



Subject to formal Council approval

# Perth and Kinross Council Equality Mainstreaming Report 2025 to 2029

A Perth and Kinross where everyone can live life well,  
free from poverty and inequality

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# 1 Introduction

**Equality is at the heart of what we do**, and our updated equality aims and outcomes for 2025 to 2029 reflect this by making our intentions clear and setting measurable actions for meeting our commitments. We also want our aims and outcomes reflected in our everyday deeds and actions – how we work with our communities and consider equalities and equity of opportunity in all that we do.

We must ensure we are clear about how to meet the needs of our employees and communities in relation to equality and we need to know what is important to them. We do this by regularly engaging and consulting with these groups and have committed to progressing these actions within Perth and Kinross. Our equality aims and outcomes, set for the next four years, have been designed to ensure that their lived experience remains at the forefront of what we do.

As the work of Perth and Kinross Council, the Perth and Kinross Education Authority and Licensing Board are so significantly and interdependently linked, we have combined our mainstreaming reports. This ensures consistency of purpose and a partnership approach in doing all we can to even the playing field across all our areas of responsibility.

Perth and Kinross Council and its Education Authority and Licensing Board continue to make progress in mainstreaming equality activities.



## 2 Our Corporate Plan

Our Corporate Plan **vision** is for a Perth and Kinross where everyone can **live life well, free from poverty and inequality** and seven key priorities were identified to support this vision. They are presented in summary form as a graphic to show the interdependencies that exist between them and the fact that each priority is dependent upon the delivery of the others. In full they are:

- Working in partnership with communities
- Tackling poverty
- Tackling climate change and supporting sustainable places
- Developing a resilient, stronger and greener local economy
- Enabling our children and young people to achieve their full potential
- Protecting and caring for our most vulnerable people
- Supporting and promoting physical and mental wellbeing



It also asks everyone in Perth and Kinross to play their part in making this a fairer place for all. We know that this will mean different things to different people for example, volunteering in a local group, getting involved in community work or finding a new way of working to help individuals, communities and businesses to share their ideas, skills and connections. We want everyone in our active and diverse communities to get involved in helping us shape the future of Perth and Kinross. We will continue to make sure that when we are designing our services we work in partnership with our communities. Involving people in the areas of service delivery that affect them will lead to making better decisions and getting better results will help to make Perth and Kinross an even better place to live and work for all.

## 3 Our population

Considering the population of Perth and Kinross and identifying equality-related opportunities, challenges and barriers is key to our proactive approach to working with our communities and meeting our commitments.

There are some areas to note in particular in terms of the population of Perth and Kinross who are from equality protected groups.

We have responded to the significant changes which have affected Perth and Kinross in recent years in relation to an increase in migration. Migrant populations include a combination of seasonal migrant workers, new migrants and settled communities from different minority ethnic communities. They may be working in critical sectors of employment which for us locally is agriculture, tourism, hospitality, food processing and the care sector, and in many cases are self-employed businesses and employers themselves or they may have been studying here. We also have a proportionately small sanctuary-seeking population here which has grown in recent years as they seek a safe place from conflict or persecution in their own countries.

In the 2022 Census, 96.77% of the population of Perth and Kinross categorised themselves as 'White' (slightly down from the 97.97% in the 2011 census but above the national figure of 92.87%). However, this figure included some 3,406 (2,408 in 2011) people categorised as 'White Polish' (the 9th highest local authority population in Scotland); 5,012 (3,130 in 2011) categorised themselves as 'Other White' which would include other Eastern European countries of origin.

Figures for our minority ethnic communities in Perth and Kinross totalled 4,874 in the 2022 Census (1,852 in 2011 Census) so this population has clearly grown – this figure includes 504 Indian, 445 Chinese and 499 Pakistani. Similar figures at the 2011 Census were 585 Indian, 461 Chinese and 331 Pakistani.

7,650 people give their country of birth as an EU Member country, 2,361 as a Middle East/Asian country, and 1,479 as an African country.

