

Perth and Kinross Council

SECURING THE FUTURE

**EQUALITY STRATEGY AND
ACTION PLAN**

2007 – 2010

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FOREWORD

Equality, Justice and Fairness is a core value for this Council.

Perth and Kinross Council is committed to making a difference to the lives of the people of Perth and Kinross by improving equality of access to our services, especially those which matter the most to the people that use them, and to achieving a culture of respect for people from different backgrounds, proactively engaging with communities and challenging harassment and discrimination.

While an organisation's approach to equalities may be visible through its equalities policies, strategies and procedures, making equalities a meaningful part of the culture is harder to achieve. Success can be measured in the quality of outcomes for staff and customers and how the organisation performs against equalities-related standards and targets.

This strategy sets out our vision for equalities. It demonstrates in a coherent and structured way the Council's commitment to people: our staff and our citizens.

We are determined to make improving equality of opportunity in Perth & Kinross an integral part of all that we do by placing equality at the heart of the council's commitment to service improvement and quality. By making improvements in the way that we deliver our services to meet people's different needs, by promoting equality of opportunity and tackling discrimination we can genuinely make a difference to the freedom and independence, dignity and participation of all local people, and the things that the people of Perth & Kinross can achieve in their own lives.

Identifying specific areas for improvement through consultation and use of management information is an important aspect of such a comprehensive approach.

As well as bringing the Council's equality policies and activities together, this Strategy is outcome-focused, linking clearly to our Corporate Objectives and ensuring accountability through our Performance Management Framework. In this Equality Strategy we have focused on some of the areas of inequality which impact most on the lives of local people and communities.

By embracing this approach, and focusing on the key equality outcomes and the things that matter to the people of Perth & Kinross, we believe the Council can continue to make a very real difference and help to increase equality of opportunity in Perth & Kinross.

Ian Miller
Leader of the Council

Bernadette Malone
Chief Executive

1. CONTEXT

1.1 Introduction

Perth and Kinross Council's administrative area covers 5,286 square kilometres providing services to a total population of 140,263 (Source General Register Office for Scotland Mid-year population estimates revised 2007).

Perthshire is at the crossroads of Scotland, with 90% of Scotland's inhabitants living within 90 minutes of Perth. In addition to the City of Perth, the main towns include Aberfeldy, Auchterarder, Blairgowrie, Crieff, Kinross and Pitlochry. The area is very diverse and includes many small rural villages.

A recent survey revealed that Perth is the most profitable place to do business in Scotland. Labour Market Statistics for June 2006 indicate that the unemployment rate is 1.8% which is below the national average. There are pockets of high unemployment primarily in North Perth and in the Blairgowrie/Rattray area. The economy is dependent on agriculture, food and drink, tourism and leisure and the service sector. Perth and Kinross has lower than average earnings in comparison to the Scottish and Tayside averages.

1.2 Perth and Kinross Area Population

In planning and delivering Council Services it is necessary to know the profiles of the community in order that the needs of all groups can be met it is equally important to consult and involve members of all community groups to ensure that different requirements are incorporated into Service planning.

Population Census data for 2001 for the Perth and Kinross area indicates that there is a slightly higher number of women than men. 51.71% of the local population are women. This is similar to the Scottish Profile of 51.8% women.

0.97% of the population of Perth & Kinross is from an ethnic minority background. Chinese is the single largest group representing 24% of people from an ethnic minority background in this area.

Perth and Kinross area has experienced a significant growth in new arrivals from other parts of Europe and as well as providing a new labour source for businesses in this area and contributing to the local economy, the Council needs to take account of service requirements for new arrivals in the planning and delivery of services.

In the period between May 2004 and March 2007, the total number of approved workers applications in Perth & Kinross was 4,470 (10% of the Scottish total) which is the third highest after Glasgow and Edinburgh. Perth and Kinross experienced a higher proportion of new arrivals in 2006 than its neighbouring authorities.

The General Register Office for Scotland – population projections indicate that young people aged to 17 years represent 20% of the projected population in 2007 and this is set to fluctuate slightly during the years to 2024 with a projection of 18% young people by the year 2024. This is in the context of an increasing overall population projection of 145,624 which is a 5.96% increase overall from 2004. People 65 years and older are projected to represent 19% of the population in 2007 and this is expected to rise to 27% in 2024.

Other factors which the Council needs to take account of when planning and delivering services for older people are projected life expectancy trends. Scottish Neighbourhood Statistics indicate that life expectancy at birth for new born infants in Perth & Kinross is 80 years for females and 76 years for males which is above the level of neighbouring Councils and in Scotland, and similar to the UK life expectancy rate.

An increasing population, which is also predicted to live longer, is likely to have additional service requirements. Scottish Government data in 2003 identifies that older adults are predicted to have a disability than those in younger age groups –

- 45% of adult aged 75 and over reported having a disability and/or a long-term illness compared to 4% of those aged 16 to 24 years of age.

In planning and developing public access to buildings, transport, and other relevant infrastructure Services including planning, roads, signage etc, the Council needs to take account of the types of disability which occur in the population.

National Health and Disability Rights Commission data indicates:

- 20 – 25% of the population has a disability
- 1.7% of the population have a visual impairment
- 18% have some degree of hearing loss
- over 2% are wheelchair users
- 4% have learning disabilities.

In addition, other groups include people with health problems which are expected to last more than one year and other types of long-term disability substantially affecting their day-to-day activities and this is in line with the definition of disability in the Disability Discrimination Act.

In developing its social inclusion strategies the Council needs to take account of the impact on health which can arise for different groups through their levels of access to appropriate housing, education, health and community care services. Disadvantaged populations have considerably higher levels of coronary heart disease. The standardised mortality ratio in the most disadvantaged tenth of the population is about five times higher than that in the least disadvantaged tenth according to the ISD Scotland indicators.

1.3 Perth & Kinross Council Services

Council Services data indicates current levels of use of Services for different groups and this taken with projected trends in the population and stakeholder involvement provides useful information to enable Services to plan to meet the levels of demand for all groups in the community.

Schools data indicates that there are currently 10,209 pupils in primary schools in Perth & Kinross, 51% are male and 49% are female and 1.8% are from an ethnic minority background. Clearly current profiles in primary schools together with projected trends in the population enables Education and Children's Services to ensure that there will be Secondary School provision for those children. Secondary Schools currently have a total of 7,941 pupils of which 51% are male and 49% are female and 1.7% are from an ethnic minority background. There are 10 pupils in primary special school and 42 pupils in secondary special school.

Housing Services data indicates the number of people completing Homeless applications in 2005-6 was 1488 and 8 of those (0.53%) were from people who identified themselves as from an Ethnic Minority background. The local profile for people from an ethnic minority background is 0.1% of the local population. This indicates that a lower proportion of people from an ethnic minority background are registering as homeless.

