



Perth & Kinross Council Equalities Performance Report 2019/20

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APPENDIX 1

1. Introduction

This report sets out our progress, for the period April 2019 to March 2020, 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 3rd annual report in this format so where possible comparisons have been made to 2018/19 figures. Although the period covered in this report occurred in the main before the Coronavirus Crisis there is an additional section highlighting some of the work undertaken by the Equalities Team during the crisis.

As an employer, the Council continues to drive 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 and our Annual Equality and Diversity in Employment Report is included on Page 13 of this report.

Workforce data for 2019/20 is published on the Council's website: [Human Resources Management Information](#).

We work in partnership with many organisations to ensure the best outcomes for people in Perth and Kinross for example, Perth & Kinross Association of Voluntary Services (PKAVS) Police Scotland, NHS Tayside, Scottish Fire and Rescue. This is called our Community Planning Partnership and we consider how the work we do impacts on different equality groups as below:

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 June 2020)

Perth & Kinross Council is committed to equality of opportunity both as a service provider and as an employer. The Council values the diversity of the communities in its area and works towards providing services which are inclusive and accessible. The Council recognises that social inclusion and promoting equality of opportunity and good relations between different groups can only be achieved by incorporating equalities into the planning, implementation and monitoring processes for all our Council Services. This Council, with all other Scottish public authorities, is legally obliged by the Equality Act 2010 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 this Council believes that we will make better use of all available resources. This in turn can lead to increased satisfaction by service users and service providers.

We recognise that discrimination, victimisation and harassment is 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.

This 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. This is required by the Equality Act 2010 which require the Council to have due regards 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.

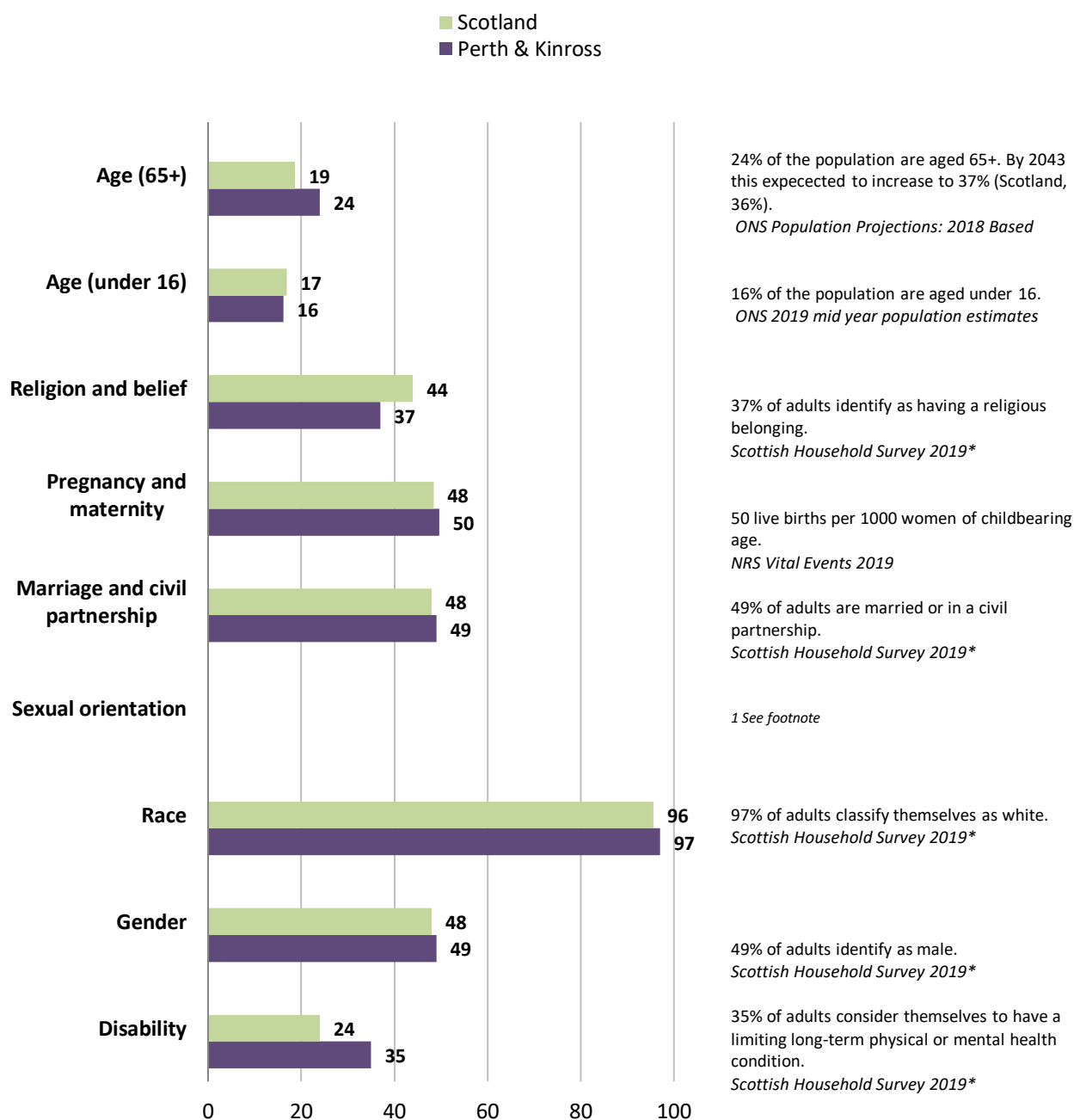
This policy was revised following the introduction of the Equality Act 2010 and the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012. It remains compliant with predecessor legislation as unamended and takes account of the Public Sector Equality Duty, stemming from the Act and the Human Rights Act 1998.

