of  
what we do



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# **Perth & Kinross Council**

## **Equalities Performance Report 2018/19**

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## 1. Introduction

This report sets out our progress, for the period April 2018 to March 2019, 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 2<sup>nd</sup> annual report in this format, so where possible comparisons have been made to 2017/18 figures.

In addition to our statutory duties to promote equalities, there is an increasing focus on tackling inequalities at national government level through the Fairer Scotland Action Plan and, at a local level, through the publication of the Fairness Commission's [Fairer Futures Report](#) in 2017. Although there is a degree of crossover, a separate reporting process remains in place through the Community Planning Partnership.

As an employer, the Council has been driving 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.

Workforce data for 2018/19 is published on the Council's website: [Human Resources Management Information](#).

### 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 April 2017)

Perth & Kinross Council is committed to equality of opportunity both as a service provider and as an employer. The Council values the diversity of communities in the area and endeavours to provide services in ways which 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.

The Equality Act 2010 legally obliges this Council, with all other Scottish public authorities, 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, we believe we will make better use of all available resources, and ensure mutually positive experience for service users and providers. This, in turn, can lead to increased satisfaction by service users and service providers.

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.

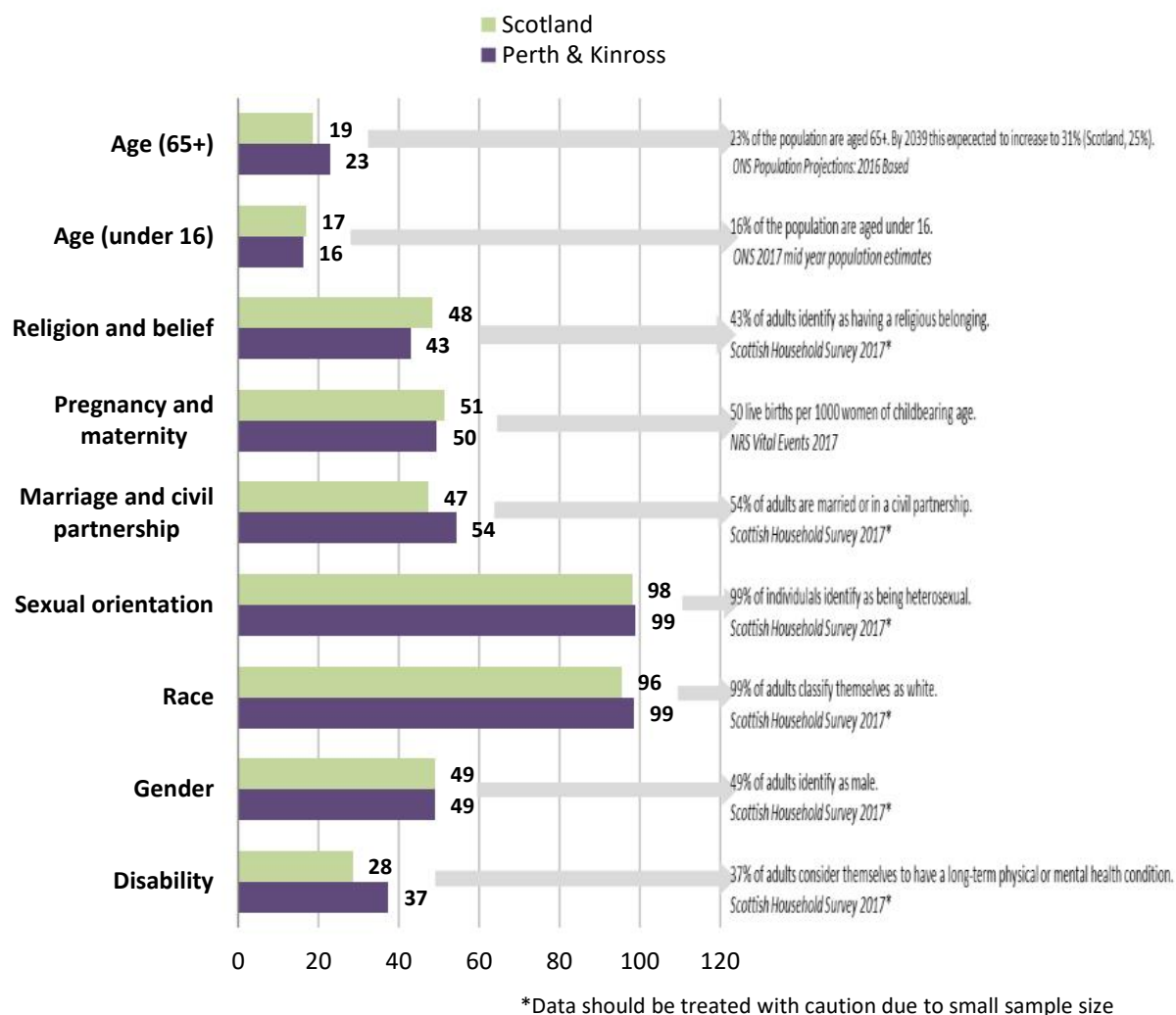
The Council also recognises that, when used legally and appropriately, positive action strategies can help to counteract the adverse impact of past discrimination or other causes of disadvantage. We will therefore implement positive action strategies to make our services more inclusive. The Equality Act 2010 requires this, and the Council must have due regard 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.