Community engagement with minority ethnic groups in this area has indicated that currently these groups are either home owners or access property mainly through the private rented sector. The seasonal count for Gypsy/Travellers living in sites in Scotland at July 2007 indicates that there are 59 people living in the Perth and Kinross area. Ongoing involvement with all local communities will help Housing Services plan to meet any changing needs of all community groups.

1.4 Perth & Kinross Employment

Gathering employment data enables the Council to plan and manage its workforce. This also enables the Council to identify the profile of applicants and the success rate for different groups to ensure that where different success rates occur for some groups, further monitoring is undertaken to identify why. The Council is then able to identify and remove any barriers to ensure that Council recruitment and selection procedures do help the Council to promote equality of opportunity and improve the profiles of under-represented groups at all levels and in all areas of the workplace.

In addition, data gathering and involving Stakeholders including the Trade Unions and employees in developing Human Resources policies and procedures, helps the Council identify where and how best positive action measures can be implemented to support a proactive approach to promote equality of opportunity for all groups, to ensure they have access employment, promotion opportunities, training and development opportunities.

Data as at 30 June, 2007 indicates there were 5,528 employees in the Council.

Data indicates that women are over-represented and men underrepresented when compared to population profiles in this area and Scotland

- 70% of the workforce are women
- (51.71% of population are women)

An imbalance of levels of representation of this kind are likely to be related to the types of jobs in the Council, the majority of which are in the areas of teaching, community care, admin and clerical/typing which have traditionally been carried out by women. However, monitoring applications and outcomes from selection procedures enables the Council not only to encourage additional applicants from under-represented groups, but also to identify any differences in selection outcomes and take appropriate action to improve selection procedures where indicated.

However, the workplace data also indicates that the trend of a predominantly female workforce is not reflected at all levels and in all types of jobs in the organisation.

- Only 27% of top 2% and 36% of top 5% of earners are women

Of the 2,277 employees who work part-time for the Council 91% are women and further monitoring needs to be carried out in relation to applications for part-time working from men to ensure that work/life balance is available for men and women.

The ethnic minority profile of the workforce is 0.58% which is lower than the 0.97% local profile for people from an ethnic minority background. Data also indicates that the applicant pool is 3% and the success rate is 1%. Further monitoring of reasons for rejection is being carried out to identify ways to improve success rates for under-represented groups.

Audit Scotland data for 2005-6 indicates that 84% of Primary School deputy and head teachers are women; 100% head and deputy head teachers in Special Schools are women; 32% of Secondary School deputy and head teachers are women and 57% of Secondary School employees are women. Further monitoring of applicant pools and selection outcomes will indicate any changes to these profiles and patterns of application in order that positive action can be taken to try to achieve a better balance of the profiles of men and women in all areas of teaching.

2. THE LEGAL FRAMEWORK

2.1 Statutory Duties

Current Equalities legislation covers the following categories:

- Gender
- Race
- Disability
- Age
- Religion/ Belief
- Sexual Orientation
- Human Rights

In relation to all of the above categories it is unlawful to discriminate.

The Council also has a positive duty to eliminate discrimination and promote equality of opportunity and good community relations as listed below. These duties relate to the Council as an employer and a provider and commissioner of services.

The Council is required by law, in carrying out its functions, to have due regard to the need to:

- eliminate unlawful racial discrimination
- promote equality of opportunity
- promote good relations between persons of different racial groups
- promote equality of opportunity between disabled people and other people
- eliminate discrimination that is unlawful under the Disability Discrimination Act
- eliminate harassment of disabled people that is related to their disability
- promote positive attitudes towards disabled people
- encourage participation by disabled people in public life
- take steps to meet disabled people's needs, even if this requires more favourable treatment
- eliminate discrimination and harassment that is unlawful under the Sex Discrimination Act and discrimination that is unlawful under the Equal Pay Act
- promote equality of opportunity between men and women

All public authorities must act in accordance with the European Convention on Human Rights in all aspects of working life. Any new policy or legislation (and where possible old legislation), must be compatible with the convention.

GENDER

Anti-discrimination legislation

- Equal Pay Acts 1970/84
- Sex Discrimination Act 1975
- Sex Discrimination(Gender Re-assignment) Regulations 1999

Unlawful to discriminate on the grounds of sex in

- Employment
- Education
- Housing
- Goods, services etc

Promotion of equality

- Equality Act 2006

Introduces gender equality duty - duty to give due regard to gender equality when carrying out all functions by:

- eliminating unlawful discrimination and harassment, and
- promoting equality of opportunity between men and women

RACE

Anti-discrimination legislation

- Race Relations Act 1976

Unlawful to discriminate on grounds of race, colour, national or ethnic origin in

- Housing,
- Employment,
- Education and
- Goods and services etc

Promotion of equality

- Race Relations (Amendment) Act 2000

Introduced race equality duty. Duty to:

- Eliminate unlawful racial discrimination;
- Promote equality of opportunity
- Promote good relations between persons of different racial groups.

DISABILITY

Anti-discrimination legislation

- | | |
|--|--|
| <ul style="list-style-type: none">Disability Discrimination Act 1995 | Unlawful to discriminate on grounds of disability in <ul style="list-style-type: none">Employment,EducationGoods, services, premises etc |
|--|--|

Promotion of equality

- | | |
|--|---|
| <ul style="list-style-type: none">Disability Discrimination Act 2005 | Duty on all public organisations to give due regard to disability equality by: <ul style="list-style-type: none">Eliminating unlawful discrimination.Eliminating unlawful harassmentPromoting equality of opportunity.Taking steps to take account of disabled persons' disabilities, even where that involves treating disabled persons more favourably.Promoting positive attitudes towards disabled persons.Encouraging participation by disabled persons in public life. |
|--|---|

AGE

Anti-discrimination legislation

- | | |
|--|--|
| <ul style="list-style-type: none">Employment Equality (Age) Regulations 2006 | Unlawful to discriminate on grounds of age (including all ages) in <ul style="list-style-type: none">employment,training andadult education. |
|--|--|

RELIGION/BELIEF	
Anti-discrimination legislation	
<ul style="list-style-type: none"> • The Employment Equality (Religion or Belief) Regulations 2003 • Equality Act 2006 	<p>Unlawful to discriminate on grounds of religion or belief in</p> <ul style="list-style-type: none"> • employment and • vocational training. <p>Unlawful to discriminate on grounds of religion or belief in the exercise of the functions of public authorities (some education related exceptions).</p>
SEXUAL ORIENTATION	
Anti-discrimination legislation	
<ul style="list-style-type: none"> • Employment Equality (Sexual Orientation) Regulations 2003 • Equality Act (Sexual Orientation) Regulations 2007 	<p>Unlawful to discriminate on grounds of sexual orientation in employment.</p> <p>Unlawful to discriminate on the grounds of sexual orientation (perceived or actual)</p> <ul style="list-style-type: none"> • in the provision of goods, facilities, services, education • use and disposal of premises • in the exercise of public duties
HUMAN RIGHTS	
<ul style="list-style-type: none"> • The Human Rights Act 1998 • Article 14 	<ul style="list-style-type: none"> • Prohibition of Discrimination – right not to be subject to discrimination

The Council also has a number of specific statutory duties including a responsibility to produce equalities schemes for race, disability and gender.