Perth and Kinross also remains home to the highest individual local authority Gypsy/Traveller population according to the 2022 Census with 288 (415 in 2011) people classifying themselves as Gypsy/Travellers. Locally we have developed a Gypsy/Traveller Action Plan linked to the Local Housing Strategy.

In terms of sexual orientation of the Adult Population of Perth and Kinross over the age of 16 (127,052) in the 2022 Census – 1,525 identified as Gay or Lesbian; 1,472 as Bisexual and 490 as other sexual orientation. This information was not gathered in the 2011 Census so no comparison is possible.

Also asked for the first time in the 2022 Census was whether a person was Trans or had a Trans history, and 418 people in Perth and Kinross answered 'yes' to this question.

In terms of statistics relating to disabilities and long-term health conditions, the local responses are summarised below:

2022 Census Category	Perth and Kinross responses
Deaf or partially hearing impaired	12,212
Blind or partially vision impaired	3,836
Full/partial loss of voice or difficulty speaking	432
Has one or more of learning disability, learning difficulty or developmental disorder	8,047
Physical disability	13,258
Mental health condition	14,725
Long-term illness, disease or condition	33,058

2,959 people in Perth and Kinross identified as being a British Sign Language (BSL) User and we comply with our statutory duty to have a dedicated BSL Plan in place.

It is also worth noting that the Census provides detailed information about the Age and Sex of our population with 17,573 people in Perth and Kinross aged 75 years or over (9,834 female and 7,739 male).

## 4 Equality legislation and our reporting duties

As well as it being the right thing to do, as a local authority in Scotland, we have legislative requirements in relation to equality.

The Equality Act (2010) introduced a positive general duty on public bodies in Scotland which requires them to give due regard to the need to:

- foster good relations between communities by tackling prejudice and promoting understanding
- advance equality of opportunity
- eliminate discrimination, harassment, and victimisation

We are also responsible for meeting specific duties under the Equality Act which include reporting progress on how we mainstream the general duty in our work. Our previous Equalities Performance Reports are publicly available on our website.

Our Mainstreaming Report 2025 to 2029 and review of our existing equality outcomes were published in line with our responsibilities by 30 April 2025.

The work undertaken is regularly reported to the Perth and Kinross Equalities Strategic Forum, chaired by an Elected Member of Perth and Kinross Council.

The Mainstreaming Report reflects the requirements of the General Duty and sets out our aims and outcomes for the next four years.



## 5 Our equality aims and outcomes

Our 4 equality aims remain the same:

- We will keep our community informed and engage with them about our service, opportunities and support available to them.
- Perth and Kinross is a safe, welcoming and accessible area.
- Perth and Kinross visibly celebrate equality and diversity.
- We will increase people's awareness of equality and diversity.

Our aims are intended to be aspirational for both ourselves and the wider area of Perth and Kinross. We will ensure that these aims are visible in all that we do and continue to meet the needs of our diverse individuals and communities.

Further to our aims, we have set 17 specific equality outcomes, set out in the tables below. These are more specific about how we will meet our aims, what areas we will work on to demonstrate that we are making progress and how we will increase awareness of equality and diversity more generally. Minimal changes have been made to the previous outcomes and they were made available for consultation in advance.

Having specific outcomes will allow us to report in a more measured and efficient way. There are a number of workstreams and projects already in place that support the advancement of our equality aims and provide tangible evidence of our achievements within the Council, Education Authority and Licensing Board.

**Equality aim: Perth and Kinross is a safe, welcoming and accessible area**

(Local Outcomes Improvement Plan strategic priority link – Mental and physical wellbeing)