### 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 the 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 Equality and Fairness Impact Assessment Process was revised in 2018/19 and a series of learning sessions for managers was held prior to the budget setting process in late 2018 to update them of the changes. 33 senior staff attended over the 4 sessions which were held, with further briefings given to Extended Management Teams; Equalities Strategic Forum members and Arm's Length Partner Organisations.

#### 5. Governance of Our Equalities Work

The content of this report was collated by the Council's **Equalities Operational Group** made up of officers 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 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, who also provides the link to the Community Planning Partnership Fairer Futures Leads.

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. 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 on the [intranet](#)



## 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.**

In October 2018, we introduced our first British Sign Language (BSL) Plan and accompanying dedicated BSL page on the Council website

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 first 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 established a DisABILITY Staff Network to join our existing 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 increased opportunities for the public to respond to the annual budget consultation, developed Youth Voice and supported the first year of the Community Investment Fund.

## 7. Outcomes

Perth & Kinross Council is 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.

A dedicated equalities summary is now also included in the Council's [Annual Performance Report](#)

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## 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.

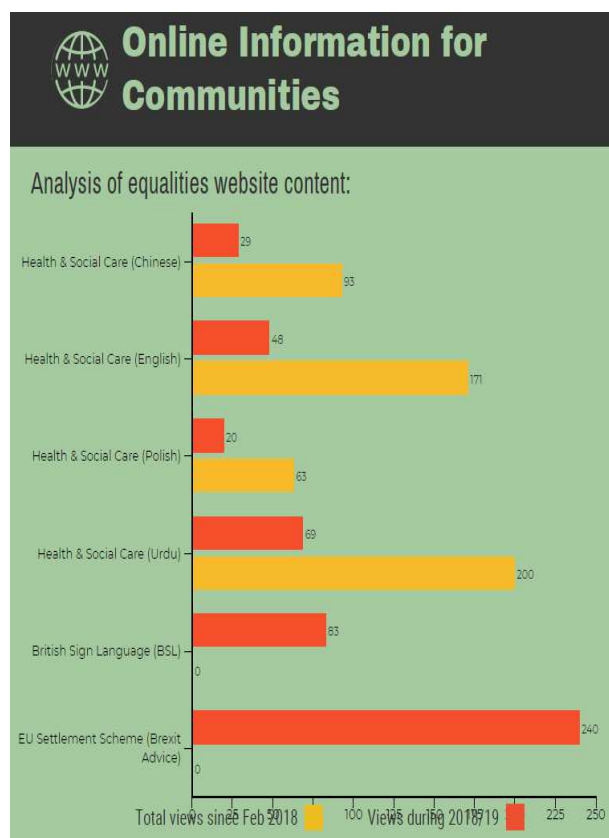
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The critical aspect of this outcome is accessibility. We aim to make the customer experience as positive as possible for our diverse local population from their first point of contact with the Council, whether that is face-to-face or through the use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

### Information for Communities

We continue to provide updated [equalities content on pkc website](#) which has had average monthly views of 64 for 2018/19 (63 in 2017/18). Our Community Plan [Stories of Place](#) microsite also has a specific equalities section and the content of this will be reviewed during 2019/20.