These are detailed below.

2.2 Specific Statutory Duties to Develop Equality Schemes

The Council has further, specific statutory duties to develop and publish equality schemes. In summary the schemes cover gender, race and disability.

Gender

The Council is required to prepare and publish a scheme, on or before 29th June 2007 showing how it intends to fulfil its statutory duties to promote gender equality. In so doing the Council is required to consult staff and trades unions; assess information gathered in respect of an impact assessment of policies; set out the Council objectives and provide details of the specific action the Council intends to take in respect of gathering information.

The Council is required to provide details of how the scheme will be implemented, undertake a review within three years and produce an annual report summarising progress towards achieving its objectives.

In addition, the Council is required to prepare and publish an equal pay statement, on or before 28th September 2007 and to review this no later than three years and at subsequent three year intervals.

Specific responsibilities exist in relation to education. These require each school to gather information on the effect of its policies and practices in relation to the extent to which it promotes equality between male and female pupils and to provide the Council with an annual report.

Race

In respect of race, the duties include the requirement to publish a race equality scheme by November 2002 and review and republish a new three year scheme in 2005. The Race scheme should set out the arrangements for assessing policies and monitoring their impact; publishing the results of assessments, consultation and monitoring, ensuring there is equal access to services and that staff are appropriately trained.

Disability

The Disability Equality Duty require the Council to publish by 4th December 2006 a Disability Equality Scheme which demonstrates how the Council will fulfil its statutory duties and involve disabled people in the development of the scheme.

Council Schemes

Copies of the Council Race, Disability and Gender Schemes are published on the Council website.

3. COUNCIL

3.1 Our Vision and Priorities

The Council's vision is of a confident and ambitious Perth and Kinross with a strong identity and clear outcomes that everyone works together to achieve. Our area will be vibrant and successful; a safe, secure and healthy environment; and a place where people and communities are nurtured and supported. A dynamic, innovative local Council, committed to delivering or facilitating excellent services, is the only way to achieve this vision for Perth and Kinross.

The vision can be broken down into three corporate aims:

- Building a vibrant and successful area.
- Providing a safe, secure and healthy environment.
- Ensuring individuals and communities are nurtured and supported.

The commitment of the Council to achieving this vision is underpinned by a strong public service ethos and set of shared values:

- Integrity, trust and respect
- Openness and transparency
- Social justice and equality

The Council demonstrates these values through strong community leadership, customer focus, a commitment to excellence, innovation, sustainability and through the development of inclusive partnerships.

The Council's priorities for 2007-2010 are:

- A Safe, Secure and Welcoming Environment
- Healthy, Caring Communities
- A Prosperous, Sustainable and Inclusive Economy
- Educated, Responsible and Informed Citizens
- Confident, Active and Inclusive Communities

Each of these priorities is underpinned by the Council's commitment to equality, recognising the diversity of communities across Perth and Kinross. For example, in progressing the Council's commitments in respect of healthy, caring communities, many of these services are provided to people who are elderly or vulnerable, therefore the particular needs of service users are taken into account when services are designed, but also in respect of access to services and the quality of these. The Council also works in partnership with NHS Tayside and the voluntary sector to ensure that the management and delivery of services are streamlined and person centred.

3.2 Organisation and Management of Equalities

The corporate lead for equalities lies with the Chief Executive's Service. Each Executive Director has specific responsibility for equalities within their service area of responsibility.

Roles and Responsibilities

Equality is a core value for the organisation and therefore everyone working for or with Perth & Kinross Council has responsibilities in relation to promoting equality of opportunity and good relations between different groups.

Successful implementation of the Equalities Strategy will depend on a partnership between the Council and the community and should involve:

- | | |
|---|---|
| Elected Members | <ul style="list-style-type: none">- to comply with the Equalities Strategy- to provide leadership direction and support- to engage with the local community- to provide a scrutiny role |
| Executive Directors | <ul style="list-style-type: none">- to comply with the Equalities Strategy- to provide leadership and support to enable Services to comply with the Equalities Policy- to oversee and monitor compliance with the Equalities Strategy |
| Employees and staff representatives | <ul style="list-style-type: none">- to comply with the Equalities Strategy- to challenge existing cultures and traditions- to engage with the Community |
| Partners/Contractors Providers of Goods and Services to and for the Council | <ul style="list-style-type: none">- to comply with the Equalities Strategy |

Elected Members

As part of their Scrutiny role for equalities, Elected Members have responsibility for ensuring that reports before Committee identify any relevant equalities implications and clearly indicate how the equalities implications will be addressed. Training will be provided for Elected Members to enable them to provide leadership and support to encourage compliance with the Equalities Strategy and enable them to develop their engagement with all groups in the local community. The Equalities Member Officer Group will provide direction to the Council on the further implementation of equalities.

Executive Officer Team

The Executive Officer Team (EOT) has the lead responsibility for ensuring the equalities policy, legislation and related duties are complied with both in service delivery and employment matters. Executive Directors have responsibility to ensure that the Equalities Policy and related strategies are effectively implemented throughout their Service.

Service Management Team

Service Management Teams should ensure that equality matters are integrated into policy development, decision-making, service planning and delivery and employment matters.

Service Managers

Managers will be responsible for ensuring that service and employment functions, policies, practices or procedures comply with the commitment in the equalities policy and ensure changes are implemented.

Employees

All employees have responsibilities as well as rights in relation to implementing the Corporate Equalities Policy. Training will continue to be provided for employees, together with guidance and information to enable everyone to positively promote equality of opportunity and good relations between different groups.

Employees are encouraged to identify any functions, policies, practices or procedures that do not comply with this Corporate Equalities Policy and the relevant legislation.

Partners, Contractors and Suppliers

We will work with partners to ensure good equalities practice is shared and that they adopt the principles of equality to enable them to comply with the Equalities Policy.

Partners, Contractors and Suppliers of goods and services will be encouraged to comply with the specific requirements of the Commission for Racial Equality Code of practice on Race and Procurement in Local Government. This in turn will enable this Council to meet its statutory responsibilities and duties.

