



Equalities Mainstreaming Report 2021 – 25 Aims & Outcomes

Equality Aim 1: Perth and Kinross is a Safe, Welcoming and Accessible Area	
<i>(LOIP Strategic Priority Link – Mental and Physical Wellbeing)</i>	<p>Equality Outcomes:</p> <ol style="list-style-type: none"> 1. People from equality protected groups will be made welcome and be respected in the area 2. Staff from equality protected groups will be made welcome and be respected in the Council workplace 3. Reduce and remove physical and social barriers for those with disabilities to access public spaces 4. People from equality protected groups have increased confidence to report hate crime and/or bullying incidents 5. Support is provided to those at risk of or who are survivors of genderbased violence 6. Pupils from equality protected groups will have a positive school experience and will feel safe and respected in school and when online
Equality Aim 2: Perth and Kinross visibly celebrates equality and diversity	
<i>(LOIP Strategic Priority Link – Mental and Physical Wellbeing)</i>	<ol style="list-style-type: none"> 7. Multicultural and equality related events (including virtual ones) and key dates in the calendar will be visibly celebrated and promoted
Equality Aim 3:	



Perth & Kinross Council will keep our community informed and engage with them about our services, opportunities and support available to them

(LOIP Strategic Priority Links – Poverty; Mental and physical wellbeing; Employability; Digital participation)

8. People from equality protected groups are provided with accessible information about the services provided by the Council including crisis support in the event of an emergency
9. People from equality protected groups will be supported to digitally participate
10. People from equality protected groups are supported to access employment opportunities
11. People from equality groups will be supported to participate in equality conversations around the Perth and Kinross Offer
12. People from equality protected groups with lived experience of inequalities will be involved in shaping our policies to tackle poverty and social exclusion

**Equality Aim 4:
Perth & Kinross Council will increase people's awareness of equality and diversity**

(LOIP Strategic Priority Link Skills, Learning and Development)

13. A staff learning and development programme for equality and diversity will be delivered and will be extended to partner organisations
14. Our school curriculum will include equality and diversity topics
15. Our employment policies will reflect that we are a fair and inclusive employer
16. People providing externally commissioned, contracted or licensed services on behalf of the Council (including ALEOs) are aware of their responsibilities in relation to equality and diversity