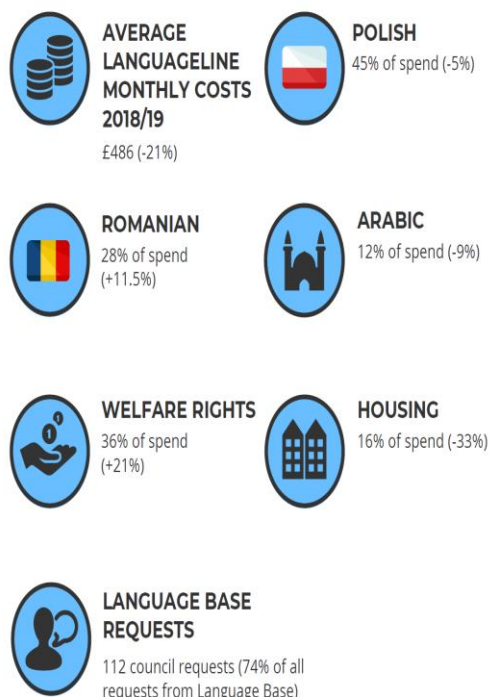
We also have 1<sup>st</sup> Language film clips to improve understanding about accessing our health and social care services. Following the introduction of the British Sign Language (BSL) Plan in October 2018, we now have a dedicated [BSL](#) section on the Council's website containing the Plan itself and information about all Council services translated into BSL. In preparation for the potential impact of Brexit locally, we have also developed a dedicated [page](#) on our website offering signposting information and advice to EU citizens and local businesses, in particular around the EU Settlement Scheme.



### Interpreting and Translating

Some of our customers may require support from interpreters to access the services they need. This is usually via a telephone interpreting and translation service (Language Line) or via face-to-face interpreting support (Language Base – a local social enterprise).

## INTERPRETING AND TRANSLATION



We also continue to implement the Council's Gaelic Language Plan. 2,156 adult literacies and languages sessions have been held during 2018/19, with 6,009 attendances 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 a contract now in place with Scottish Refugee Council for support.

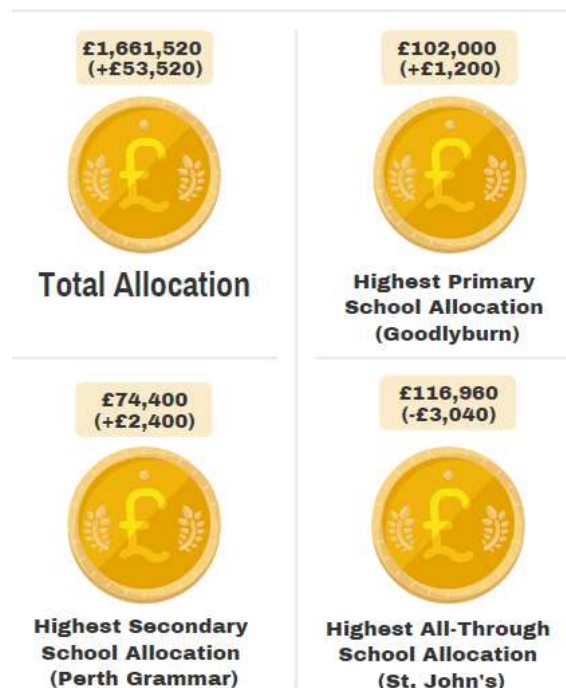
Welfare Rights continue to make a range of their [information](#) publically available.

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, 2018/2019 was the second 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.

## PUPIL EQUITY FUND



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.

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.

In 2018/19, the service has also led the support for the arrival of Unaccompanied Asylum Seeking young people through the National Transfer Scheme.

#### 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. The Service continues 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; the delivery of employability initiatives and investment in a range of activities to sustain and grow our economy. Open spaces allow 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. The service also leads on the provision of Employability Support projects in partnership via

European Social Funding with the age, gender and ethnicity of all clients recorded.

We introduced a revised [Gypsy/Traveller Strategy 2018-21](#) this year and will be reporting annually on its progress.

This outcome cannot be achieved without a range of work with partner organisations and, to this end, the Council budget setting process mainstreamed the previously commissioned three-year funded 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.