The policy should be considered alongside other relevant Council policies, guidance and codes of practice where appropriate but in particular those relating to our duties as an employer.

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:



¹ no reliable and recent data available for P&K
 *Data should be treated with caution and as estimates due to small sample size

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 a 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 current Equality and Fairness Impact Assessment Process was revised in 2018/19 and will continue to be reviewed in light of the recent coronavirus crisis and planned changes to the Human Rights based approach.

5. Governance of Our Equalities Work

The content of this report was collated by the Council's **Equalities Operational Group** which is for officers and colleagues 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 and remains in place 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.

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. A facilitated discussion with regards to this group's membership and purpose relating to the Perth and Kinross Offer took place in October 2019. 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 to staff on the intranet

Although the main implications of the coronavirus crisis took place after the end of 2019/20 it is worth noting some of the activity that members of the Council's Equalities Team were initially involved in (outlined below from March to June 2020).

Equalities Coronavirus Support in Perth and Kinross

<p>Equality is at the heart of what we do</p> <p>Equalities Team</p> <p>Email: equalities@pkipc.gov.uk</p>	Community Support	Keeping in Touch	Accessible Information	Calendar Dates	Impact Assessments
	<p>7537 food parcels delivered by 16 community food organisations in 13 weeks (up to 22/06) - Equalities Team members re-tasked</p>	<p>21 Golf Memories participants and volunteers receive weekly phone calls whilst group has been unable to meet</p>	<p>Community languages:</p> <ul style="list-style-type: none"> • Staying safe • Social distancing • Visiting supermarkets • Public transport <p>In association with PKAVS Minority Communities Hub</p>	<p>IDAHOBIT:</p> <ul style="list-style-type: none"> • Social media • Perth Bridge Lit Rainbow <p>Eid:</p> <ul style="list-style-type: none"> • Mithai sweet treats for families • Perth Bridge Lit Green • Pakistani TV coverage 	<p>Assessing the overall community response</p>
	<p>185 culturally appropriate food parcels delivered to 86 members of Chinese and Muslim families in association with Perthshire Chinese Community Association & Perthshire Welfare Association</p>	<p>2x monthly check-in emails with 21 equality and community groups</p>	<p>BSL:</p> <ul style="list-style-type: none"> • National clips shared locally • Staying safe <p>In association with Deaf Links and BDA Scotland</p>	<p>Gypsy Roma Traveller History Month:</p> <ul style="list-style-type: none"> • Perth Bridge Lit Yellow • Social media • Virtual information and events by local community members 	<p>Supporting the process for return to schools plan</p>
	<p>35 Health & Wellbeing packs for Gypsy/Travellers in association with MECOPP</p>	<p>Supporting Saints in the Community keeping in touch with participants whilst sessions can't take place e.g. Football Memories and Saints Mental Wellbeing</p>	<p>Physical distancing in town centres:</p> <ul style="list-style-type: none"> • Braille • BSL • Easy Read • Large Print 	<p>World Refugee Day:</p> <ul style="list-style-type: none"> • Treats in food parcels for asylum seekers/refugee families • Social media 	<p>Coordinating consultation with key user groups for physical distancing in town centres</p>

6. Performance Summary ' Highlights' 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.

We have dedicated website pages with information in British Sign Language (BSL) and about Brexit

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 third 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 an established DisABILITY Staff Network and 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 opportunities for the public to respond to the annual budget consultation, issued Solheim Cup tickets to equality community groups and supported the second year of the Community Investment Fund.