Equality outcome	Evidence to be used to report on outcomes	Equality-protected characteristic
1. People from equality-protected groups will be made welcome and respected in the area.	<ul style="list-style-type: none"> <li>Equality calendar of key dates</li> <li>Keep Safe Scheme numbers</li> <li>Adult Learning opportunities</li> </ul>	All
2. Staff from equality-protected groups will be made welcome and respected in the Council workplace.	<ul style="list-style-type: none"> <li>Staff networks/inductions</li> <li>Employee data</li> </ul>	All
3. Reduce and remove physical barriers for those with disabilities to access public spaces.	<ul style="list-style-type: none"> <li>Property/Greenspace actions</li> <li>Care Group strategic actions</li> </ul>	Disability
4. People from equality-protected groups have increased confidence to report hate crime and/or bullying incidents.	<ul style="list-style-type: none"> <li>Hate Crime local statistics/campaigns/third party reporting sites</li> </ul>	All
5. Support is provided to those at risk of or who are survivors of gender-based violence.	<ul style="list-style-type: none"> <li>Violence Against Women Partnership Programme (including 16 Days of Action)</li> </ul>	Sex
6. Pupils from equality-protected groups will have a positive school experience and will feel safe and respected in school and when online.	<ul style="list-style-type: none"> <li>Work in schools from Show Racism the Red Card, Anne Frank Trust, Nil by Mouth, and others</li> </ul>	All

Equality outcome	Evidence to be used to report on outcomes	Equality-protected characteristic
7. The Council will commit to delivering positive actions in relation to both the Council of Sanctuary and HIV Fast Track Cities initiatives to make the area as inclusive and welcoming as possible.	<ul style="list-style-type: none"> <li>• Council of Sanctuary Action Plan</li> <li>• HIV Fast Track Cities Action Plan</li> </ul>	Race Religion/Belief
8. We will challenge and where necessary report any inappropriate posts in relation to equality and diversity on our social media channels.	<ul style="list-style-type: none"> <li>• Communications social media monitoring</li> </ul>	All

**Equality aim: Perth and Kinross visibly celebrates equality and diversity**

(Local Outcomes Improvement Plan strategic priority link – Mental and physical wellbeing)

Equality outcome	Evidence to be used to report on outcomes	Equality-protected characteristic
9. Multi-cultural and equality-related events in the calendar will be visibly celebrated and promoted.	<ul style="list-style-type: none"> <li>• Equality calendar events programme</li> <li>• Bridge/Building lights programme</li> </ul>	All

**Equality aim: Perth and Kinross Council will keep our community informed and engage with them about our services, opportunities and support available to them**

(Local Outcomes Improvement Plan strategic priority links – Poverty; Mental and physical wellbeing; Employability; Digital participation)

Equality outcome	Evidence to be used to report on outcomes	Equality-protected characteristic
10. People from equality-protected groups can be provided with accessible information about the services provided by the Council including crisis support in the event of an emergency.	<ul style="list-style-type: none"> <li>Communications/Service responses/website</li> </ul>	All
11. People from equality-protected groups will be supported to digitally participate.	<ul style="list-style-type: none"> <li>Digital Classes (Adult Learning)</li> <li>Tenant Participation Digital Support</li> </ul>	All
12. People from equality-protected groups are supported to access employment opportunities.	<ul style="list-style-type: none"> <li>Employability/Employment Support statistics</li> </ul>	All
13. People from equality-protected groups will be encouraged to share their lived experience in planning of Council strategies or services.	<ul style="list-style-type: none"> <li>Consultation processes</li> </ul>	All

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

(Local Outcomes Improvement Plan strategic priority link – Mental and physical wellbeing)

Equality outcome	Evidence to be used to report on outcomes	Equality-protected characteristic
14. A staff learning and development programme for equality and diversity will be delivered and will be extended to partner organisations.	<ul style="list-style-type: none"> <li>Equality learning and development programme</li> </ul>	All
15. Our school curriculum will include equality and diversity topics.	<ul style="list-style-type: none"> <li>Relevant school curriculum topics</li> </ul>	All
16. Our employment policies will reflect that we are a fair and inclusive employer.	<ul style="list-style-type: none"> <li>Employment policies</li> </ul>	All
17. People providing externally commissioned, contracted or licensed services on behalf of the Council (including Arm's-Length External Organisations (ALEOs)) are aware of their responsibilities in relation to equality and diversity.	<ul style="list-style-type: none"> <li>Contracts/Service Level Agreements</li> </ul>	All



## 6 Mainstreaming equalities

We report on the progress we make in relation to meeting our equalities aims and outcomes through our Equality Performance Report (outlined in Section 4 previously). We also have a number of ways in which we evidence partnership working, ensure governance measures are in place and allow for reporting of our equalities workstreams on an ongoing basis as follows.