The facts behind the headlines	
Perth & Kinross Council Gaelic Language Plan 2018-2023.	 PKC_Gaelic_Languag e_Plan_2018_to_202
Perth & Kinross Council Education and Children’s Services Raising Attainment Strategy 2016-2019.	 RAS.pdf

## Outcome

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

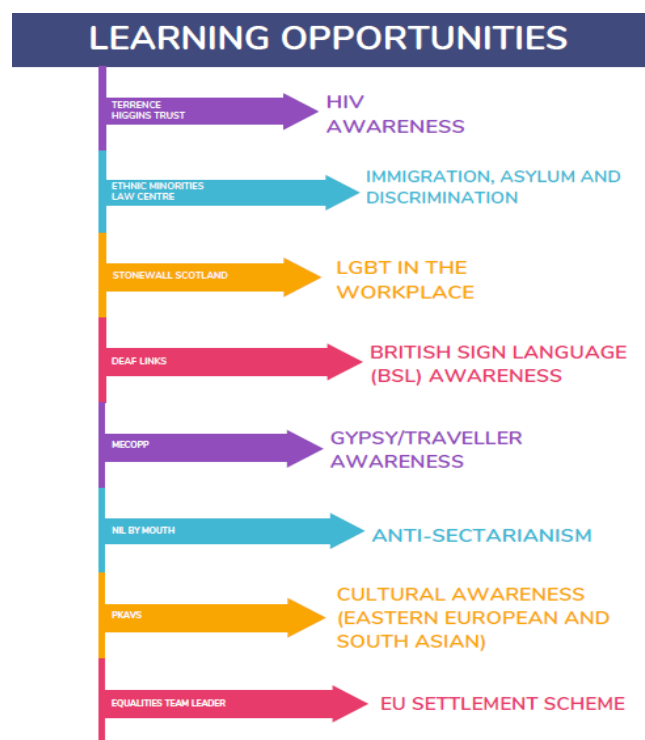
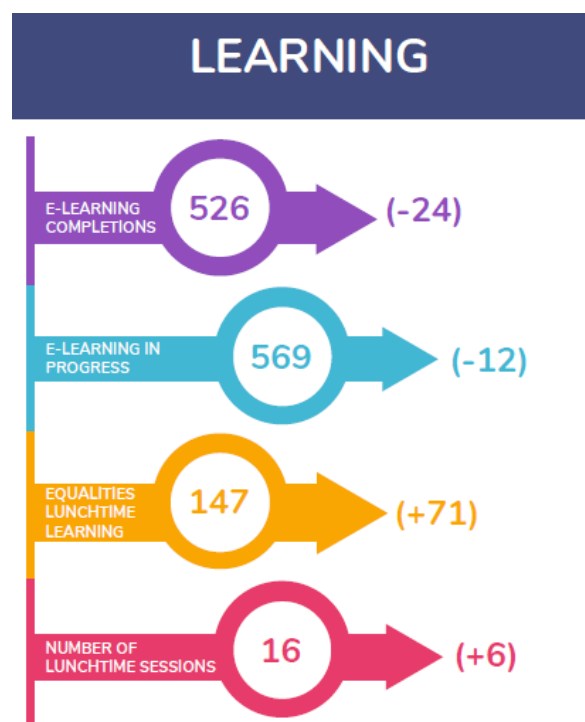
The critical aspect of this outcome is that our employees and workforce should reflect the community we serve. We produce our [Annual Equality and Diversity in Employment Report](#) and make it publicly available

### 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 (12.3 % of the total number in paid employment on their caseload) have become paid Council employees. 30 people (62.5% of the total number of people supported in voluntary/work experience on their caseload) are in a voluntary position within the Council including 14 in projects directly supported by the service such as Working Roots and Green2Go.

### Learning

We ensure that equality issues are a key element of our staff learning and development programme. A total of 673 staff (a slight increase of 7.5% from 2017/18) have completed some form of equalities learning this year.



### Diversity and Wellbeing

We also continue to commit to important partnership workplace initiatives including the See Me in Work programme and the Stonewall Diversity Champions programme; the latter has seen the continuation of LGBTi Staff Network first established in 2017/18. A Disability Staff Network was also established in January 2019.

### 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 arranged for the Ethnic Minorities Law Centre to offer advice surgeries for any staff who may be affected directly by Brexit commencing in April 2018. 6 sessions were held during 2018/19 and 26 individual staff attended appointments.

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.

## The facts behind the headlines

Perth & Kinross  
Council - See Me In  
Work Action Plan



SEE ME IN WORK  
ACTION PLAN july18



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## Outcome

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

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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 elected member equalities lead, who also provides the link to the Community Planning Partnership Fairer Futures Leads. 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 2 visits to the Norie-Miller Winter Lights by members of the BSL community and Perthshire Pride committee members and volunteers; by arranging a fully inclusive accessible Halloween History Tour with BSL interpreting support and being represented at a number of events during Perthshire Pride and LGBT History month, as well as delivering information sessions to International community members participating in the PKAVSActive Citizens Programme.