7. Outcomes

Perth & Kinross Council are 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. Like all public authorities we have a statutory duty to review these outcomes by April 2021 and this will be reported on after due consultation with communities and other stakeholders.

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.

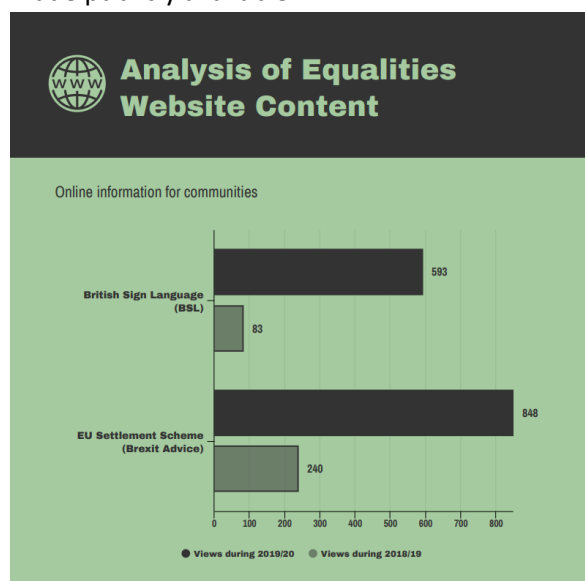
The critical aspect of this outcome is accessibility. We aim to make the customer experience as positive as possible for our diverse local population from their first point of contact with the Council whether that is face-to-face or through the use of technology.

Information for Communities

We continue to provide updated [equalities content on pkc website](#) which has had average monthly views of 52 for 2019/20 (64 in 2018/19).

Following the introduction of the British Sign Language (BSL) Plan in October 2018 we continue to have a dedicated [BSL](#) section on the Council’s website containing the Plan itself and information about all Council services and the Perth and Kinross Offer translated into BSL with other key messages added to this as required. In preparation for the potential impact of Brexit locally, we continue to offer a dedicated [page](#) on our website offering signposting information and advice to EU citizens and local businesses, in particular around the EU Settlement Scheme.

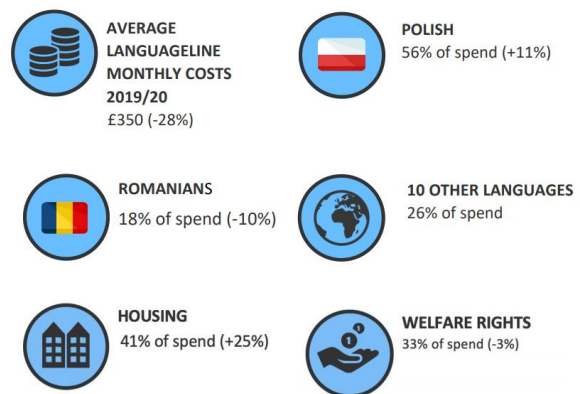
Council committee meetings are also filmed and made publicly available.



Interpreting and Translating

Some of our customers may require support from interpreters to access the services they need.

INTERPRETING AND TRANSLATION



We also continue to implement the Council’s Gaelic Language Plan. The Adult Literacies Partnership, comprising of following organisations – CATH, Perth College, Murray Royal Hospital, PUSH and HMP Perth have delivered 1,295 sessions with 2,859 attendances thereby 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 contract now in place with Scottish Refugee Council for support.

Welfare Rights continue to make a range of their [information](#) publicly 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 2019/20 is the third 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 including a focus on self-regulation and growth mindset.

PUPIL EQUITY FUND

£1,667,400
(+£5,880)



Total Allocation

£73,200
(-£1,200)



Highest Secondary School Allocation (Perth Grammar)

£102,000
(No change)



Highest Primary School Allocation (Inchview)

£103,680
(-£13,280)



Highest All-Through School Allocation (St. John's)

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. Also there is increased evidence of interventions to improve confidence and self-efficacy in pupils through outdoor learning, digital learning and self-regulation.

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.

Since 2018/19, Education and Children’s Services has also led the support for the arrival of Unaccompanied Asylum Seeking young people through the DUBS, Vulnerable Children’s Scheme and National Transfer Schemes. A dedicated social worker was appointed for Unaccompanied Asylum Seeking Children in November 2018 and a Senior Social Care Officer was appointed in May 2019. PKC are now supporting 17 young people from 9 countries. Plans are underway to offer care for a further 3 young people, which would total 20 young people; this equates to 0.7% of PKC’s child population and the figure the Home Office use to suggest each Council’s quota.