Public, Private and Voluntary sector partners, contractors and suppliers will be asked to provide evidence on how they are meeting the general and specific duties to enable us to comply with our duty to eliminate unlawful discrimination, promote race equality and good relations between different racial groups.

Organisations in receipt of Council Grants

All organisations receiving grants will be asked to provide evidence of how they are complying with the Perth & Kinross Council Corporate Equalities Policy in relation to their service delivery and employment matters.

Member/Officer Equalities Group

The Member/Officer Equalities Group will provide leadership and support and a scrutiny role for equalities.

Chief Officer Group

A Chief Officer Group, led by the Chief Executive, has been established to co-ordinate action on equalities, develop good practice, and enable Services and the Council to comply with its obligations in respect of equalities.

Equalities Planning Officer

The Equalities Planning Officer develops and supports corporate policy in relation to Equalities as well as providing specialist equalities advice and guidance and planning for equalities awareness raising initiatives and training solutions.

4. OUR STRATEGY: MAINSTREAMING EQUALITIES

4.1 Aim

Perth and Kinross Council is committed to promoting equalities in all aspects of its work. The Council is committed to equality of opportunity and to create a foundation for the management of equality of opportunity at corporate and service level.

The Council continues to take a proactive approach to Equalities by ensuring it is one of its underpinning values. The aim is to ensure that Equalities is promoted through all its functions and policies. The foundation for this is full statutory compliance across all six equalities categories as well as being an excellent employer embracing equalities in all its human resource policy and practice.

The Equalities Strategy will enable the Council to further develop practice to fulfil our ambition to promote equality of opportunity and ensure equity of treatment across all functions and services. It is also an important contribution to enabling the Council to develop a culture whereby the impact of all our functions, policies and practices on equalities is considered, and changes required to achieve equitable outcomes in community engagement, employment and service delivery are implemented. Specifically there are five main areas which need to be progressed across the Council.

- 1 Compile and maintain comprehensive workforce profile data and applicants for jobs within the Council. As an employer, the Council requires information which enables it to monitor the workforce to ensure fair treatment in terms of career development and employment opportunities and to ensure that those specific opportunities are provided to enable employees to overcome any indirect disadvantage. One example of this may be specific courses targeted at women. The Council is also required to actively encourage applications from individuals who may belong to groups which are under-represented in society.
- 2 Compile and maintain service user profile data as appropriate to ensure quality of access to, and provision of, services.
- 3 Impact assess policies, strategies and procedures to evaluate possible disadvantage to any particular group under-represented within the community. For example the Council has a policy (which is currently being reviewed) of awarding small single bedroom cottages to adults over 50. This is perceived as discriminatory in terms of age and although the policy pre-dates the current legislation, it nevertheless could disadvantage certain groups within the community.
- 4 Provision of council documents translated into languages other than English.
- 5 Consult with specific groups to enable them to influence Council practice in respect of equalities.

In order to progress the Council's commitment to excellence in this area, a strategic Best Value Review of Equalities was recently undertaken. This review identified areas of good practice and further action required to enable the Council to fully realise its commitment to the promotion of equalities. These are addressed in the Action Plan.

4.2 Key Objectives and Indicators

The Council's main objectives in terms of equalities and diversity are:

- 1. Leadership - To demonstrate effective leadership of equalities in the management of the Council and delivery of services including through partnership working.**
- 2. Vision and Outcomes - To ensure clarity regarding the values and commitment to equalities both in respect of service delivery and employment.**
- 3. Community Engagement - To ensure that all people including those from communities of interest in this area are actively involved to influence decision and policy making on issues that directly affect them and to promote good community relations between all groups.**
- 4. Employment - To promote the Council as an excellent employer for all groups including those groups which are currently under-represented in the workforce. To ensure equality of access to jobs and career development opportunities for all.**
- 5. Improving Services – To ensure service planning, design and improvements are based on accurate service user profiles, stakeholder involvement and feedback and are inclusive and help to promote equality of opportunity.**
- 6. Compliance – To ensure at all times that the Council is complying with its statutory duties and achieving the standard of compliance expected by the Equalities and Human Rights Commission.**

4.3 Evidence of Progress

The key indicators which will be used to measure achievement against the Council's objectives and commitments are as follows:

- Equalities strategy, policy, schemes and plans in place and regularly monitored/reviewed.
- Evidence of leadership and commitment from elected members and senior management level.
- Evidence of the link from corporate values and priorities through to Service BMIPs, team and individual plans.
- Each Service has clear equality action plans with improvement actions integrated into BMIPs.

- Evidence of completed impact assessments and how they inform future service planning and council decision making.
- Equalities Champions in each service with high levels of awareness of equality issues by staff, service users and other stakeholders
- Equal opportunity monitoring for recruitment, training, promotion and employment – on a Service and Corporate level – integrated with workforce planning
- Complaints monitored and satisfaction levels measured to provide indicators on how the public consider they are being dealt with.
- Information readily available on the accessibility of council information and services
- Measures to build the capacity of the organisation to meet the duty, for example staff training and development.

4.4 Current Practice & Future Developments

LEADERSHIP

Current Progress	Improvements
<ul style="list-style-type: none"> • The Council has transferred responsibility for equalities to the Chief Executive's Service. • A Member/Officer Working Group has been established on equalities to report directly to the Strategic Policy and Resources Committee of the Council. • A Chief Officers Equalities Group has been established, led by the Chief Executive, which reports directly to the Corporate Management Group and the Executive Officer Team, to drive the implementation of the improvement plan. • Equality issues are being addressed through the Scrutiny Committee which has a specific remit on equalities. • All Council and Committee reports are required to have an equalities impact 	<ul style="list-style-type: none"> • Regular reporting to Standards & Scrutiny Committee • Establish Lead Officer in every Service • 6 monthly reports to Strategic Policy & Resources Committee

LEADERSHIP

Current Progress	Improvements
<p>assessment.</p> <ul style="list-style-type: none"> • Through the budget process, the Council is undertaking an equality impact assessment of service expenditure pressures and savings options. • The Council leads the multi-agency public protection panel. • The Council leads the Perth & Kinross Multi-Agency Racist Incident Group which provides a Council and partnership approach and response to reports of racist incidents. 	