*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. Following changes to the Services for Young People team in Autumn 2018, the Youth Voice

forum underwent a revamp with changes in supporting staff and methods of engagement. A focus has been made on a smaller selection of groups, representing young people who are often marginalised and under-represented through other means. The Youth Voice Group have been holding monthly meetings building toward their Gathering event in September 2019.

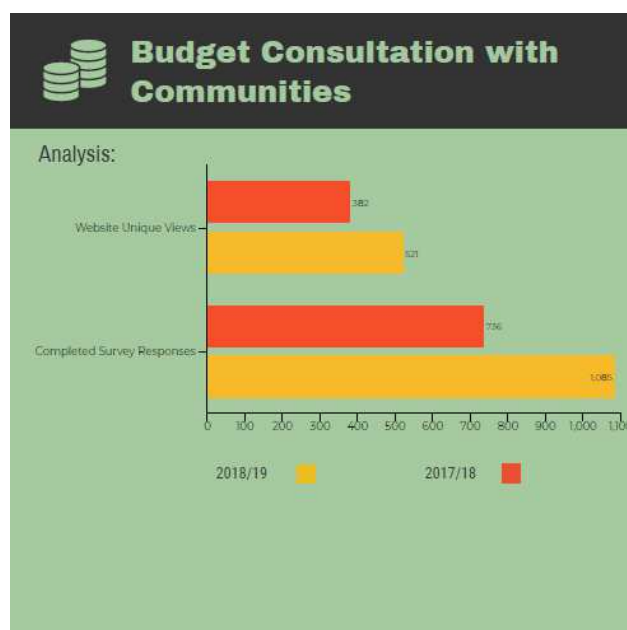
In terms of Corporate Parenting, a new post was created in 2017 to support FYI (Fun Young Individuals) care experienced young people and an annual report is available on their work. This acknowledged that the Council offers a guaranteed employment interview for all care experienced young people. Current 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 plans. These will be finalised following publication of the Strategic Commissioning Plan in late 2019. The plans are being developed in partnership with a range of stakeholders with third sector and independent sector partners being central, alongside Third Sector Interface (TSI) engagement and service user / community engagement. Cross cutting themes including housing (including supported accommodation), addressing inequalities, our ageing population, workforce challenges in our rural areas, access to affordable public transport and challenges in access to services will be considered as core parts of each commissioning plan.

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

In 2018/19, the Council ran the first year of the Community Investment Fund (CIF). CIF gave £50,000 to each electoral ward for local groups to bid into. Local residents and elected members formed “ward panels” to recommend which applications to support and final approval was given by Committee in March 2019. The first CIF was very successful, with over 100 projects supported, drawing down just under £600,000 in funding.



The Equalities Strategic Forum was consulted as part of the Equality and Fairness Impact Assessment of the Council budget. 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. Any such complaints are recorded separately within the Annual Complaints Report.

The facts behind the headlines	
Perth & Kinross Council – Complaints Report – equalities extracts	 2017-18 Stage 1 Complaints - Equalities
Perth & Kinross Council – Care Experienced Young People 2018/19 report	 LCTCBAAnnualReport ingCOMPLETE 2019.d

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## 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*.

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The new *DESIGNing Futures Together* Awards continues to have a category for **Tackling Inequalities and Improving Health** – our Gold Award Winner for 2018/19 work was Woodland Activity Session for Early Stage Dementia

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 an extensive and popular multi-cultural events and community lunch club programme with our communities and partner organisations in the third sector.



The Community Lunch club programme in partnership with PKAVS Minority Communities Hub continues throughout the year. During 2018/19, we also co-ordinated or supported a number of other events to recognise other equality dates in the calendar. A second Holocaust Memorial Exhibition was held in Perth and Kinross (recognising the sacrifice of Gypsy/Roma/Travellers) at AK Bell Library. In addition, a programme of community events was independently evaluated as the [most successful](#) LGBT History month in Scotland in February for the second year in succession.

The first standalone Perthshire Pride Event was held in August 2018.

A major International Year of the The Young Person Event (the Diverse CiTay Festival) was held in Perth in June 2018. An event was also held to mark Disabled Access Day in March 2019.