### Equalities Team

Our dedicated Equalities Team ensure that the Council maintains progress in the fulfilment of its statutory equality responsibilities working closely with local communities, partner organisations and Council services to do so. Our English as Second Language (ESOL) and Adult Literacies provision is now part of this wider team.

### Equalities Strategic Forum

On an ongoing basis the equality governance arrangements are overseen by our Equalities Strategic Forum which has representation from partner organisations, equality community groups and Third Sector organisations. It is chaired by an Elected Member with lead responsibility for Equality and Diversity. This group meets every 2 months.

### Equalities Operational Group

The Equalities Operational Group is in place for Service representatives to meet bi-monthly to share good practice and raise awareness of key topics and learning and development opportunities. These innovative approaches work well in ensuring that services have access to staff who are able to advise on a wide range of equalities issues and assist in ensuring the mainstreaming of an effective equality approach across all Council services (including the Education Authority and Licensing Board). These staff also have access to an online equalities shared document site for sharing good practice information.

## Community Equality Advisory Group (CEAG)

Relationships with the wider community continue to be positive and the local CEAG which comprises a wide range of equality community interest groups, individuals drawn from the Community Planning Partnership and local and national organisations. It meets a minimum of 3 times per annum and is chaired by the Council's Equality and Diversity Lead.

In addition, our equality aims and outcomes will be linked to the relevant Local Outcomes Improvement Plan (LOIP) priority areas to ensure a mainstreamed approach and considered by the Community Planning Partnership. We continue to update our information relating to Equality and Diversity on the Council's website and our intranet site for staff.

We will continue to develop our approach to reporting on these outcomes through ongoing dialogue with all stakeholder groups mentioned and plan to make available a copy of the outcomes in Easy Read and British Sign Language (BSL) as we have done previously.

## 7 Partnership working

One of our key priorities is to work in partnership with our communities and we continue to expand and improve our work with a range of different partner organisations and community groups to support the delivery of our equalities programme. Many of those organisations are experts in a specific area of equalities and it is vital that we are able to learn from their expertise to ensure our services remain inclusive and fair for all.

This partnership approach has helped us to continue to foster good relations between communities and ensured a cohesive approach for different groups wishing to access and find out about services appropriate to their needs. It has also helped the wider community learn more about our diverse communities and the contribution they make to our local community. We want everyone living here regardless of their background to feel safe, welcome, and included.

We also have regular meetings with Third Sector and community groups which support LGBT+ community members (LGBT+ Development Group) and minority ethnic community members (Community Integration Network).

## 8 Equalities Policy and Assessment of Impact

Coinciding with this review of equality outcomes we undertook a review of our existing Corporate Equality Policy. The review ensured that the policy remains readable, relevant and compliant with relevant regulations. It is available on the Council's Intranet for staff.

We also review our learning and development opportunities for staff in relation to different areas of equality on an ongoing basis. This includes our face-to-face and e-learning opportunities. A programme of staff learning sessions in relation to equality is in place with additional new opportunities available and our e-learning module has been updated.

We have recently updated our Impact and Value process to allow all aspects of Impact Assessment to be readily considered using an online approach through the Intranet. This integrated approach has produced a more accessible, electronic tool which allows an assessment of impact more widely from conception to implementation of policies and allows the equality impact to be measured at the same time and in the same way as other areas being considered. Our existing Equality and Fairness Impact Assessment document is an integral part of this process and was reviewed in 2024 to ensure it remains relevant and user-friendly.

This approach to reviewing our Equalities Policy and Impact Assessment process has allowed us to advance equality of opportunity for all staff involved and effectively mainstream expertise across services.



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You can also send us a text message on 07824 498145.

All Council Services can offer a telephone translation facility.

BSL users can contact us via Contact Scotland BSL, the online British Sign Language video relay interpreting service. Find out more on the [Contact Scotland BSL website](#).