VISION AND OUTCOMES

Current Progress	Improvements
<ul style="list-style-type: none"> • Equalities are cited as one of the underpinning values in both the Community Plan and the Corporate Plan. 	<ul style="list-style-type: none"> • Ensure regular monitoring and review of strategy and policy • Ensure systematic impact assessment is undertaken against all six equality strands when creating new and reviewing existing strategy and policy documents

COMMUNITY ENGAGEMENT

Current Progress	Improvements
<ul style="list-style-type: none"> • The Council has established a variety of consultation and other arrangements to involve community groups in Perth and Kinross and nationally where no suitable local groups exist. • The Council has funded capacity building support for local minority ethnic community associations. • The Council has organised events and meetings to involve stakeholders in the 	<ul style="list-style-type: none"> • Continue to develop community capacity across all equalities strands • Ensure where there is no established community or representative group that consultation methods are robust • Improve assessment of need based on existing available datasets, sharing information across Services

COMMUNITY ENGAGEMENT

Current Progress	Improvements
<p>development of the Race, Disability and Gender Schemes.</p> <ul style="list-style-type: none"> • There is a multi-agency gypsy traveller liaison group led by the Council and providing a Council and partnership response to issues affecting gypsy/travellers living and travelling through the Perth and Kinross area. • The Council leads a multi-agency group to develop mechanisms to make contact with and provide services to newly arrived workers and their families from EU. • The Council, in conjunction with St Johnstone Football Club and other partners, has undertaken a Show Racism the Red Card fortnight of Action and the Mental Health and Wellbeing Week promoting various anti-discrimination initiatives. 	

EMPLOYMENT

Current Progress	Improvements
<ul style="list-style-type: none"> • Awareness training of staff throughout the Council has become a permanent and ongoing feature of staff development. • Training for managers and elected members in their roles of managing equality and diversity is continuing to be developed and rolled out. • Employment monitoring data is being analysed, reported on and published and the capacity of systems for gathering data continue to be developed. • Greater awareness and ownership of the equalities agenda amongst staff 	<ul style="list-style-type: none"> • The Council will ensure that equalities data for all new and existing employees is accurately captured. • The Council will monitor and undertake regular audits to identify any possible barriers to promotion. • Human Resources will implement effective employment procedures to ensure the Council is fully compliant with all its statutory obligations for employment. • The Council will engage proactively with staff representative groups and Trade

EMPLOYMENT

Current Progress	Improvements
<p>and elected members will continue to be developed through equality awareness raising initiatives and events.</p> <ul style="list-style-type: none"> • Ongoing workforce monitoring reports will be provided for the Executive Officer Team and the Strategic Policy and Resources Committee. • Implementation of Single Status and has addressed historical equal pay issues. • All Chief Officers have equalities targets as part of the appraisal process within their job descriptions. • The Council has a work life balance and family friendly policies. • The Council undertake an annual equal pay audit. • Undertaken review of the Council's policy on bullying and harassment now entitled "Dignity at Work". 	<p>Unions on equalities issues, including in terms of the approach to data collection under all equalities strands</p> <ul style="list-style-type: none"> • Dedicated resource will be established within Human Resources to deal with equalities information management • Managers competencies will reflect the critical importance of Equalities management for all managers

IMPROVING SERVICES

Current Progress	Improvements
<ul style="list-style-type: none"> • Disability Discrimination Act ongoing programme of access improvements. • Monitoring housing applications including homeless applications and housing allocations etc. • The Council provides an annual report which analyses the performance of candidates presented by Perth and Kinross schools in the diets of SQA examinations. • The Council undertakes benchmarking 	<ul style="list-style-type: none"> • The Council will ensure Customer Service information is shared across Services to support equality of access analysis • The Council will ensure that all Services have completed and reviewed their race, disability and gender action plans • The Council will review its translation guidance, services and usage on a regular basis

IMPROVING SERVICES

Current Progress

with private and public organisations through its membership of Employers Forum on Disability, Stonewall Disability Champions programme and Scottish Councils' Equalities Network.

- The Council has promoted equality through the provision of training for all equality categories including on-line training for race, disability and age etc. Training events covering Islam and Muslim awareness, Language Line training, Ability Net adapting technology LGBT training, Polish cultural awareness and Gypsy/Traveller Cultural Awareness training.
- The Council intranet site contains an equality and diversity section including guidance, code of practice, research reports, information, useful links on the six equality categories
- Race, Disability and Gender Toolkits have been provided for Services Equality Contacts to support their work coordinating the Services Level work relating to impact assessing and service planning.

Improvements

COMPLIANCE

Current Progress	Improvements
<ul style="list-style-type: none">• Race, Disability and Gender Schemes are in place and are being used to reinforce knowledge and awareness of the legislative duties, the framework for equalities set out in the equalities policy and to give guidance on key processes such as impact assessment.• There have been few formal complaints made alleging unlawful discrimination and none where unlawful discrimination has been successfully litigated against the Council.• The Council is having regard to the needs of particular groups and is taking action to promote equal opportunities• Robust Impact Assessments have been undertaken in key areas such as Gypsy/Travellers and the Single Status Agreement	<ul style="list-style-type: none">• The Council will review its existing equalities schemes to ensure all sections meet current statutory requirements• The Council will ensure Impact Assessment training requires a 'real life' example to be completed• All Impact Assessments will be formally recorded within each Service

5. MONITORING AND REVIEW

5.1 Performance Management & Scrutiny

The Council's performance management and scrutiny of Equalities will include:-

- Statutory Equality Annual Progress Reports
- Quarterly employment monitoring (as part of quarterly resource reporting) to Executive Officer Team
- Service reporting as part of six monthly and annual performance reports on Business Management and Improvement Plans
- Six monthly monitoring reports to Strategic Policy & Resources Committee
- Equalities section in annual public performance report, web site and Perth & Kinross News performance pull-out

5.2 Strategy Monitoring & Review

The Council will report annually on its implementation of the strategy and progress on the action plan. This report will integrate with the regular equalities monitoring and statutory scheme reporting within the Council.

The Strategy itself will be reviewed every three years and approved by Council.

5.3 Member/Officer Working Group

The Member/Officer Working Group will champion and promote equalities and recommend the overall direction for the Council.

5.4 Equalities Strategic Group

The Equalities Strategic Group will coordinate the implementation of the Equalities Strategy and Action Plan. The Group will receive progress reports from Service Management Teams.

The Group will make recommendations directly to the Executive Officer Team and provide regular reports to the Executive Officer Team, Corporate Management Group and appropriate Committees of the Council.

5.5 Service Management Teams

Service management teams will ensure that progress reports for Service Equality are agreed and submitted as required. Service Equalities contacts will help with the coordination of equalities work in their Service.