### 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 and Community Learning Assistant (Urdu) offer support to families. There are over 1,400 EAL pupils in local schools and nurseries, with over 250 being supported by the EAL service.

Within Education & Children's Services, we have an Anti-bullying Strategy which informs our

schools own strategy, which takes account of the equality-protected groups. The strategy is currently being updated in-line with Respect for All and is being reviewed by Respectme. A review of Inclusion Services continues to provide an opportunity to review areas of practice for improvement in session 2019/20.

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

Young people in schools have also continued to benefit from Show Racism the Red Card Educational Workshops. 2018/19 was the 11th year of our partnership agreement (the longest running local authority agreement in Scotland marked by a Civic Ceremony hosted by the Provost in August 2018). In addition our Equalities Team Leader was invited to join the judging panel for the National Show Racism the Red Card Creative Arts Competition.

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. 118 older care home residents /service users (+ 1 from 2017/8) also took part in the popular Annual Care Home Go 4 Gold Activity Event held on 5 June 2018 formed into 40 Teams (+ 1 from 2017/18). There are also active Football and Golf Memories Groups for older adults with Dementia.

Our Licensing Board also 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. The Licensing Board did prepare and agree a new Licensing Policy Statement which came into place in November 2018. There is reference to Equalities in the Statement. A new paragraph was added to the previous Statement. It is:

*Applicants and existing premises licence holders are specifically reminded of their duty to make reasonable adjustments to their premises to allow access for disabled persons.*

In amongst all the characteristics, the Board wanted to emphasise the adjustment duty.

## The facts behind the headlines

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



Antibullying\_Strategy\_1\_.pdf

## 8. Equalities is at the Heart of What We Do



### Tackling Inequalities and Improving Health 2018/19

This category reflects the key role that the Council and our partners have in tackling inequalities and improving health and wellbeing.



**GOLD WINNER – Woodland Activity Sessions - for People with Early-Stage Dementia** - These outdoor sessions are designed for people who want to take part in a programme of woodland activities ranging from walks, creating habitats and bush craft, to environmental art and learning about trees and birds. The sessions have social benefits for both the attendees and their relatives/ carers, bringing people with common interests together and building relationships which continue outwith the activity sessions.

**SILVER WINNER - ‘Care About Walking’ Care Home Resource Pack** - Residents of care homes across Perth and Kinross are on a mission to walk around the world. The ‘Care About Walking’ resource pack has been developed with input from residents of Parkdale Care Home, to help them on their way. The results are already impressive with residents reporting weight loss, withdrawal of some medications, improved confidence and new social connections.

**SILVER WINNER - Splashtots** - Low incomes and a lack of confidence in the water, decreases the likelihood of parents taking their little ones to the pool. Splashtots provides families with a 6-week programme of swimming classes, building confidence for parents and their children by sharing this fun and healthy activity.

**SILVER WINNER - Work Experience Opportunities for School Pupils with Additional Support Needs (Pilot)** - Moving on from education to employment can be challenging and can be particularly difficult for individuals facing additional barriers such as illness or disability. Giving pupils the opportunity for supported work experience, the Green2Go recycling initiative provided pupils with a 6-day placement.

## 10. Community Voices

*The Equalities team has played a massive role in empowering our Community Group - with their support we have celebrated many events like Eid, Diwali, Pakistani Independence Day and are planning future events. We are fortunate to have support from PKC equalities - they listen and try to help achieve positive outcomes for minority ethnic people.*

Member Millan Community Group  
(formerly Pakistani Welfare Society)

*The approach taken by the Equalities team to support our group is very much appreciated by all involved. There are challenges for carers and group members who are both vulnerable dealing with a situation they may not have encountered previously. Whilst the activity is Important, an additional major benefit is the opportunity for social interaction. The Equalities team have taken steps to address issues that carers and group members mention and signpost to support and assistance that is available. The approach adopted by the Equalities team is one others Councils could learn from.*

Volunteer Co-ordinator Perth Golf  
Memories Group

*Seeing a city, I grew up in completely transformed into a welcoming, supportive and inclusive place with the involvement from so many wonderful charities and organisations - amazing job!*

Participant Perthshire Pride



**For any other information, please contact  
David McPhee, Corporate Equalities Team Leader –  
[DFMcPhee@pkc.gov.uk](mailto:DFMcPhee@pkc.gov.uk).**