The Home Office have given positive feedback about the services offered by the Council and our good practice and expertise in this area has been shared with a number of smaller local

authorities, who are looking to begin supporting unaccompanied asylum seeking children and young people.

The young people are either looked after in supported housing or in Supported Lodgings/Host Families and together with the co-ordinator for the Supported Lodgings Scheme, families have been recruited and assessed for unaccompanied asylum seeking young people. The carers report great satisfaction and rewards in caring for this group of young people. We have held a number of successful recruitment initiatives however we are always looking to increase our pool of carers, so please get in touch if this is of interest to you.

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. We continue 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 ▪ investment in a range of activities to sustain and grow our economy. Open space allows 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.

A revised [Gypsy/Traveller Strategy 2018-21](#) is now in place and a 1st year progress report was submitted to [Housing and Health Committee](#) on 21 August 2019.

A range of work with partner organisations also takes place and, to this end, the Council budget setting process has mainstreamed funding for 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.

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 will make it publically available



Equality and Diversity in Employment 2019-

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 (11.8% of the total number in paid employment on their caseload) have either become or been supported to maintain paid Council employee status because of the actions of the service. 18 people (52.94% of the total number of people) supported in voluntary/work experience on their caseload are in a voluntary position within the Council including , 15 of whom are in a project directly supported by the service which is Green2Go.

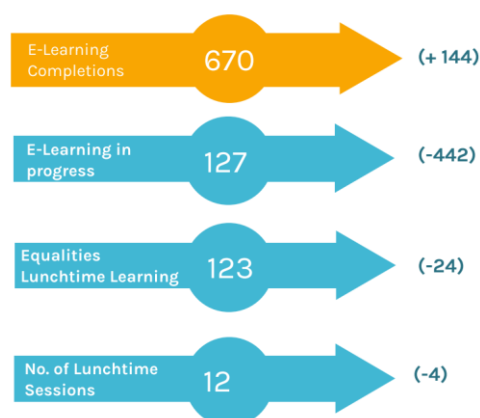
From June 2019 the Corporate Equalities Team provided a paid internship opportunity as part of the Inclusion Scotland 'We Can Work' programme for graduates with a disability.

Learning

We ensure that equality issues are a key element of our staff learning and development programme.

The infograms opposite highlight the amount of learning around equalities issues undertaken by staff as well as the range of learning topics made available.

LEARNING



LEARNING OPPORTUNITIES



Diversity and Wellbeing

We also continue to commit to important partnership workplace initiatives including the See Me in Work programme with a formal partnership agreement signed by the Chief Executive in February 2020 and the Stonewall Diversity Champions programme continued until April 2020. Two staff networks continue – the LGBTi Staff Network (established in 2017/18) and the Disability Staff Network established in 2018/19.

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 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.

Outcome

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

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 local Elected Member Equalities Lead. 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 a 2nd annual visit to the Norie-Miller Winter Lights Display by members of the BSL community; with further trips for with BSL interpreting support arranged at Solheim Cup; Jacobite Clans Exhibition at Perth Museum and Art Gallery; Open Doors Day with Perthshire Heritage Trust and Enchanted Forest at Pitlochry and being represented at a number of events during Perthshire Pride and LGBT History month.



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.

The Youth Voice Gathering 2019 was held in September. This event was an ideal opportunity for organisations to meet with young people and consult directly with them, as well as for groups to showcase their achievements and promote the positive stories young people have to share in their communities.

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, including the fact 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. The impact of Covid 19 has

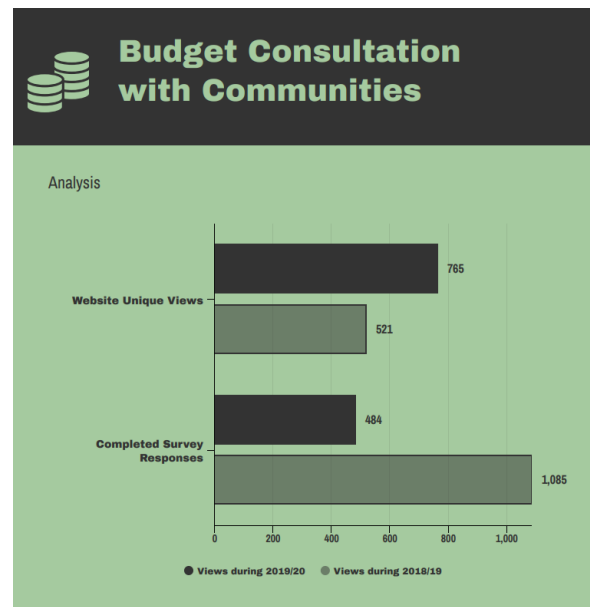
slowed down the development of local care group strategies and associated delivery plans. However, action to address several of the cross cutting themes previously identified have continued. This includes development and new build of supported accommodation for people living with multiple and complex disabilities and also engagement with ARC Scotland to embed the Charter for Involvement in future development across the Health and Social Care Partnership.