6. ACTION PLAN

LEADERSHIP

Objective:											
<i>To demonstrate effective leadership of equalities in the management of the Council and delivery of services.</i>											
How we will get there (Implementation)	DDA	EA	RRAA	AGE	SO	R/B	Key Milestones and Completion Dates	Relevant Service	Who Will Take the Lead	Progress Towards Achievement	Completed
Training for elected members and all senior managers.	3	3	3	3	3	3	Completion of training programme for all elected members and senior managers.	All	Member/Officer Working Group		
Develop 6 category equality framework for implementation by 2009.	3	3	3	3	3	3	EIA developed for minimum 6 equality categories by 2009 as part of single equality scheme for all equality categories	CE	Head of Strategic Management & Improvement		

Objective:*To demonstrate effective leadership of equalities in the management of the Council and delivery of services.*

How we will get there (Implementation)	DDA	EA	RRAA	AGE	SO	R/B	Key Milestones and Completion Dates	Relevant Service	Who Will Take the Lead	Progress Towards Achievement	Completed
All Services to develop, resource, implement and report progress on Service Equality Action plans which have been subject to an impact assessment.	3	3	3	3	3	3	Action Plans completed for Race, disability and gender by end 2007 and Age SO and R/B when 6 category impact assessments completed	All	Executive Directors		
Additional statutory duties for Education and schools incorporated into ECS Service Action Plan	3	3	3				ECS Equality Action plan fully incorporates all statutory duties	ECS	Head of Cultural & Community Services		
Additional statutory duties for Employment incorporated in an HR Equalities Action Plan.	3	3	3	3	3	3	HR equality action plan fully incorporates all statutory duties	CS	Executive Director		

Objective:*To demonstrate effective leadership of equalities in the management of the Council and delivery of services.*

How we will get there (Implementation)	DDA	EA	RRAA	AGE	SO	R/B	Key Milestones and Completion Dates	Relevant Service	Who Will Take the Lead	Progress Towards Achievement	Completed
Regular qualitative and quantitative monitoring undertaken by Service Management Teams	3	3	3	3	3	3	Service 6 monthly and annual performance reports provided to include data and progress on mainstreaming equalities into services.	All	Executive Directors		
Assessment of progress through 'How Good is our Council'	3	3	3	3	3	3	Include performance monitoring in relation to equalities in the Council's Annual Report - November 2008	All	Head of Strategic Management & Improvement		
Support Scrutiny Committee to address equalities issues	3	3	3	3	3	3	January 2008	CE	Head of Strategic Management & Improvement and Head of Democratic Services		

Objective:*To demonstrate effective leadership of equalities in the management of the Council and delivery of services.*

How we will get there (Implementation)	DDA	EA	RRAA	AGE	SO	R/B	Key Milestones and Completion Dates	Relevant Service	Who Will Take the Lead	Progress Towards Achievement	Completed
Commitment to equality addressed through staff ERD	3	3	3	3	3	3	Equalities competencies developed for elected members and Managers at all levels by end 2008. Revised ERD process will contain assessment of contribution towards equality from January 2008	All	Executive Director (Corporate Services)		
Strategic Policy and Resources Committee - monitoring reports	3	3	3	3	3	3	SP&R will receive 6 monthly monitoring reports on equalities progress	All	Head of Strategic Management & Improvement		

Objective:*To demonstrate effective leadership of equalities in the management of the Council and delivery of services.*

How we will get there (Implementation)	DDA	EA	RRAA	AGE	SO	R/B	Key Milestones and Completion Dates	Relevant Service	Who Will Take the Lead	Progress Towards Achievement	Completed
Assess all functions and policies in terms of equalities impact	3	3	3	3	3	3	Programme of assessment by each Service – May 2008	All	Executive Directors		
Update demographic information for all equality categories	3	3	3	3	3	3	Annual report of population profile to be presented to EOT and members	CE	Executive Director (Environment)		
Work with Partners including Housing Associations to promote equality	3	3	3	3	3	3	Community Plan reflects the Council and Partners commitment to promote equalities. CPP to Identify mechanisms for measuring compliance with equalities in relation to partnership working.	CE and H&CC	Executive Directors		

VISION AND OUTCOMES

Objective:											
<i>To ensure clarity regarding the values and commitment to equalities both in respect of service delivery but also in terms of employment practice.</i>											
How we will get there (Implementation)	DDA	EA	RRAA	AGE	SO	R/B	Key Milestones and Completion Dates	Relevant Service	Who Will Take the Lead	Progress Towards Achievement	Completed
Continue to build a positive well informed culture which positively promotes equality within the Council and through partnership working.	3	3	3	3	3	3	Continue to build on stated commitment through demonstration of effective leadership for equalities by Officers and Elected Members All Council employee behaviour reflects the Council commitment to promote equalities	All	Council Leaders and Executive Officer Team/ Corporate Management Group		

COMMUNITY ENGAGEMENT

Objective <i>To ensure that people from under represented communities are actively engaged in decision and policy making on issues that directly affect them.</i>											
How we will get there (Implementation)	DDA	EA	RRAA	AGE	SO	R/B	Key Milestones and Completion Dates	Relevant Service	Who Will Take the Lead	Progress Towards Achievement	Completed
Implementation of Community Engagement Strategy Ensure guidance is provided on advocacy in relation to helping vulnerable people to access Council services and employment.	3	3	3	3	3	3	Existing consultation mechanism with minority ethnic communities, disability related and gender specific and age related groups formalised. Explore with under represented groups – consultation /involvement mechanisms	ECS	Head of Cultural & Community Services		

Objective
To ensure that people from under represented communities are actively engaged in decision and policy making on issues that directly affect them.

How we will get there (Implementation)	DDA	EA	RRAA	AGE	SO	R/B	Key Milestones and Completion Dates	Relevant Service	Who Will Take the Lead	Progress Towards Achievement	Completed
Develop Diversity Forum	3	3	3	3			Organise 2 meetings per annum	ECS	Head of Cultural & Community Services		
Develop capacity of organisation in relation to disability through membership of Employers Forum on Disability. Engage with Perth Access Group and other similar Voluntary Sector disability organisations	3						Attendance at Scottish Network events Attendance at workshops and seminars as appropriate. Access Group members and other VS disability organisations actively involved with the development of Council Services	CE	Head of Strategic Management & Improvement		

Objective
To ensure that people from under represented communities are actively engaged in decision and policy making on issues that directly affect them.

How we will get there (Implementation)	DDA	EA	RRAA	AGE	SO	R/B	Key Milestones and Completion Dates	Relevant Service	Who Will Take the Lead	Progress Towards Achievement	Completed
Develop links with Scottish Inter-faith Council to identify initiatives for religion/belief						3	Initiatives identified and implementation progressed.	CE	Head of Strategic Management & Improvement		
Develop links with groups which support LGBT groups including Stonewall Diversity Champions to develop organisational capacity.		3			3		Take part in national and local initiatives which provide support for LGBT groups & workplace index assessment	CE	Head of Strategic Management & Improvement		
Assess effectiveness of community engagement	3	3	3	3	3	3	Annual review	ECS	Head of Cultural & Community Services		

DDA – Disability Discrimination Act, EA – Equality Act 2006, RRAA – Race Relations (Amendment) Act, Age- Employment Equality Regulations 2006, SO – Employment Equality (Sexual Orientation) Regulations 2003 and Equality Act (Sexual Orientation) Regulations 2007, R/B – Employment Equality (Religion and Belief) Regulations 2003 and Equality Act 2006.

Objective
To ensure that people from under represented communities are actively engaged in decision and policy making on issues that directly affect them.

How we will get there (Implementation)	DDA	EA	RRAA	AGE	SO	R/B	Key Milestones and Completion Dates	Relevant Service	Who Will Take the Lead	Progress Towards Achievement	Completed
Annual review of equalities strategy	3	3	3	3	3	3	Feedback from community groups indicates positive differences in relation to services and employment.	CE	Head of Strategic Management & Improvement		

EMPLOYMENT

Objective
To promote the Council as an excellent employer for groups under represented in the workforce and to ensure equality of access to jobs and career opportunities.

How we will get there (Implementation)	DDA	EA	RRAA	AGE	SO	R/B	Key Milestones and Completion Dates	Relevant Service	Who Will Take the Lead	Progress Towards Achievement	Completed
Assess the impact of existing and new (& updated) employment policies in relation to disability, gender and race using the existing assessment framework for each category. When available, and as a part of the 6 strand EIA also assess impact in relation to Age. SO and R/B.	3	3	3	3	3	3	All relevant Council and Committee reports to include equality impact assessment key outcomes and actions taken from January 2008.	All	Head of Strategic Management & Improvement and Head of Democratic Services		

Objective

To promote the Council as an excellent employer for groups under represented in the workforce and to ensure equality of access to jobs and career opportunities.

How we will get there (Implementation)	DDA	EA	RRAA	AGE	SO	R/B	Key Milestones and Completion Dates	Relevant Service	Who Will Take the Lead	Progress Towards Achievement	Completed
The following to be included in quarterly monitoring <ul style="list-style-type: none"> all applications and outcomes for race, disability and gender; and race, disability and gender monitoring of the grievances, disciplines and harassment procedures; applications and attendance for training, leavers and Grades of staff. When available, age, SO and R/B. 	3	3	3	3	3	3	EOT will receive quarterly performance reports with key indicators from monitoring of employment processes.	All	Executive Director (Corporate Services)		

Objective

To promote the Council as an excellent employer for groups under represented in the workforce and to ensure equality of access to jobs and career opportunities.

How we will get there (Implementation)	DDA	EA	RRAA	AGE	SO	R/B	Key Milestones and Completion Dates	Relevant Service	Who Will Take the Lead	Progress Towards Achievement	Completed
Employability Framework – Strategy to increase representation in workforce of under represented groups.	3	3		3			Review relevant process to encourage positive action for those with disabilities/ learning disabilities / NEET	TES and CS	Executive Director (Corporate Services)		
Proactively promote employment opportunities.	3	3	3	3	3	3	Awareness training for HR Managers and other staff (as appropriate) to raise awareness about promoting equalities in employment.	CS	Executive Director (Corporate Services)		

Objective

To promote the Council as an excellent employer for groups under represented in the workforce and to ensure equality of access to jobs and career opportunities.

How we will get there (Implementation)	DDA	EA	RRAA	AGE	SO	R/B	Key Milestones and Completion Dates	Relevant Service	Who Will Take the Lead	Progress Towards Achievement	Completed
Equal pay		3					Carry out annual equal pay audit to monitor the application of the Equal Pay Policy and publish statistical analysis in report form to EOT. Equal Pay impact assessment completed every three years	CS	Executive Director (Corporate Services)		

Objective

To promote the Council as an excellent employer for groups under represented in the workforce and to ensure equality of access to jobs and career opportunities.

How we will get there (Implementation)	DDA	EA	RRAA	AGE	SO	R/B	Key Milestones and Completion Dates	Relevant Service	Who Will Take the Lead	Progress Towards Achievement	Completed
Develop opportunities for specific employee groups to improve profiles of all groups in all areas and at all levels of the Council.	3	3	3	3	3	3	Targeted training for specific groups of employees from under represented groups – October 2008	CS	Executive Director (Corporate Services)		
Equality impact assessment - training	3	3	3				Provide training for all managers – by June 2008	CS	Executive Director (Corporate Services)		

Objective

To promote the Council as an excellent employer for groups under represented in the workforce and to ensure equality of access to jobs and career opportunities.

How we will get there (Implementation)	DDA	EA	RRAA	AGE	SO	R/B	Key Milestones and Completion Dates	Relevant Service	Who Will Take the Lead	Progress Towards Achievement	Completed
All managers and trainers to address inappropriate behaviours through the effective implementation of the Dignity at Work procedures	3	3	3	3	3	3	Training provided for all managers and trainers to ensure they are able to exemplify appropriate behaviour and to enable them to address incidences of inappropriate behaviour including inappropriate verbal comments made by employees	All	Head of Strategic Management & Improvement		

IMPROVING SERVICES

Objective											
<i>To ensure service planning, design and improvements are based on accurate service user profiles and the principle of fair service delivery.</i>											
How we will get there (Implementation)	DDA	EA	RRAA	AGE	SO	R/B	Key Milestones and Completion Dates	Relevant Service	Who Will Take the Lead	Progress Towards Achievement	Completed
Web development	3	3	3	3	3	3	Continued development of equalities section on website and ensure equalities mainstreamed through all relevant Service information on Council Website	All	Head of Strategic Management & Improvement		

Objective

To ensure service planning, design and improvements are based on accurate service user profiles and the principle of fair service delivery.

How we will get there (Implementation)	DDA	EA	RRAA	AGE	SO	R/B	Key Milestones and Completion Dates	Relevant Service	Who Will Take the Lead	Progress Towards Achievement	Completed
Assess the impact of existing and new (& updated) service policies in relation to disability, gender and race using the existing assessment framework for each category. When available, and as a part of the 6 strand EIA also assess impact in relation to Age. SO and R/B.	3	3	3	3	3	3	All relevant Council and Committee reports to include equality impact assessment key outcomes and actions taken from January 2008.	All	Head of Strategic Management & Improvement		

Objective

To ensure service planning, design and improvements are based on accurate service user profiles and the principle of fair service delivery.

How we will get there (Implementation)	DDA	EA	RRAA	AGE	SO	R/B	Key Milestones and Completion Dates	Relevant Service	Who Will Take the Lead	Progress Towards Achievement	Completed
Establish data systems for determining patterns of service uptake on gender, disability, ethnicity sexual orientation and age	3	3	3	3	3	3	Baseline identified April 2008	CE	Head of Strategic Management & Improvement		
Regularly assess the service needs/ improvement of different groups in the population	3	3	3	3	3	3	Gather information for equality impact assessment building on current service user profile data, etc.	All	Executive Directors – BMIPs Performance Planning		

Objective

To ensure service planning, design and improvements are based on accurate service user profiles and the principle of fair service delivery.