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



The Council ran the second year of the Community Investment Fund (CIF). CIF gave £50,000 to each electoral ward for local groups to bid into. Local residents and Councillors formed “ward panels” to recommend which applications to support and final approval was given by Committee in March 2019. In 2019/20 £600,000 of funding was distributed to community organisations, using the same process as 2018/19. The difference in 2019/20 was that the funding was split into two rounds – one in November and one in March. In total over 120 projects received support.

We also actively encourage contributions towards the Council’s budget setting process. We undertook a budget consultation exercise with local residents between 6 January 2020 and 16 February 2020.



There was also meeting of the Equalities Strategic Forum on 24 February 2020 to discuss the potential impact of revenue budget proposals. 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 and to this end, any such complaints are recorded separately within the Annual Complaints Report.

The facts behind the headlines	
Perth & Kinross Council – Complaints Report – equalities extracts	 Equalities Complaints Extracts 201920.docx
Perth & Kinross Council – Care Experienced Young People End of Grant Report 019/20	 LCTCBEndOfGrantReport.docx

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*.

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

In addition, during the Solheim Cup in September 2019, 170 individuals from 13 different community organisations, working with equality protected groups received free tickets in order to be able to attend this event.

The Community Lunch club programme in partnership with Perthshire Chinese Community Association continues throughout the year. Chinese New Year celebrations continue to be a major part of the Winter Events Programme with 11,800 attending the weekend's events in 2020. During 2019/20 we also co-ordinated or supported a number of other events to recognise other equality dates in the calendar.

We worked with the Anne Frank Trust to host a Holocaust Memorial Day service and exhibition in the Civic Hall in January 2020 with an accompanying Holocaust Memorial Exhibition courtesy of the Rajpot Project hosted by PKAVS (recognising the sacrifice of Gypsy/Roma/Travellers). In addition, a programme of community events was held for LGBT History month in February. The Annual Gypsy/Traveller health and wellbeing event was held in October 2019 and was a community-led 'Gathering' with 120 people in attendance

building on successful partnership events with MECOPP, Culture PK and community groups during Gypsy/Roma/Traveller History month in June 2019.

The second stand alone Perthshire Pride Event was held in August 2019 with upwards of 7,000 in attendance and included the first ever Parade which was led by Sir Ian McKellen and the Depute Provost.

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, Community Learning Assistant (Urdu) and Romanian-speaking pupil support assistant) offer support to families. There are over 1,400 EAL pupils in local schools and nurseries, with over 230 being supported by the EAL service.

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

Within ECS we have an Anti-bullying Strategy which informs our schools own strategy, which takes account of the equality-protected groups. A link to our full strategy can be found on Page 20.


Young people in schools have also continued to benefit from Show Racism the Red Card Educational Workshops. 2019/20 was the 12th year of our partnership agreement (the longest

running local authority agreement in Scotland). Between April 2019 and March 2020, Saints in the Community staff have delivered these workshops to 1198 pupils in 50 primary classes across the local area, representing a 66% increase in activity on the previous year.

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. 120 older care home residents /service users (+ 2 from 2018/19) also took part in the popular Annual Care Home Go 4 Gold Activity Event held

on 11 June 2019 formed into 40 Teams (same as 2018/19).

Our Licensing Board 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. With an emphasis on processing and deciding applications this year, the Board has concentrated on implementing its Licensing Policy Statement (2018-2023) which references the adjustment duty. Disabled Access and Facilities Statements (DAFS) must be submitted with new premises licenced applications. The Board voluntarily requests them for major variation premises licence applications as well. DAFS' are published on the Board's webpages.

The facts behind the headlines	
Perth and Kinross Council – Education and Children’s Services Anti-Bullying Strategy.	 Antibullying_Strategy_1_.pdf



**For any other information, please contact
David McPhee, Corporate Equalities Team Leader –
DFMcPhee@pkc.gov.uk.**