How we will get there (Implementation)	DDA	EA	RRAA	AGE	SO	R/B	Key Milestones and Completion Dates	Relevant Service	Who Will Take the Lead	Progress Towards Achievement	Completed
Staff training to develop awareness about how they can promote equality in service delivery	3	3	3	3	3	3	Customer Service training addresses equality	CE	Head of Strategic Management & Improvement and Head of Human Resources		
Council communications are inclusive and promote equalities.	3	3	3	3	3	3	Council communications including language used and pictorial representations help to present a Council committed to promoting equalities.	CE	Head of Democratic Services		

Objective

To ensure service planning, design and improvements are based on accurate service user profiles and the principle of fair service delivery.

How we will get there (Implementation)	DDA	EA	RRAA	AGE	SO	R/B	Key Milestones and Completion Dates	Relevant Service	Who Will Take the Lead	Progress Towards Achievement	Completed
Translation service	3		3				Monitoring of demand and quality of supply indicates satisfaction levels as indicated through consultations with community groups	CE	Head of Democratic Services		
Improve physical access to Council Buildings	3						Carry out access audits on Council buildings and arrange improvements to increase the percentage of buildings which can provide access.	CS	Executive Director (Corporate Services)		

Objective

To ensure service planning, design and improvements are based on accurate service user profiles and the principle of fair service delivery.

How we will get there (Implementation)	DDA	EA	RRAA	AGE	SO	R/B	Key Milestones and Completion Dates	Relevant Service	Who Will Take the Lead	Progress Towards Achievement	Completed
Procurement Strategy and process to be updated to reflect all equality statutory duties	3	3	3				Procurement strategy updated 2008. Training and guidance provided for staff to ensure that they are incorporating promoting equalities into their contracts and SLA and monitoring compliance	CS	Executive Director (Corporate Services)		

COMPLIANCE

Objective											
<i>To ensure at all times that the Council is complying with its legislative responsibilities and achieving the standard of compliance expected by the Commission.</i>											
How we will get there (Implementation)	DDA	EA	RRAA	AGE	SO	R/B	Key Milestones and Completion Dates	Relevant Service	Who Will Take the Lead	Progress Towards Achievement	Completed
Progress reporting framework established for equalities strategy	3	3	3	3	3	3	Services can identify outcomes indicating improvements against each equality category	All	Executive Directors and Head of Strategic Management & Improvement		
Annual employee award for achievement in an Equalities category to be acknowledged and celebrated	3	3	3	3	3	3	Service able to demonstrate and support positive outcomes achieved by employee	All	Leader of Council and Chief Executive		

Objective

To ensure at all times that the Council is complying with its legislative responsibilities and achieving the standard of compliance expected by the Commission.

Council complaints procedure	3	3	3	3	3	3	Monitor profile of complainants and identify any issues relating to discrimination to provide indicators of Service Compliance with Equalities Statutory Duties.	CS and All	Executive Director (Corporate Services) and all Executive Directors		
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APPENDIX 1

ACTIONS TO BE CONSIDERED BY SPECIFIC SERVICES AND INCORPORATED INTO SERVICE ACTION PLANS

Chief Executive's Service

Support development activities for community groups including provision of pre-capacity building support.

Develop awareness raising events to promote equalities including events with partners in Perth & Kinross area and Tayside. First Annual Equalities conference held by end 2009 to launch Single Equality Scheme.

Ensure that all members of the public have access to register births, deaths and marriages. Indicators that requests for interpreting services including telephone interpreting are being recorded and made available.

Customer First - ensure systems are in place to measure and improve levels of customer satisfaction.

Corporate Services

Monitor applications for office space and facilities to identify any difference in treatment relating to gender or race of applicants.

Council Tax systems and procedures - Public information contacts reflect an inclusive approach. Translation and interpreting services provided as requested. Systems developed to enable monitoring to be carried out to ensure there is no detriment to any group.

Education and Children's Services

Young Peoples' Services and services for other age groups including older age people developed and implemented.

Progress on "More Choices, More Chances" Strategy (NEET) - increase in attainment/ achievement for lowest 20%. Introduce placement opportunities for school pupils with the Council.

Monitoring – ensure schools assess impact of policies and practice on pupils and comply with other statutory duties for promoting equality for race, disability and gender. Progress reported in regular monitoring reports as required by statutory duties and through the framework in the Disability and Gender and Race Schemes.

Examine trends in pupils progress and report on attainment data annually.

Support school cultural activities to bring different communities together. Schools events to celebrate diversity and increase awareness.

Ensure all Schools are addressing reports of racist incidents, bullying and harassment. Review relevant policies and responses to reports and report data outcomes for all relevant procedures at 6 monthly intervals.

Libraries and arts Services to coordinate initiatives to promote equalities including in schools and community and with partners.

The Environment Service

Transport and Infrastructure related strategies and implementation plans to promote equality by incorporating the requirements of community groups.

Housing and Community Care

Review housing and other Service provision requirements of Gypsy/Travellers.

Ensure services are accessible and meet the individual needs of people including in respect of disability, gender, race, age, sexual orientation and religious belief. People with Learning Disabilities have access to advocacy, employment, training opportunities etc. Services can demonstrate a diverse group of people are actively accessing their services.

Ensure access to information for applicants who register as Homeless. Identify levels of demand for assistance and translation services from applicants and profile applicants and report.

Housing Benefits - systems in place to monitor applications and outcomes by equality category to identify any differences.

Monitor sales and purchase of Council houses and other properties. Data gathered to identify profile of applicants and outcomes of applications for purchase of Council housing and other properties.

APPENDIX 2

Equalities Groups as at 4 December 2007

Equalities Group	Chair	Reporting structure
Equalities Strategic Group	Chief Executive	Via Corporate Management Group to Executive Officer Team
Multi-agency Gypsy/Traveller Group	Executive Director Housing & Community Care	No existing reporting structure
Multi-agency Racist Incident Group	Executive Director Housing & Community Care	Reports for Perth & Kinross area reporting racist incidents to Community Safety/CPP
Perth & Kinross Council Reporting Racist Incidents reporting	Executive Director Housing and Community Care	Reports via Corporate Management Group to Executive Officer Team
Multi-agency New Workers Group	Chair Head of Economic Development	No existing reporting structure
Multi-agency – Perth & Kinross Domestic Abuse Forum	Chair – Perthshire Women's Aid and others	Represented on the Community Safety Implementation Group which reports to Community Safety/CPP
Multi-agency Mental Health Improvement Reference Group	Chair – NHS representative Ron Johanson	Reports to Community Planning Partnership Health & Wellbeing
Housing and Community Service Group	Community Care Manager	Reports to Housing & Community Care - SMT